

**Fall 2020 - Center for Professional Development
BSU New Faculty Mentoring Program**

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



Mentoring can provide a new faculty member with relational socialization into the institution's culture and someone to connect with for questions, concerns, and guidance of academic and professional life.

(Lundsford, Crisp, Dolan, & Wuetherick, 2017; Stone 2018)

Goals of the program

- Provide information and support for professional development
- Provide a source of personal support for challenges in your new role
- Provide you with a knowledgeable & committed colleague to share information about resources and university culture
- Promote faculty satisfaction by fostering a sense of community

Formal One-to-One Mentoring

- Official and consistent contact person
- Structure with purposeful partnering of mentors and mentees
- Typically involves supported activities and scheduled meetings throughout mentoring program
- Provides guidance for socialization, and requirements for success with promotion and professional development
- Allows mentee to speak more freely, and receive different perspective
(Diamond, Ryan, & Beziat, 2019; Eaton, Osgood, Cigrand, & Dunbar, 2015; Eisner, 2015; Kiel, 2019)

How do we get started?

- Mentors please reach out to your mentees to make initial contact and set a first-time meeting
- Meet and share successes, challenges, and strategies of the semester
- Talk about life, family, and BSU – find common interests
- You may not be from the same college, but we are all here to improve student learning, progress in our professional development, and learn from each other
- Plan next meeting or an event to attend – even if on zoom, it's still nice to see each other 😊

Mentor Role	Mentee Role
<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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

While this year is unique in its geography and remote teaching, various on-campus activities and zoom conversations are still valuable for mentor-mentee partnerships:

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 if applicable – even zoom coffee and/or happy hour can be valuable)
- Mentor could offer to observe a mentee’s class or invite the mentee to observe mentor’s class
- Attend functions together or debrief with each other after attending a talk or event, (e.g., Tech Talk, Diversity or CPD event, Honors lecture, Community events, Music performances, etc.)
 - Check the BSU calendar – many opportunities posted that may be of mutual interest
 - <https://calendar.bemidjistate.edu/>
- 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

Mentoring Questions: donna.pawlowski@bemidjistate.edu

Director of CPD: debbie.guelda@bemidjistate.edu

References

****If you would like additional resources on mentoring, please feel free to contact me.**

Diamond, L., Ryan, P. & Beziat, T. (2019). Mentoring: Perceptions of three junior faculty. *Educational Research: Theory and Practice*, 30(2), 50–60.

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Kiel, D. (2019). *Developing faculty mentoring programs: A comprehensive handbook*. Denver, CO: Academic Impressions.

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Stone, T. (2018). *A pocket guide to mentoring higher education faculty: Making the time, finding the resources*. Lanham, MA: Rowman & Littlefield.