

FACULTY **MENTORING** FACULTY

*Enabling
faculty success*



ADVANCE
Resources for Recruitment & Retention

Types of Mentors

- 1. EVALUATIVE*:** Department chair through yearly evaluations; department promotion and tenure (P&T) committee through two- and four-year reviews.
- 2. PROCEDURAL/MECHANICS*:** A senior faculty member from within the department, appointed by and monitored by the chair. This individual meets formally with the mentee regularly and goes over policies and procedures of the university, college, and department.
- 3. PROFESSIONAL LIFE:** A senior faculty member preferably from another institution, and within the candidate's area of scholarship. This mentor can directly recommend funding opportunities, external opportunities, national or international research opportunities and can give an outsider's view of events.



- 4. OTHER (as the mentee deems appropriate):** If possible, include a senior faculty member from another department who may share cultural, gender, nationality, or other similarities with the mentee and can act as a conduit for specific local information and advice. This individual's value, among others, is that he or she is not influenced by departmental policies.

* Focus of formal UD mentoring program

ADVANCE at UD

Originally funded by an NSF ADVANCE-PA.I.D. grant held jointly between the College of Engineering and the College of Arts and Sciences, the ADVANCE team holds two workshops several times each academic year:

1. FACULTY RECRUITMENT

"Best Practices," Searching for Excellence

2. FACULTY MENTORING

"Mentoring the Mentors"

Built on successful programs at the Universities of Michigan and Wisconsin, each workshop includes a module on cognitive shortcuts and accumulation of disadvantage, and how these can negatively impact careers of under-represented groups (including women in STEM).

The UD ADVANCE team was comprised of a group of prominent UD faculty members who developed and now present these workshops to their colleagues.

Mentor/Mentee Checklist

(*excerpts*)

Year 1

- Before Fall Semester:** Discuss scholarly activity—graduate students, research resources needed including computing needs, lab readiness (if appropriate); need to maximize early scholarly productivity.
- Start of Fall Semester:** Review teaching load; expectations; support systems.
- Early in Fall Semester:** Mentor/Mentee review mentee research/scholarship plan and goals, including, if applicable, a discussion of proposal submission dates, mechanisms, and guidelines.
- Mid-semester:** Mentor/Mentee review dates and processes for yearly evaluations; 2- and 4-year reviews; P&T—research and external letters that will be needed.
- End of Fall Semester:** Mentor/Mentee review fall semester (balance of research/scholarly activity, teaching, and service; development of a professional network and long-term strategy).

Year 2

- Middle of Spring Semester:** Mentee develops a 5-year research/scholarship plan, which mentor proactively reviews.

Years 2, 3, 4, 5

- Long- and short-term** planning and evaluation of research/scholarship, teaching, and service. Preparation for and discussion of 2- and 4-year reviews, junior research leave, P&T preparedness.



Complete details available at
sites.udel.edu/advance

RESOURCES

Resources for Mentors & Mentees

- UD ADVANCE Mentoring: sites.udel.edu/advance/about/faculty-mentoring/
- President's Diversity Initiative: www.udel.edu/diversity/
- UD Faculty handbook: www.udel.edu/provost/fachb
- UD Collective Bargaining: www.udel.edu/aaup/cba.html
- ADVANCE at UD: sites.udel.edu/advance/
- University of Michigan ADVANCE: sitemaker.umich.edu/advance/home
- University of Wisconsin WISELI: <http://wiseli.engr.wisc.edu>

Campus Resources for Mentees

- Research Orientation for New Faculty Workshop, sponsored by Research Office
- Research Office: www.udel.edu/research
- Center for Teaching & Learning: <http://cte.udel.edu>
- Office of the Provost: www.udel.edu/provost
- Academic Calendar: www.udel.edu/registrar/cal/main.html



For more information about UD ADVANCE email UD-ADVANCE@udel.edu

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Dare to be first.

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