

# MENTORING NEW FACULTY

A GUIDE FOR FACULTY MENTORS

## Note:

The information provided here is not official CSULA policy. It's merely information gleaned from several sources on mentoring.

### Q&A ON MENTORING

**Q:** Who is responsible for successful mentoring?

**A:** Both the mentor and mentee are responsible for creating a successful mentoring relationship.

**Q:** Is the mentoring finished after the first year of appointment?

**A:** No, ideally the mentoring relationship should continue until the mentee has obtained tenure and promotion.

**Q:** Are there any benefits to the mentor in the relationship?

**A:** Absolutely. Mentors will find that they keep abreast of new information and techniques, possibly gain a collaborator for future projects, and gain in professional stature. (Not to mention being able to get credit in category C for RTP or post-tenure review).

**Q:** Are formal meetings required?

**A:** No, a quick check-up in the hallway or a coffee break to catch-up will do.



## 7 Habits of Good Mentors

1. Individualize their relationship with the mentee.
2. Allow the relationship to develop over time.
3. Authentically care for the professional success of the mentee.
4. Openly share their experience with their mentees.
5. Provide constructive and supportive feedback.
6. Demystify the RTP process for junior faculty.
7. Maintain regular communication with their mentee.



**TIP #1** Visit each other's classes at least once during the academic year.



**TIP #2** Mentors, remember what it was like for you when you first started.



**TIP #3** Respect each other's time commitments.