

Mentoring Program for New Faculty Members

College of Arts and Sciences
Pacific University



- Facilitating successful transition to the cultures of Pacific University
- Assisting new faculty members to develop their own successful teaching philosophies and strategies
- Encouraging constructive dialogue with colleagues who serve as a resource for professional growth and development
- Encouraging reflective practice and collegiality
- Building relationships based on trust and support

Guiding Principles

Each new faculty member in the College of Arts and Sciences must be given every chance for success at Pacific University.

Our mentoring program is but one of the resources at the disposal of new faculty members.

The mentoring relationship between mentor and mentee should never be allowed to develop into a mechanism that imposes a uniform teaching style or that interferes in any way with a faculty member's right to experiment freely with a wide variety of teaching techniques and strategies.

Mentors and mentees will work within a framework of respect for individual autonomy and academic freedom.

The content of the relationship between the mentor and mentee is confidential.

The formal aspect of the mentoring relationship is concluded once a tenure decision is made.

At any point prior to the official end to the mentoring relationship, the new/junior faculty member may change mentors or leave the mentor program; the mentor also may terminate the relationship.

The mentor serves as an advisor on the nuances of Pacific's culture, standards and expectations.

Dialogue will focus not only on classroom instruction, but also on other areas such as committee work, academic advising, publication, etc.

It is the responsibility of the mentor to initiate the mentor/mentee relationship.

Qualities of the Effective Mentee

- Reflective stance toward one's teaching practice and the theories that inform and drive it
- Proactive in eliciting advice and guidance
- Careful and active listener
- Desires to learn and effectively navigate the terrain of the college and university
- Thinks in both tactical and strategic terms about career, advancement, tenure, service and scholarly endeavors
- Shares with mentor the responsibility of maintaining a robust and active mentoring relationship

Qualities of the Effective Mentor

- Practices active listening skills
- Acts as role model
- Shares information and experience about how best to succeed and flourish in the college and university
- Respects confidentiality of the mentoring relationship
- Guides mentee to seek appropriate college and university support services
- Encourages mentee to establish healthy balance among teaching, scholarship and university service requirements

For questions and comments regarding the Mentoring Program, please contact the chairperson of the Faculty Development and Personnel Committee or the Dean of the College of Arts and Sciences.

10/2008

