UD ADVANCE Institute

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Who We Are

Robin Andreasen, Professor, Linguistics & Cognitive Science

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UD ADVANCE Faculty Fellows. Faculty from across colleges that support UD ADVANCE programming and initiatives
What is the UD ADVANCE Institute?

• 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

- Policies & Procedures
- Support for Institutional Leaders
- Faculty Recruitment
- Faculty Retention & Advancement
- Data Driven Research
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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