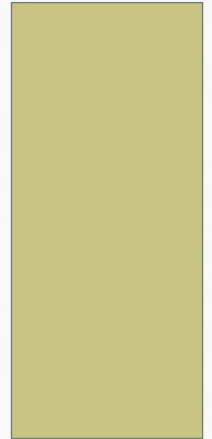




# PARTNERSHIP TO SUCCESS

COPLA FACULTY MENTORING PROGRAM



# PARTNERSHIP TO SUCCESS

- The COPLA faculty mentoring program is a peer mentoring program for faculty. The program promotes professional development by connecting faculty with others who can advise, coach and guide them, as well as help them understand the Florida Tech context.

- *Investing in your career*

- *Investing in the career of a colleague*

*MENTORING IS A BRAIN TO PICK, AN EAR TO LISTEN,  
AND A PUSH IN THE RIGHT DIRECTION.*

*- JOHN CROSBY*

- **Mentoring** is a career development method whereby less experienced employees are matched with more experienced colleagues for guidance.
- Mentees pair with more experienced mentors in order to gain knowledge, skills, experience, information and advice.
- Anyone at any academic rank may participate and benefit from a mentoring relationship.

# WHY BOTHER?

- Mentoring is associated with
  - Teaching improvement
  - Research productivity, more publications
  - More top-tier scholarly work
  - Self confidence
  - Career satisfaction
  - Retention
  - Higher salary

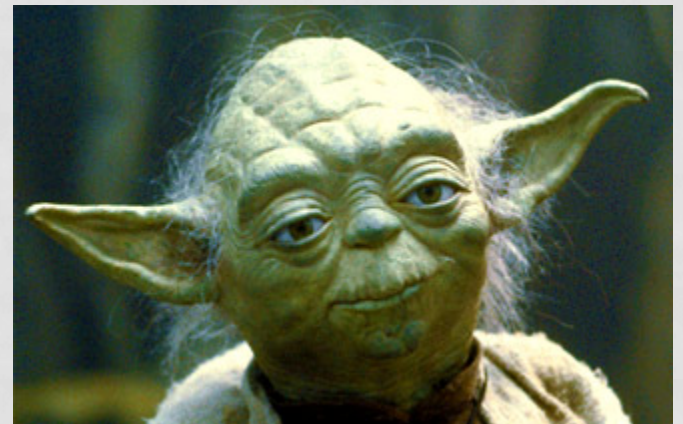
(e.g., Blau et al., 2010)



# WHY BOTHER?

- Mentors benefit too
  - Collegiality
  - Networking
  - “Refreshed” career, consideration of alternative perspectives
  - Reflection, personal fulfillment
  - Help and advice on own projects
  - “Legacy”

(e.g., Levinson et al., 1978; Douglas, 1997)



# PROGRAM GOALS

- Encourage **collegiality** across the college
- Help new faculty feel **welcomed** and part of the university community
- Create **support system** for faculty through networking
- Facilitate academic and career **success**
- Enhance faculty **satisfaction** and encourage a **supportive** work environment



# COPLA STRATEGIC PLAN

## QUALITY OF WORK LIFE/ COPLA STRUCTURE AND OPERATIONS

- **Goal Statement/Strategic Initiative**

- COPLA will foster and nurture an environment that encourages, develops and rewards high performance. Faculty and staff will feel valued and respected both within COPLA and within Florida Tech as a whole.

- **Strategies**

- Explore ways to better mentor faculty through the promotion process; possible modifications to departmental promotion committees
- Formal mentoring program for faculty
- Explore new avenues for professional development for faculty (increase professional development opportunities, communicate relevant opportunities to faculty, increase funding for development)
- Improve communications (top down and bottom up)

