

# FACULTY MENTORSHIP



## Department / Unit Mentoring

Chair/Director assigns an experienced faculty colleague from the unit to guide new faculty during their first years at UNO.

Focuses on practices and policies in the home unit, such as RPT, UNO culture, and orientation to the city and region.

Department/Unit faculty mentors are encouraged to attend the general training provided by CFE.



## CFE General Training for Mentors

CFE provides a general mentor training for current academic mentors and those who wish to become mentors.

Includes mentoring expectations, a calendar of suggested activities, conversation starters, and ideas to enhance relationships.

Provides mentors with ongoing access to mentoring resources; strengthens mentoring across campus.

Registration available on the CFE webpage.



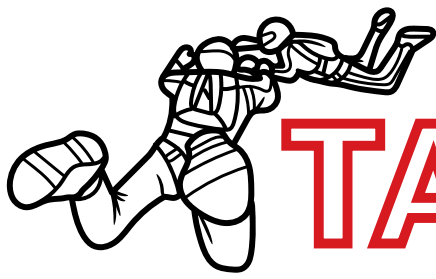
## TANDEM (see reverse)

Mentor and mentees applicants matched with someone outside their home unit; can be paired based on a shared affinity group.

Focuses on enhancing mentee's connections across campus and in the community as well as establishing a sense of belonging at UNO.

Joint orientation and training for mentors and mentees; several social gatherings and networking events.

Applications due early fall.



# TANDEM



## TANDEM Community

- 'Tandem' is partnering with another in an experience, which is what this program entails - Thoughtful Advice, Nurtured Diversity, Engaged Mentorship.
- Building from the 2021-22 Strategic Initiative pilot, the optional program works to provide 2nd and 3rd-year full-time tenure-track and non-tenure-track faculty access to needed support.
- Intentionally matched mentor partners (based on social identities if interested).
- Participants receive customized mentorship training and a stipend (\$500/mentors; \$250 mentees).



## Tentative Schedule

- Fall TANDEM Orientation
- Fall Mixer
- Spring Mixer
- End-of-Year Celebration
- Monthly Meetings with Your Mentor/Mentee



## Pilot Year Highlights

- Participants reported positive outcomes in three areas:
  - 1) job satisfaction,
  - 2) perception of career success, and
  - 3) intention to stay at the institution.
- From a mentee:
  - *"...this program provided another layer of support and comfort that I did not know I needed."*
- From a mentor:
  - *"My mentee and I are a perfect match! I think there is tremendous power in mutually beneficial mentoring partnerships."*

