FACULTY MENTORING PROJECT

Overview:
This President’s Emerging Leaders’ (PEL) project focuses on faculty mentoring for probationary faculty at the University of Minnesota.

Project Charge:
• Catalog and benchmark faculty mentorship processes at peer institutions
• Survey and assess faculty mentorship processes at the University of Minnesota
• Produce recommendations for changes in those processes by June 2007

Project Methodology:
• Review research literature on mentoring
• Benchmark faculty mentoring practices at peer institutions
• Review relevant University documents
• Survey University departments
• Interview a select group of Department Heads
• Prepare a report and recommendations for project sponsors

Survey Results*:
Does your department have a mentoring program for junior (probationary) faculty?

<table>
<thead>
<tr>
<th>Option</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>No (28.3%)</td>
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<tr>
<td>Yes (71.7%)</td>
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Describe the format of the mentoring program in your department?

- 100% One-on-One Mentoring

What aspects of professional and/or personal life do mentors cover?

- Research
- Mentoring
- Professional Development
- Career Development
- Departmental Norms
- Orientation to Dept.
- Publication Assistance
- Work/Life Balance
- Help with Tenure Process
- Tenure Dossier Prep
- Grant Writing & Review
- Other (please list)

Recommendations**:
• Supplement, at the central level, existing faculty orientation programs with workshops and training specifically focused on mentoring.
• Define explicitly, at the department level, what role mentoring plays in the tenure process.
• Involve faculty in the development of a mentoring framework in order to build support for mentoring and future directions.
• Provide evaluation and measurement mechanisms centrally for the analysis of mentoring programs.
• Promote, recognize, and reward successful mentoring programs annually.

* For the complete list of survey questions and results, see the PEL report titled “Faculty Mentoring at the University of Minnesota.”

** For the complete list of recommendations, see the PEL “Faculty Mentoring at the University of Minnesota” handout and final report.

http://www1.umn.edu/ohr/pel/