

POTENTIAL MENTEES

FALL 2011—SPRING 2012

UNIVERSITY-WIDE

FACULTY-TO-FACULTY MENTORING PROGRAM



Each year, approximately 50 tenure-track faculty in years one, two or three are matched with a tenured faculty member *outside their College or School*. This University-wide program allows the mentee to develop a relationship with a faculty member whom they would likely have never met if not for this program. It also encourages more open conversations since the mentor will not sit on the mentee's tenure and promotion committee. The program is not designed to replace the mentoring opportunities that exist in the academic departments, schools, and colleges. Rather, this program is designed to compliment these other programs.

HOW TO SIGN UP FOR A MENTOR

For 2011-2012, tenure-track faculty members who started at UT Arlington in Fall 2009 or thereafter may request a mentor through University-wide Faculty Mentoring Program. Faculty should complete the Mentee Response Sheet by Friday, September 9th, and send it to Linda Wilson, Assistant Provost, Box 19118 or fax it to X2-3400. If you have questions, contact Linda at X2-3838 or l.wilson@uta.edu.

THE UNIVERSITY OF TEXAS AT ARLINGTON
A FACULTY ENRICHMENT PROGRAM
HOSTED BY THE OFFICE OF THE PROVOST

PROGRAM GOALS AND OBJECTIVES

The purpose of the Faculty Mentoring Program is to create a link between newly-appointed, tenure-track faculty and respected, tenured UT Arlington faculty. It is anticipated that the program will improve the overall University experience for mentored faculty, compared to non-mentored faculty.

Specific objectives of the program are to:

- Accelerate the time required for new faculty to acclimate to the University.
- Increase the level of productivity for new faculty.
- Enhance the likelihood of retaining new faculty.
- Facilitate the achievement of tenure and promotion for new faculty.
- Improve the quality of education provided to students.

These outcomes are consistent with literature which reports that mentored faculty experience higher levels of job satisfaction, better student evaluations, greater academic productivity, and stronger likelihood of remaining at a particular university than non-mentored faculty. In addition, the benefits of mentoring are reciprocal with faculty mentors acknowledging considerable personal and professional satisfaction from involvement in such a program.

BENEFITS FOR MENTEES

Based on a survey conducted at the end of each spring semester, when asked about the greatest benefit received from the mentoring relationship, mentees have replied:



- A good mentor, a colleague, and a friend.
 - My mentor was a helpful and resourceful person.
 - It was helpful to talk to someone who had no agenda other than to be helpful to me. She was pleasant and encouraging and gave good advice.
 - Meeting and discussing multiple issues, teaching strategies and techniques and seeing education through experienced eyes!!
 - Having someone outside my department to discuss issues with such as balancing family, publishing, and teaching.
- Increased motivation and energy was the foremost.
 - I have acquired a wonderful friend and confidant in my mentor. I also learned a great deal about the tenure and promotion process here at UT Arlington.
 - Getting to know a faculty member outside my college.