

### Current UA Mentoring Examples

#### **COLLEGE OF ENGINEERING**

*Program format:* Group and peer mentoring

*Mentees:* First and second year faculty

*Mentors:* Group & peer mentoring led by two senior faculty members

*Meeting frequency:* Initial two days “in-service” meeting followed by monthly meetings

*Topics discussed:*

“In-service” meeting

- Learn the college’s instructional, research, and service expectations
- Introduce faculty to administrative staff

Monthly meetings

- Discuss teaching, advising, & research productivity
- How to use university policies to reach good decisions
- How to train graduate students
- How to recognize & assist students who are struggling
- Discuss how to handle classroom disruptions
- Syllabus construction to avoid ambiguity & grade appeals
- Attendance policies, testing policies
- How to vary instructional modes to meet students’ learning styles

*Evaluation:* Yearly to refine mentoring program

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#### **DEPT. OF PHARM PRACTICE & SCIENCE**

*Program format:* Formal one-to-one mentoring, though having several mentors is encouraged; group mentoring with department head; written policy gives guidelines & objectives

*Mentees:* Newly hired junior faculty

*Mentors:* Associate or full professors familiar with the department who are selected by mentees within first 3 months on campus, if not sooner. Department head is also a mentor.

*Meeting frequency:* During the first month: once-weekly meetings with mentor; monthly individual meetings for the first year with mentor & department head; monthly group meetings with department head

*Topics discussed:*

- Detailed aspects of the department, college, & university
- Frustrations felt by the new hire
- Teaching (e.g., appropriate preparation), research, & service expectations
- Individual & organizational responsibilities
- The organization’s mission, policies, procedures & culture
- Methods used for performance evaluations

*Evaluation:* Yearly to refine mentoring program

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