Mentorship is a reciprocal, supportive, and semiformal relationship between colleagues usually involving a more senior faculty person and faculty person new to the role or setting.

**Goals of the program**

- Provide information and support related to professional development for faculty who are transitioning into a new role at BSU
- Provide a source of personal support as new faculty experience challenges in their new role
- Provide new faculty with a knowledgeable and committed colleague to meet early “survival needs” by providing information about resources and university culture
- Promote faculty satisfaction by fostering a sense of community

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<th>Mentor Role</th>
<th>Mentee Role</th>
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| • Create a trusting, respectful, and safe environment  
• Listen as your mentor discovers needs and challenges; explore rather than advise  
• Initiate opportunities to connect, providing some structure to the mentorship experience  
• Assist the new faculty person in identifying goals and working toward their achievement  
• “Learning facilitator,” help mentor find resources that go beyond your wisdom  
• Respond to mentee’s needs/communication requests in a timely manner | • Respond to mentor’s attempts to initiate contact  
• Help the mentor understand how he or she can best support you, ask for what you need  
• Be comfortable sharing feedback with mentor to better meet your needs  
• You’ll receive the greatest benefits from the program if you make yourself available to connect with your mentor |

**Ideas for mentoring activities** - meet regularly (try to connect at least 3 times a semester)

- Informally meet for conversation (e.g., coffee or a walk monthly)
- Mentor could offer to observe a mentee’s class or invite the mentee to observe mentor’s class
- Attend functions together, (e.g., Tech Talk, Diversity or CPD event, Honors lecture, Community Appreciation Day, Convocation, etc.)
- Offer to be a “quick resource” for random questions… (e.g., travel request, library access, sick leave, etc.)
- Discuss research and teaching ideas, share strategies… both will learn!
- Review documents for professional development (e.g., course syllabi, PDP, PDR, CV)
- Share strategies for advising students
- Discuss how to navigate/balance expectations related to service in the department, university, profession, and community
- Share successes and challenges in and outside the classroom (e.g., mentee may invite mentor to process course evaluation feedback)

**CPD is a resource to support you, contact us for help if needed**

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