Mentoring for Junior Tenure-Track Faculty

Guidelines for Mentees
Shout out to Steinhardt School at NYU

- Most of slides draw directly from their mentoring program

- Here is the link: http://steinhardt.nyu.edu/faculty_affairs/juniorfacultymentoring/full
Why Mentoring? Why now?

Myriad Benefits

Capacity Exists
General Principles

- Responsibility of senior faculty, departments and programs
- Mentoring is formal and informal
- Time commitment for now is one year
- Mutually Beneficial
What does it mean to be a mentor?

Mentoring is a useful way of helping junior faculty adjust to environment and expectations at Drexel.

• Limited role
• Professional expertise
• Journey with a junior colleague
• Self defined
• Important
• Mutually beneficial
Specific Expectations

• Agree on appropriate meeting schedule

• Agree on shared expectations

• Share resources and expertise

• Ask for help when necessary
Mentee Role

- Contact Mentor(s)
- Share information
- Share concerns
- Ask for what they need
- Discuss confidentiality expectations
## Mentee Activities

- Group Meetings
- Track Progress
- Support One Another
- Actively Attend to
- Professional Development
- Pay it Forward
Crucial Ground Rules

• Mentor/mentee agree on a no-fault conclusion of the relationship
• Multiple mentors
• Both take responsibility for making the relationship work