# TIMELINE & DETAILS

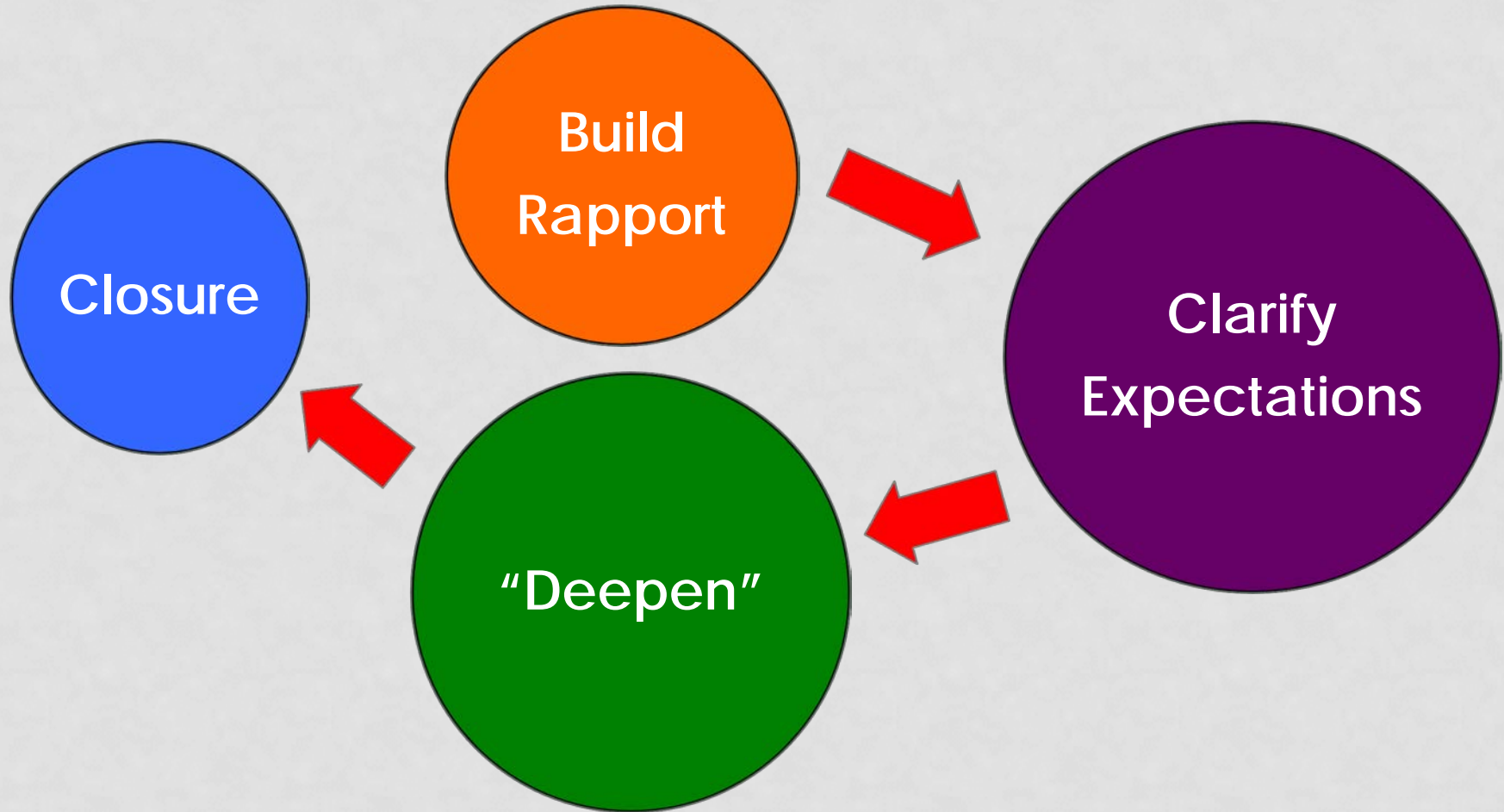
1. **Self-selection** into the program – it's a volunteer program.
2. The mentor/mentee form you filled out was used to **match you to a mentor-mentee partnership**.
3. Meet your mentor at the **kick-off luncheon** today sponsored by the Dean of COPLA.
4. Partners meet a couple of times per semester to discuss challenges, goals or the FIT football team. Partners will receive one **Panther Dining lunch coupon** per semester for meetings.
5. There will be 2 **panel discussions** this academic year in which senior faculty will serve as panelists and respond to questions from the moderator as well as questions from the audience. Topics will be: 1) promotion and 2) new pedagogical techniques.
6. **End of the year luncheon and celebration** honoring the partners and accomplishments.



# PARTNERS

- Matching mentor-mentee partners was unscientific
- Issues? Let me know
- Formal partnership ends at the end of the academic year (April 2014)
- Continued informal relationships encouraged!

# STAGES IN A MENTORING RELATIONSHIP



# WHAT IS A MENTOR?

*The greatest good you can do for another is not just to share your riches but to reveal to him his own.*

*Benjamin Disraeli*

- Possess a sincere desire to help
- Commitment and time
- Willing to help discuss/set goals, coach and give feedback

# CHARACTERISTICS OF A SUCCESSFUL MENTOR

- Knowledge of the norms, values, and procedures of department, school, college, university
- Initiate regular meetings and get to know the mentee
- Provide friendly support and help
- Introduce the mentee to colleagues and “useful” people
- Act as a sounding board
- Develop mutual trust and respect
- Maintain confidentiality
- Listen actively and ask open and appropriate questions
- Provide constructive and positive feedback
- Help the mentee solve his or her own problem, rather than giving direction

# GUIDELINES FOR MENTORS

- Allow the mentee to establish pace of relationship
- Provide advice and guidance vs. management
- Grow the mentee's network of resources
- Use your experience/experiences as teaching points
- Establish a safe haven for your mentee
- Be an “asker of questions” much more than a provider of answers

# WHAT IS A MENTEE?

*There is only one corner of the universe you can be certain of improving... and that's your own self.*

*Aldous Huxley*

- Goal oriented
- Willing to assume responsibility for personal growth and development
- Actively seek challenges and feedback

# CHARACTERISTICS OF A SUCCESSFUL MENTEE

- Initiate regular meetings and get to know the mentor
- Be prepared for meetings with specific questions and tasks
- Clearly articulate career and professional needs
- Assume responsibility for your own professional growth and development
- Set goals and make decisions to achieve those goals
- Spend time reflecting on the achievement of goals
- Be receptive to constructive feedback
- Maintain confidentiality
- Avoid imposing or becoming dependent
- Express appreciation for mentor's efforts and commitment

# GUIDELINES FOR MENTEES

- Overcome any inertia against “asking for help”
- Develop your own hypothesis first
- When at all possible ask “how should I approach this” versus “what should I do”
- Focus on extrapolation and synthesis as critical thinking skills



# GUIDELINES FOR BOTH OF YOU

- Understand your shared values and worldviews
- Identify your differences and discuss how they can be an asset
- Agree on what's in it for you both and help each other get there
- Do frequent and thorough progress checks

# MENTORING AGREEMENT

- Discuss these points first
  - Confidentiality parameters
  - No-fault termination of partnership
  - Frequency and type of meetings
  - Some specific discussion points



**"If you aim at  
nothing, you will hit  
it every time"**

*Author Unkown*

# CREATING A DEVELOPMENTAL PLAN

- Choose developmental areas wisely
- Be realistic
- Get specific
- Ask for input
- Take ownership
- Visualize success

# SAMPLE DISCUSSION POINTS

- What are your goals
- What actions or steps do you need to take to reach those goals
- What are the potential barriers
- What are some strategies to overcome barriers
- Developmental opportunities
- Time frames
- Resources required

It is what it IS  
but it will BE  
what YOU make it