



Faculty Mentorship Program

WHY?

- To increase retention of qualified faculty at all levels
- To expedite orientation of new faculty

WHO?

- **New TT/PT faculty** seeking assistance in transitioning to faculty life at PhilaU
 - **Associate Professors** considering promotion to Full Professor
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- **Mentors** must be senior faculty.

WHEN?

- Kick-off in Fall 2017
- Initial mentoring pairings will be for new faculty starting in Fall 2017.
- The program will expand in future semesters.

HOW?

Mentor:

- Attend one mentoring workshop.
- Minimally, meet with the assigned mentee at least twice in the first semester and at least twice a year thereafter for the duration of the relationship. More contact is advised.
- Provide support and direction in the following areas:
 - Campus resources
 - Assistance with teaching and pedagogy
 - Balance and prioritization
 - Other socialization issues as needed
 - Navigation on questions pertaining to scholarship/practice and reviews
- Complete a yearly survey for assessment of the mentorship program.

*The mentor is NOT responsible for the quality of the mentee's performance.
Poor performance on the part of the mentee should not be regarded as poor
service on the part of the mentor.*

Mentee:

- Serve as the initiator of meetings with the mentor at least twice in the first semester at the university, and at least twice a year thereafter for the duration of the relationship. More contact is advised.
- Complete a yearly survey for assessment of the mentorship program.

Mediation:

The mentor advocate will serve as the ombudsman for any mentee/mentor with concerns about the mentorship program. This includes requests for reassignment. It is within the rights of both the mentee and mentor to request reassignment. However, parties are encouraged to invest effort in mediation or other means of preserving the relationship.

MENTORS WILL RECEIVE COMPENSATION OF... **\$100**



VOLUNTEER TO MENTOR!

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