

## Pre-Tenure Faculty Mentoring Program

### 1<sup>st</sup> Year Mentoring: Logistical Mentoring

This mentoring experience is provided to Special Purpose, Tenure-Track, and Adjunct faculty (optional for Adjunct).

Approximately three 1<sup>st</sup> year mentors are identified by the Dean's office.

Monthly topical sessions are run by mentors and whomever else they may bring in to the sessions. These sessions are required for new faculty; however, anyone else in BCOE may attend as well.

Mentors meet with 1<sup>st</sup> year faculty once every two weeks in a meaningful way (i.e., at least an hour). Meetings are documented.

Successful participation as a mentor and mentee will be recognized by the Office of the Dean.

### 1<sup>st</sup> Year Mentor Qualifications

Selected from outside the power structure (i.e. do not serve as chair of a departmental personnel committee and not department chair).

At least one of the 1<sup>st</sup> Year Mentors must be within 1 or 2 years of the tenure decision (either side).

Must have experience working across departments and colleges.

At least one of the 1<sup>st</sup> Year Mentors must have graduate faculty experience and experience with dissertation/thesis work.

Other desirable qualities include:

- Advising experience (undergraduate and graduate)
- An approachable personality
- On campus and in the building much of the week
- Experience with teacher education partners across campus
- Experience with university governance

Application process (open application and solicited applications).

Mentors serve for one year and term is mutually renewable.

## 1<sup>st</sup> Year Forum Topics

September	Forms/Procedures Grades Deadlines Attendance Midterms Registration Travel Authorizations Etc.
October	Syllabi TK20
November	Promotion and Tenure Process in BCOE Other Annual Faculty paperwork Technology
December	Celebrations in the BCOE Key people to know
January	Debrief on first semester
February	University 101 Benefits
March	How to Find Resources Grants Professional Development Money Recognition Ceremony for 1 <sup>st</sup> year faculty and mentors Physical memento Recognition on BCOE website

## **2<sup>nd</sup> Year and Beyond Mentoring: Professional Mentoring**

Formalized relationship where meeting times are logged and an agreement is signed that both parties are willing to engage in the mentoring activities. Mentor is encouraged to keep confidential notes.

It is a confidential relationship so that 2-way trust can be built.

Mentor is selected by the mentee and approved and arranged by the Dean's office. The faculty member who is selecting a mentor is encouraged to engage in self-reflection about professional needs, and hold discussions with the Dean and Department Chair to determine professional needs.

A "roster" of potential mentors will be provided to 1<sup>st</sup> year faculty so that the 1<sup>st</sup> year mentor can facilitate introductions if necessary to potential professional mentors.

Either party in the mentoring relationship can "opt out" if other responsibilities arise or if the relationship is not successful. The Dean will hold a meeting with the Mentor and Mentee to review success of the relationship.

It is expected that there will be meaningful dialogue at least once per month.

There will be annual public recognition of mentors and a celebratory lunch.

### **2<sup>nd</sup> Year and Beyond Mentor Qualifications**

Selected from outside the power structure (i.e. not department chair).

Any faculty member who has successfully completed their 4<sup>th</sup> year of P&T review, or tenured may serve.

### **Suggested Activities for the Professional Mentoring Relationship**

- Consult on the third-year review materials.
- Ongoing consultation on P&T
- Consult on areas for growth
- Assist in the integration into different layers of the ISU community
- Develop a multi-year professional plan
- Interpret results of annual reviews
- If appropriate, collaborate on scholarship and teaching