

DCEPS Faculty Mentoring Info and Resources

Types of Mentoring Needs

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#1: Ask yourself, "What sort of mentoring do I need?"

- **Professional Development**
Many new faculty are looking for help learning how to manage time, resolve conflicts, administer projects, organize your office space, teach efficiently and well, supervise graduate students, and make strategic decisions about service commitments.
- **Emotional Support**
As a new faculty member, you are in the midst of a significant identity and role transition -- from graduate student (or post-doc) to professor. As a result, you may need support in dealing with the common stress and pressures of transitioning to life on the tenure track.
- **A Sense Of Community**
Given that most new tenure-track faculty have uprooted their lives to move to a new area, you may find yourself seeking both an intellectual and/or social community where you feel a true sense of belonging.
- **Accountability**
The structure of your job likely provides the least accountability for the activity that is most valued -- research, writing, and publication. In order to avoid getting caught up in the daily chaos, the vast majority of new faculty members need some form of accountability system for writing.
- **Institutional Sponsorship**
You also need to cultivate relationships with people who are invested in your success at your institution. By that, I mean senior faculty who are willing to use their power to advocate for your best interests behind closed doors.
- **Access To Networks**
Because knowledge isn't produced in isolation, it's critical for you to connect with others to discuss potential research collaborations, navigate external funding, and access opportunity structures that might not be immediately apparent to you as a new faculty member.
- **Project Specific Feedback**
You will also need to regularly communicate with people who can provide substantive comments on your proposals, manuscript drafts, and new ideas.
- **Role Models**
As a new faculty member, looking to other faculty members who are navigating the academy in a way that you aspire to will be critical for your development as both a faculty member and academic.
- **Safe Space**
This applies at any career stage, but especially as a tenure-track faculty member. It's extremely important to have the space to discuss and process unique and individual experiences without being invalidated, questioned, devalued and/or disrespected.

Having this wide variety of needs is perfectly normal anytime you transition from one status to another in your academic career whether it's as a graduate student to faculty member, pre-tenure to post-tenure, and/or faculty member to administrator. And it's literally impossible (and in my opinion, dangerously unhealthy) to have all these needs met by one person in your department. It's normal to have an evolving set of needs throughout your career and that those needs are most effectively, efficiently, and comprehensively met in the context of a broad network of information, community, support, accountability, and ongoing feedback.

Mentoring Services Provided by the DCEPS and ODU

#2: Ask yourself, "How can I get my mentoring needs met?"

- DCEPS Mentoring Handbook (<https://www.odu.edu/content/dam/odu/col-dept/education/docs/dcoe-mentoring-handbook.pdf>)
- New and tenure track faculty series:
 - Aug 22- Welcome and Nuts and Bolts for Success
 - Aug 29- Teaching Portfolio 101
 - Sep 17- Intramural Scholarship Resources Fair
 - Sep 19- Strategic Grant Seeking
 - Nov 14- Annual Eval 101
 - Jan 30- Teaching Tips and Student Resources
 - Mar 31- Successful Work Skills for Productivity
 - Apr 15- Luncheon with Jane
- Team Tenure Meetings (peer group to support tenure track faculty)
- Last Friday Writing Days
 - Oct 25th
 - Nov 22nd
 - Feb 28th
 - Mar 27th
- Brown Bag Lunch Presentations
 - Advertised throughout the year
- Support and resources from the Center for Faculty Development (<https://www.odu.edu/facultydevelopment>)
- Workshops and individualized assistance from the Center for Learning and Teaching (<https://clt.odu.edu/>)
- Paid membership to National Center for Faculty Development & Diversity (<https://www.facultydiversity.org/institutions/odu>)
 - Online supports specifically for tenure-track faculty: <https://www.facultydiversity.org/tenure-track>
- Lunch vouchers for mentoring paid by the Dean (<https://www.odu.edu/content/dam/odu/col-dept/education/docs/dcoe-lunch-voucher.pdf>)
- Resources from the DCEPS Faculty Diversity and Inclusion Committee (<https://www.odu.edu/eps/about/faculty-inclusion#tab179=3&tab1851796396806313814113=1>)
- Junior Faculty Research Mentoring Program (<https://www.odu.edu/facultystaff/research/funding/opportunities/intramural-funding>)
- Office of Research- Grant proposal support (<https://fs25.formsite.com/researchdev/form70/index.html>)
- Faculty organizations
 - Women's Caucus
 - Coalition of Black Faculty and Administrators
 - Asian Caucus
 - Hispanic and Latino Employee Association
 - LGBTQIA Faculty/Staff Caucus
 - Employees with Disabilities

- ODU Counseling Services (five free sessions through EAP)
- Networking and trainings at conferences hosted by professional organizations
- Your colleagues! Both formal and informal mentoring opportunities