

Why Encourage Mentoring?

Women and faculty of color are underrepresented in academia. They have higher rates of attrition and are less likely to achieve the rank of full professor (US Department of Education: 2004). The literature says that mentoring relationships have been shown to result in increased job satisfaction, commitment to the institution, rate of promotion, salary, retention and reduced work and family conflict.

Ideas for Fostering Mentoring

- Host department-sponsored quarterly lunches exclusively for junior faculty. This will help them develop a community and may help them answer questions that they individually hadn't thought about.
- Structure other events and workshops to facilitate informal opportunities for cross-unit, cross-rank mentoring.
- Treat mentoring as an acquired skill. Educate senior faculty on how to reach out to assistant professors and mentor them. Make sure that mentors have current information on the university's academic personnel process. Recognize and reward these efforts.
- Seek junior faculty input on how they prefer to be mentored. Would they like help finding a mentor? Would they like more than one mentor?
- Have junior faculty organize departmental seminars as a way for them to gain exposure and form relationships outside of their department.
- Provide honest and helpful feedback at all points in time
- Continue to mentor newly-promoted associate professors and other mid-career faculty.
- Advocate on behalf of junior faculty members. Provide opportunities for exposure (e.g. tips for award nomination, speaking at conferences).
- Share examples of successful proposals, teaching resources, CV, annual faculty evaluation documentation.

Strategies for Effective Mentoring

- Take the initiative and make a commitment to mentoring a colleague.
- Publicly support your mentee.
- Take time to gain understanding of mentee's experience and perspectives.
- Communicate openly and often.
- See each other as individuals.
- Create and respect boundaries.
- Discuss your mentees' potential challenges to success.
- Keep abreast of the research in the mentee's particular field.

Additional Resources

- MentorNet: The E-mentoring Network for Diversity in Engineering and Science: http://www.mentornet.net/documents/files/DATASHEET_HigherEd.pdf
- University of California San Diego Faculty Mentoring Program Guidelines: <http://academicaffairs.ucsd.edu/faculty/programs/fmp/default.htm>
- *Mentoring New Faculty: Advice to Department Chairs* by Marjorie A. Olmstead: <http://faculty.washington.edu/olmstd/research/Mentoring.html>
- University of Washington Center for Workforce Development Mentoring Program Guidelines: http://www.engr.washington.edu/cwd/CWDMentoringFacGrad_Mentors.html
- University of Washington ADVANCE Mentoring Resources: <http://www.engr.washington.edu/advance/mentoring/index.html>
- University of Wisconsin Oshkosh Faculty Mentoring Resources: <http://www.uwosh.edu/mentoring/faculty/>