

Ad Hoc Committee on Junior Faculty Mentoring

Final Report

June 7, 2005

Committee Members

- James Groccia (Chair)
- Arthur Appel
- Carole Johnson
- Fran Kochan
- Vivian Larkin
- Michel Smith
- Pam Ulrich
- Marie Wooten

Meeting Dates

- January 11, 2005
- January 24, 2005
- February 22, 2005
- April 18, 2005

Committee Actions

- Distributed Articles
- Collected Data
 - Needs Assessment
 - Faculty Retention
 - Department Chair Survey
- Formulated Preliminary Recommendations
- Formulated Final Report

Survey Results

- > 30% Response Rate
- Mentoring Programs Focus on Research
- New Faculty Achieving Tenure/Promotion
- Support Campus Wide Mentoring Program
- Need More Mentoring on Teaching
- Interdepartmental Socialization/
Networking Needed

Final Report & Recommendations

- **Continuation and expansion of Biggio Center's New Faculty Scholars Program**
 - Four Components
 - Course Design
 - Colleague Circles Mentoring
 - Professional Development Seminars
 - Academic Portfolio
 - Budget Request: \$10,000 for faculty stipends

Final Report & Recommendations

- **Develop a trained group of faculty to serve as individual mentors**
 - Biggio Center will facilitate annual workshop for senior faculty on effective professional and academic mentoring (including research, teaching, outreach, and service topics)
 - With special focus on women and minorities

Final Report & Recommendations

- **Provide professional development workshops for Department Chairs aimed at mentoring**

Final Report & Recommendations

- **Develop programs/services for new faculty on mentoring graduate students**
 - Biggio Center will deliver annual workshop to prepare new faculty for their graduate student mentoring roles

Final Report & Recommendations

- **Developing an awards or recognition process to identify and reward outstanding mentors for new faculty and graduate students**
 - Budget Request: \$2,000 for two awards

Final Report & Recommendations

- Establish Standing Senate Committee on Junior Faculty Mentoring to Continue Efforts of Ad Hoc Committee
 - Survey other SREB institutions to find out what they are doing
 - Create a mentoring needs assessment survey for new faculty and administer this on an every-other year basis

Final Report & Recommendations

- Establish Standing Senate Committee on Junior Faculty Mentoring to Continue Efforts of Ad Hoc Committee
 - Survey recently tenured/promoted faculty assessing what worked and what were the obstructions to success
 - Survey the University Tenure and Promotion Committee concerning their experiences—keys to successful T&P