

Relationship Building & Mentoring Coordination

A good mentor can help the mentee become more effective, learn new skills, develop greater confidence, and help faculty make better decisions for overall growth within the institution. Mentors also obtain many benefits, as well, including:

- Expanded scholarly and personal perspectives
- Strengthening of technical, leadership, and people skills
- Exposure to innovative ideas and insights
- Satisfaction from seeing others develop

To Begin the Process

The mentoring process can begin with an inaugural meeting attended by the mentee and mentor(s). During this time, the faculty and mentor(s) should plan for regular meetings in the coming year and block off calendars to prioritize these times.

Faculty Excellence encourages at least two one-on-one meetings per month.

- Meeting should be initiated and conducted by the mentee.
- Prior to the meeting, give a written list of goals that cover scholarship and creative activities, teaching, and service to your mentor(s).
- This plan consists of a short-range first year plan and a longer-range, two-year plan.

Plan an assessment meeting on the yearly mentoring anniversary.

- In advance of this meeting, the mentee should give a summary listing accomplishments in scholarship, creative activities, teaching, and service for the preceding year.
- Create a proposed plan of goals for these same areas for the upcoming year.
- Include a list of current or potential roadblocks that may hinder progress and development.
- Discuss pathways to move forward towards goals.

POTENTIAL TOPICS

- Identifying grants and resources
- Proposal development
- Conducting and leading a research group
- Promotion and tenure processes
- Internal and external awards
- Teaching support (Faculty Center for Teaching and Learning visits)
- Teaching, mentoring, and recruiting students
- Developing mentoring networks
- Maintaining work-life balance
- Time management