

## Common Points from Reviewing the Materials on Faculty Mentoring Practices

- Most Faculty Mentoring Programs are for new faculty and taught by interested faculty who are already on campus and established although not necessarily tenured.
  - Some are for any faculty
    - Peer Observation and Self Assessment as Teacher
    - Certificate of Best Practices in Teaching
    - Cadre (up to 6) who work together as peer reviewers/consultants
- All are voluntary and offered to interested faculty and are confidential and supportive
- All stress that it is not remediation but for the professional development for of both the mentor and mentee
- Most programs have developed goals and learning outcomes for participants
- Most mentoring relationships last for a year
- All have the mentor not a member of the mentee's department but some specify that the mentor is in the same college/area

## Common Practices

- Mentor usually receives a small stipend but also must meet expectations:
  - Attends training on mentoring and is given clearly delineate responsibilities
  - Has monthly contact in person and is available by phone, email, and other technologies as needed
    - Attempts to connect the mentee with the campus and to decrease isolation
  - Makes classroom visits and observations
    - Some have video-taping involved
    - Some have student interviews by the mentor
  - Reflects on the process
- The Mentoring coordinator/CETL type office and person do the coordinating
  - Develops and receives applications
    - Develops observation tools
    - Develops best practices materials for teaching/student learning
  - Pairs up the mentor and mentee
  - Provides the stipend (and sometime the money for the monthly on-campus lunch between the 2)
  - Assesses the relationship and provides feedback to the mentor
- The Mentee also must meet criteria and there are expectations and responsibilities
  - Most mentees are fulltime, probationary, and tenure track (except where the program is not just for new faculty)
  - Reflects on the process of teaching, student learning, and being mentored
  - Meets monthly and is free to stay in contact more often
- Usually the mentor assist the mentee to set realistic goals for the year and to help him/her create a healthy vision for the future
- If problems arise then the Coordinator is involved in working through the issues