

The background features a large, faint watermark of the University of Delaware seal. The seal is circular and contains a shield with two open books. The left book is labeled 'GRAMM PHILOL RHETOR ETHICA' and the right book is labeled 'METAPH LOGICA MATHEM PHYSICA'. Below the shield, the text 'SIS EST' is visible. The entire seal is set against a blue background.

UD ADVANCE Institute

Robin Andreasen, Professor, Linguistics & Cognitive Science
Heather Doty, Associate Professor, Mechanical Engineering

Who We Are



Robin Andreasen, Professor,
Linguistics & Cognitive Science



Shawna Vican, Asst Professor,
Sociology & Criminal Justice



Heather Doty, Assoc. Professor,
Mechanical Engineering



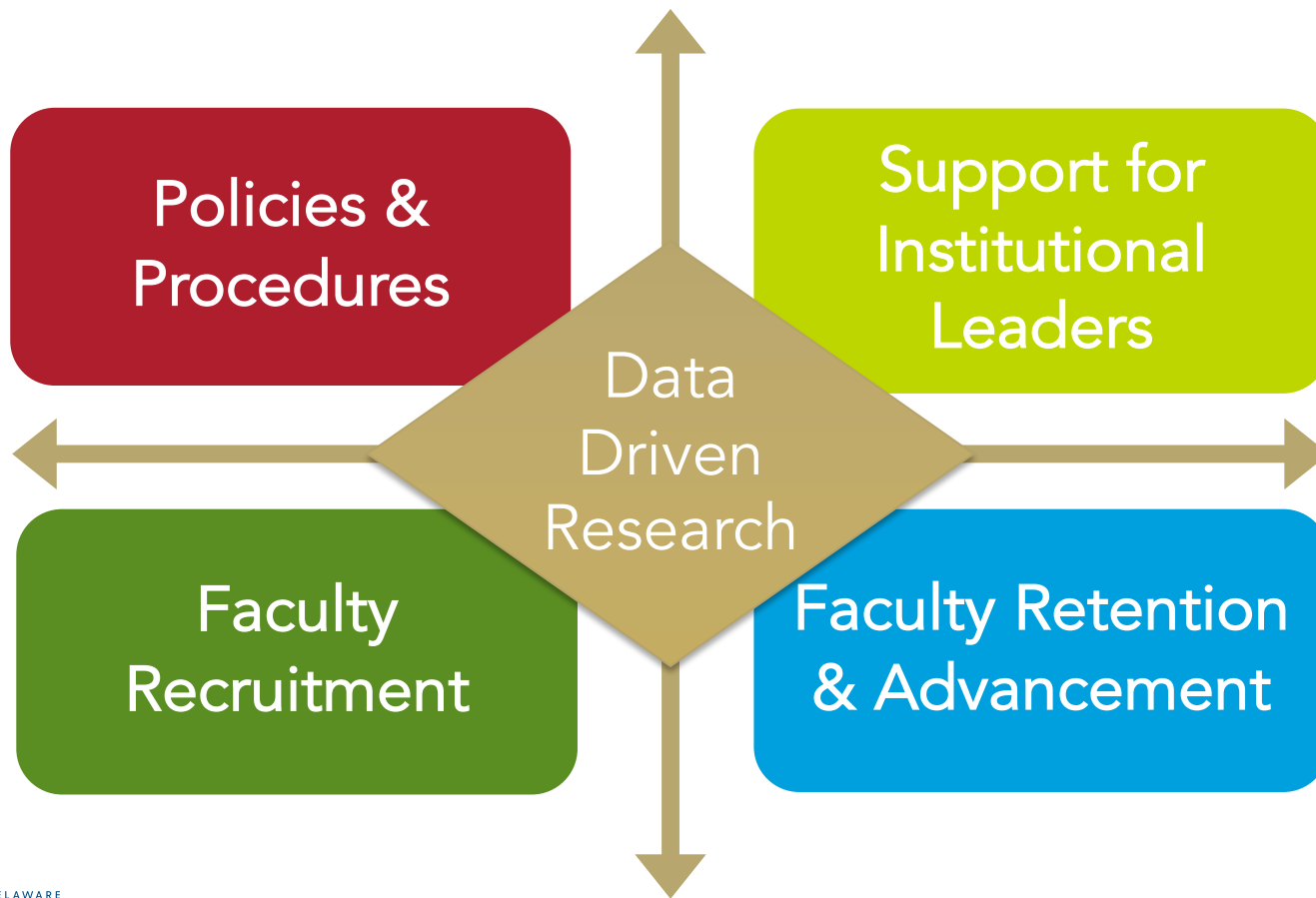
Yvette Jackson, Professor
Emerita, Chemistry, UWI

UD ADVANCE Faculty Fellows. Faculty from across colleges that support UD ADVANCE programming and initiatives

What is the UD ADVANCE Institute?

- Founded by an NSF ADVANCE Institutional Transformation award (2014-2022).
- Currently funded by the provost's office.
- Focus is on faculty diversity and excellence.
- Core work involves the development and dissemination of research-based initiatives surrounding faculty development, diversity, and positive departmental climates.
- Programs and initiatives are for all faculty.
- Resources in folder

What We Do



Mentoring

We all need a network of mentors.

- No single mentor can provide all the mentoring and guidance one needs.

Mentoring takes many different forms

- Evaluative mentor (e.g., department chair)
- Formal or procedural mentor
- Senior research mentors
- Collaborators
- Peer mentors & accountability groups

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Why Assign Mentors?

- UD ADVANCE faculty climate survey data and faculty satisfaction interviews suggested differential access to mentoring and professional networks.
- Women and URM faculty were found to have lesser access to mentoring and professional networking opportunities.
- Through collaboration with the faculty senate, a formal faculty mentoring policy was established.

Formal Faculty Mentoring. Idea in Brief

Faculty Handbook 4.4.2: All assistant professors are to be assigned a formal faculty mentor by their chair.

- The formal mentor is a *procedural* mentor.
- Primary job is to ensure familiarity with departmental, college, and university policies and procedures.
- Should also help understand and navigate culture of the department/university.
- Can also help identify other mentors (e.g., research, teaching, etc.), but is *not* expected to act as your one, single mentor.

Question

- Who has an assigned mentor?

Mentoring Resources

Resources for Mentors and Mentees

- [Mentoring Checklist \(Suggested Topics\)–STEM focused](#)
- [Suggested Mentoring Topics–Humanities focus](#)
- [UD Online Resources for New Faculty](#)
- [Discussing 2- and 4-year peer reviews](#)
- [Discussing annual appraisals](#)
- [Discussing UD's temporary COVID-19 policies](#)
- [Tips for saying no](#)

UD Policy Information for Mentors and Mentees

- [Family-friendly policies for faculty](#)
- [Faculty Handbook](#)
- [Collective Bargaining Agreement](#)
- [Provost's Office](#)

www.udel.edu/advance

Next Steps

- Review your department's formal mentoring policy
- Talk with your chair if you do not yet have a formal mentor
- Reach out to your mentor
- Prepare for your first meeting by reviewing the mentoring checklist (available on the UD ADVANCE website)
- Let us know if you have any questions!

Keep an Eye For Upcoming Events

- Appraisal Event: January 24, 1:00, Zoom
- Promotion & tenure panels/discussions
- UD COVID policies workshops
- International faculty events
- CT faculty events
- Themed networking events

Topics such as work-life balance, how to have a voice as a junior faculty member, implicit bias in student evaluations of teaching

Thank You!

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Visit our website:

sites.udel.edu/advance

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