

## FACULTY ADVANCEMENT NETWORK

### MENTORSHIP: NEW APPROACHES FOR A NEW PROFESSORIATE

March 19, 2021: noon–1:30 p.m. EST/11 a.m.–12:30 p.m. CST

Here are some suggestions on mentoring that were shared in the chat discussion during this workshop:

#### Compassion and understanding

- Host department listening sessions and/or regular meetings with only early career faculty in attendance.
- Create opportunities for faculty to socialize outside of regular department meetings.
- Acknowledge concern about faculty's wellbeing and ask for specific ways that you can support them.
- Be open to sharing your own struggles and solutions with faculty.

#### Professional growth and networking

- Regularly (at *least* twice per year) meet with early career faculty 1:1.
- Ask early career faculty if there are specific people they'd like to meet that you can connect them with.
- Work to identify what the faculty member would like to gain via informal mentorship and help them establish a network of multiple people and resources that fit those needs.
- Offer financial assistance to form ties with faculty from other institutions.

#### Programmatic options

- Create faculty development programs to improve the experience of both mentees *and* mentors.
- Utilize breakout sessions for speed-mentoring opportunities in a virtual realm.
- Connect all faculty with NCFDD resources: <https://www.facultydiversity.org/institutions>.

#### Monitor equity

- Recognize that BIPOC faculty are often approached by a large number of students. Have conversations with faculty (at all ranks) about managing that workload.
- Limit committee assignments for non-tenured faculty, but also consult with them to see what specific committees would benefit them.
- Create categories that might be different than the institution's for reporting on CV and salary review documents, i.e., not just "committee work" but other categories of service, especially "soft" service.

#### Evaluation and accountability

- Conduct quick polls at least biannually to review the mentee/mentor experience in your unit; coordinate with other units for comparable data.

- Establish clear expectations about service for all faculty, both at the individual and department levels.
- Circulate all committee, advising (undergrad/grad), and other service assignments at the start of each academic year for transparency and equity.

### **Next steps**

*Establish mutual mentoring or chart a mentoring roadmap:*

[Mutual Mentoring Guide](#)

[Mapping a Mentoring Roadmap and Developing a Supportive Network for Strategic Career Advancement](#)

*Make faculty workloads more transparent and equitable:*

[Equity-Minded Faculty Workloads](#)

[Faculty Work Activity Dashboards: A Strategy to Increase Transparency](#)