<table>
<thead>
<tr>
<th>Department / Unit Mentoring</th>
<th>CFE General Training for Mentors</th>
<th>TANDEM (see reverse)</th>
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<tbody>
<tr>
<td>Chair/Director assigns an experienced faculty colleague from the unit to guide new faculty during their first years at UNO.</td>
<td>CFE provides a general mentor training for current academic mentors and those who wish to become mentors.</td>
<td>Mentor and mentees applicants matched with someone outside their home unit; can be paired based on a shared affinity group.</td>
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<td>Focuses on practices and policies in the home unit, such as RPT, UNO culture, and orientation to the city and region.</td>
<td>Includes mentoring expectations, a calendar of suggested activities, conversation starters, and ideas to enhance relationships.</td>
<td>Focuses on enhancing mentee's connections across campus and in the community as well as establishing a sense of belonging at UNO.</td>
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<tr>
<td>Department/Unit faculty mentors are encouraged to attend the general training provided by CFE.</td>
<td>Provides mentors with ongoing access to mentoring resources; strengthens mentoring across campus.</td>
<td>Joint orientation and training for mentors and mentees; several social gatherings and networking events.</td>
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<td>Registration available on the CFE webpage.</td>
<td>Applications due early fall.</td>
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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.”