

UVM Faculty Mentoring Program Program Evaluation 2008
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During April 2008, the UVM Faculty Mentoring Program distributed an online evaluation survey to the 89 protégé-mentor pairs who joined the UVM Faculty Mentoring program during the previous five years (Fall '03 through Spring '08). This report summarizes its findings. **For more detail, please contact Lynne Bond, Director of the Faculty Mentoring Program (lynne.bond@uvm.edu).**

84 individuals (47%) responded (38 mentees, 46 mentors)

Of those respondents, 17 (20% of respondents) indicated they were no longer actively involved:

6 mentees (6.7% of those contacted; 16% of respondents) indicated they were no longer active due to:
drifting out of touch/n=3; changing own faculty role/n=2; never heard from mentor/n=1

11 mentors (12% of those contacted; 24% of respondents) indicated they were no longer active due to:
mentee was promoted or moved/n=7; mentee seemed to lose interest/n=3; I have current role conflict on Prof. Standards Com)

“During THIS ACADEMIC YEAR (07-08), approximately how often have you had any form of communication with your mentor/mentee?”

	<u>Mentees (n=29)</u>	<u>Mentors (n=38)</u>
1-2 times per month	13.8%	10.5%
once each 2-3 months	37.9%	34.2
once per semester	27.6%	36.8%
once per year	13.8%	7.9%
not at all	6.9%	10.5%

“In what way do you most often communicate with your mentor/mentee?”

	<u>Mentees (n=31)</u>	<u>Mentors (n=36)</u>
Email	32.3%	44.4%
Meeting in-person	67.7%	55.6%

Mentees (n=26) responded to an open-ended question that the most helpful and/or satisfying things about their relationships with their mentors have been:

18 (69% respondents) Advice about teaching, research and how UVM works

e.g., “Ability to discuss career issues outside of my own department.” “It’s been really helpful to just talk things out with someone else (e.g., new courses, research). My mentor has been fantastic in actually trying to offer solutions.” “Many opportunities to learn about formal and informal aspects of research at the university and beyond.” “The knowledge that someone

outside of the department is available as a trusted resource for any and all things related to UVM professorial life!" "Discussing issues of managing dept. politics, tenure requirements, and parental leave."

9 (35% respondents) Connecting with others on campus; general support

e.g., "Just chatting." "Introduced me to a network of fellow countrymen." "Knowledge that he's 'got my back.'" "Meeting a very interesting person at UVM and talking with her." "Her wisdom, availability, and genuineness."

Mentors (n=32) responded to an open-ended question that the most helpful and/or satisfying things about their relationships with their mentors have been:

15 (47% respondents) Connecting/sharing experiences (professional and personal)

e.g., "Developing a personal friendship and intellectual partnership." "Connecting to others on campus." "Meeting other faculty outside my own unit." "Developing a positive, supportive relationship."

10 (31% respondents) Feeling helpful

e.g., "Having advice to offer." "Feeling helpful." "Rewarding to help prepare Green Sheets." "Helping her figure out her research agenda and strategy."

8 (25% respondents) Witnessing mentee's progress

e.g., "Watching him succeed!" "Seeing my mentee grow professionally." "Seeing that she is feeling better about her position."

4 (13% respondents) Learning from my mentee

e.g., "Learning about his UVM experience and comparing it to my own." "Learning about her profession." "Learning about exciting young faculty and to share research and teaching experiences."

1 (3% respondents) "Not much; I have not felt very useful but have tried"

Mentees (n=24) responded to an open-ended question that the most disappointing and/or unsatisfying things about their relationships with their mentors have been:

9 (38% respondents) There have not been any disappointing/unsatisfying things

9 (38% respondents) Infrequency of our contact/time constraints

(5 due to both schedules; 3 due to mentor constraints; 1 due to mentee constraints)

2 (8% respondents) Mentor's lack of familiarity with tenure expectations

2 (8% respondents) Mentor's lack of familiarity with my discipline

1 (4% respondents) Mentor's administrative role constrains my openness

1 (4% respondents) No funds for our meals together

Mentors (n=30) responded to an open-ended question that the most disappointing and/or unsatisfying things about their relationships with their mentors have been:

12 (40% respondents) There have not been any disappointing/unsatisfying things

10 (33% respondents) Infrequency of our contact/time constraints (without attributing responsibility)

5 (17% respondents) Unsure how to be helpful given discipline differences or unclear communication

2 (7% respondents) Mentee doesn't respond or follow through

1 (3% respondents) Hard to know when I'm no longer needed

“We are interested in improving the UVM Faculty Mentoring Program. Please indicate which of the following you would recommend (check all that apply):”

	<u>Mentees (n=31)</u>	<u>Mentors (n=36)</u>
Sponsor social events for mentors and mentees	51.7%	27.8%
Send regular email “tips” regarding scholarship, teaching, etc.	41.4%	36.1%
Sponsor workshops/faculty panel discussions for junior faculty:		
On Teaching	48.3%	66.7%
On Grantwriting	62.1%	50.0%
On Academic promotion and/or tenure	72.4%	77.8%

Note: a number of survey respondents and UVM offices also indicated that a variety of social events and workshops regarding grant-writing and teaching are already offered by units across the campus. Therefore, the Faculty Mentoring Program was urged to refrain from providing programs that are redundant with these pre-existing opportunities. Coordination of such opportunities is necessary.