

Frequently Asked Questions from New Faculty

1) How will I know who will be my mentor?

If you are interested in participating in the program, please contact Mark Sample, program co-coordinator, to set up a time to chat (in-person or by phone) about your interests and needs. Based on the information provided in this conversation, the program coordinator will select an appropriate mentor for you and provide you with their contact information. Often, mentors and new faculty members are paired during the summer months and begin their working relationship once school is in session for the fall semester.

2) I have a mentor in my department. Do I need a college-wide mentor?

The college-wide mentor relationship is, by design, more removed from your department, since concerns may arise that you may not want to discuss with someone from your department. A college-wide mentor is also an easy starting point for networking outside of your department.

3) Is my mentor relationship confidential?

Yes. Confidentiality is the hallmark of this program. Mentors never evaluate new faculty members for hiring, retention, promotion or tenure. Confidentiality allows new faculty to relate to mentors openly with the reassurance that privileged knowledge of the relationship will not be revealed to others.

4) What do I do if my mentor can't answer my question?

There are lots of resources at the college and your mentor should be able to point you in the right direction.

5) How do first year teaching faculty know that they are “doing enough” to be considered for tenure in the future and what is the mentor’s role here?

Your college-wide mentor can help you to understand the expectations, behaviors, and attitudes needed to achieve the goal of tenure. There are written documents such as the Contractual Agreement between the Faculty Association and the Board of Trustees that you may want to examine as well as memos of understanding that have been used as historic reference points.

In addition, if you have a departmental mentor, that person can act to help you gauge expectations set by the department's tenure committee. Each department has unique expectations regarding the tenure process.

6) What happens if a mentor/new faculty relationship doesn't work?

If there is a concern, please contact the program coordinator. The sooner you act on any concern, the sooner the coordinator can help you.

7) My mentor cannot make it to the program luncheon. Can I still come?

Yes. You can still come to the luncheon. This will be an opportunity to have a casual meal with the other faculty members in your cohort and their mentors.