



Faculty Mentoring Program

Principles of UVM's Faculty Mentoring Program

The Faculty Mentoring Program ascribes to a guiding list of principles. Many of these are research-based and come from both the face-to-face mentoring and the e-mentoring literature:

- 1) *Multiple-mentor model* – new hires on today's campuses need to have an array of mentors to succeed, someone outside of your department and college, someone inside. The Faculty Mentoring program will pair you with a mentor outside of your department network; I encourage you to find other mentors or peer-mentors to assist you with enculturation into your department.
- 2) *Protégé-driven model* – unlike community mentoring programs, where adults mentor children and youth, a mentor driven model is most effective. With professionals as protégés, a protégé-driven model is much more appropriate. Therefore, the Faculty Mentoring program will provide supports and suggestions for new hires to direct their mentoring relationships.
- 3) *Provision of program structure* – Throughout the course of the academic year, the Faculty Mentoring Program will send out mentoring tips and discussion suggestions – what is called “coaching” in the mentoring literature. The coaching messages will provide topics to discuss, reinforcement for you to stay in contact with your mentoring partner, and will provide a line of communication between the program and the participants. Applying this sense of structure to the individual mentoring partnerships, I would suggest that you schedule a few meetings out. Why? Because for busy academics, if we don't get these important but not urgent meetings on our calendars early, they will be crowded out by many other responsibilities and meetings.
- 4) *Utilize useful suggestions, disregard the rest* – throughout the academic year, and starting with this agreement, the Faculty Mentoring Program will provide opportunities for training, coaching, and group mentoring. Use the techniques and attend events that seem valuable to you – disregard the rest.
- 5) *Value of program and partnership assessment* – The Faculty Mentoring Program is committed to assessment of the program, to make mid-course corrections as needed and to quantify the outcomes of the program. Likewise, assessment between mentors and protégés is important, so informal techniques for mentoring partnership assessments will be sent periodically.
- 6) *Confidentiality* – Any sensitive issues that are discussed within the mentoring partnership should be held in confidence. If a topic is brought up and either party is not comfortable discussing the topic, the topic will be considered “off-limits” and the discussion should change to other topics without any negative ramifications.
- 7) *No-fault mentoring policy* – The UVM Faculty Mentoring Program has a no-fault mentoring policy. Some mentors pairs simply don't meet the needs of both mentoring partners. This could be due to scheduling conflicts, or any other reason. If that is the case then the no-fault mentoring policy applies – just contact me and I will rematch you.