

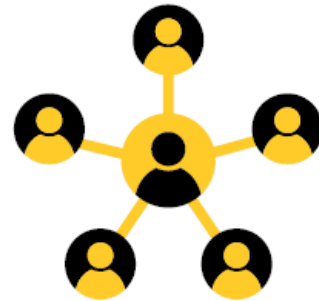
Creating a Mentoring Circle

At many universities, new faculty may have only one senior faculty member from within their department as a mentor and mentors often receive little guidance of the role they should play for their mentees.

Best Practice

New faculty should have a team of mentors who provide support and create an immediate network resource in multiple areas. This should include research, teaching, service, and social support.

Each mentor must understand the responsibilities they have to their mentee and agree to a set mentoring time period.



Recommendations

At least four varied mentors are recommended:

- A mentor who shares the same scholarship interest or are a content expert in an area in which the mentee is expected to grow.
- One selected from the same school/department is beneficial for promotion guidance.
- Another from the general university community can help navigate potential university difficulties.
- An added mentor at another institution to supply confidentiality.

Selecting additional mentors from outside of your discipline serves multiple purposes [Campbell Mentoring Program](#) (Kohn, 2014):

- Ingrains collaboration as a core academic value in finding problems and seeking solutions.
- Establishes a promising intellectual network as a critical resource for all faculty and fosters the development of networking skills.
- Creates new windows of opportunity throughout the university that helps all faculty members.
- Having mentors from different academic areas within the university also allows faculty to gain insights unique to UCF.