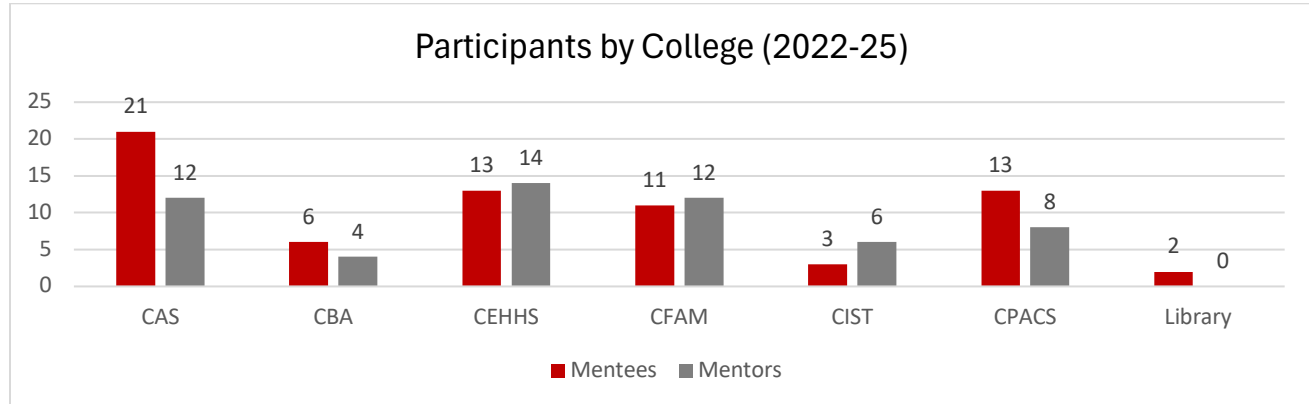


TANDEM Summary 2024-25

In 2024-25, 46 faculty representing UNO's six colleges participated in TANDEM (**T**houghtful **A**dvice. **N**urtured **D**evelopment. **E**ngaged **M**entoring.). The program, now in its third year, complements mentoring that occurs within academic units by pairing second- and third-year full-time faculty mentees with mentors from academic units outside of the mentee's home department or school.

Mentees can participate in the program for one or two years and are provided a one-time stipend of \$100. Mentors are assigned a single mentee each year and receive a \$250 stipend per mentee.



**5 mentors were former mentees in the program*

TANDEM Goals	Three-year Accomplishments
Enhance interdisciplinary networks	120 individuals paired with colleagues in a different unit
Increase intention to stay	93% of mentees have been retained at UNO
Increase sense of belonging	End-of-program mentee surveys consistently show increases in both areas
Increase job satisfaction	

TANDEM Resources

- Matching strategies allow for customized pairings based on the self-identified needs and interests of mentees and mentors.
- Training sessions, fall and spring mixers, and the end-of-year celebration create in-person networking opportunities.
- Mentee- and mentor-only Zoom meetings serve as safe places to share challenges as well as suggestions and strategies.
- Mentor Maps, Conversation Catalysts, Service Decision-making Tool, and Phases of Mentorship provide on-demand resources when mentors/mentees are in need.
- Confidential check-ins allow the leadership team to support teams as needed.

TANDEM Leadership

- Dr. Sandra Rodriguez-Arroyo (CEHHS) – faculty facilitator
- Dr. Herb Thompson, III (CFAM) – consultant, research lead
- Dr. Connie Schaffer (Director, Center for Faculty Excellence) – administrative oversight

The Center for Faculty Excellence funds the stipends for the faculty facilitator, consultant, mentors, and mentees and provides operational support.