



DREXEL UNIVERSITY
Office of
Faculty Affairs

Mentoring Senior Tenure Track Faculty

Guidelines for Mentors

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

Mentor Role

- Recognize and evaluate what you can offer a mentee.
- Clarify expectations with your mentee.
- Be sure to give criticism (as well as praise) when warranted
but
- Present it with specific suggestions for improvement.
- Help your mentee learn what kinds of available institutional support she should seek.
- Tell your mentee if she asks for too much (or too little) time.

Qualities of a Good Mentor

- Advocacy
- Accessibility
- Networking
- Independence

Specific Expectations

- Agree on appropriate meeting schedule
- Agree on shared expectations
- Share resources and expertise
- Ask for help when necessary

Useful Tips and Activities

- Exchange CV's with your protégé
- Ask about and encourage accomplishments. Provide constructive criticism and impromptu feedback.
- Use your knowledge and experience to help junior faculty member identify and build on his/her own strengths.
- Try to be in contact twice monthly (if possible) about the junior faculty's career and activities. Commit to making one contact per month to show you're thinking about your protégé's career.
- Discuss annual performance reviews with the junior faculty member
- Aid the junior faculty in exploring the institutional, school, and departmental culture, i.e. what is valued? What is rewarded?
- Share knowledge of important university and professional events that should be attended by the junior faculty member.

Mentee Role

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

Crucial Ground Rules

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