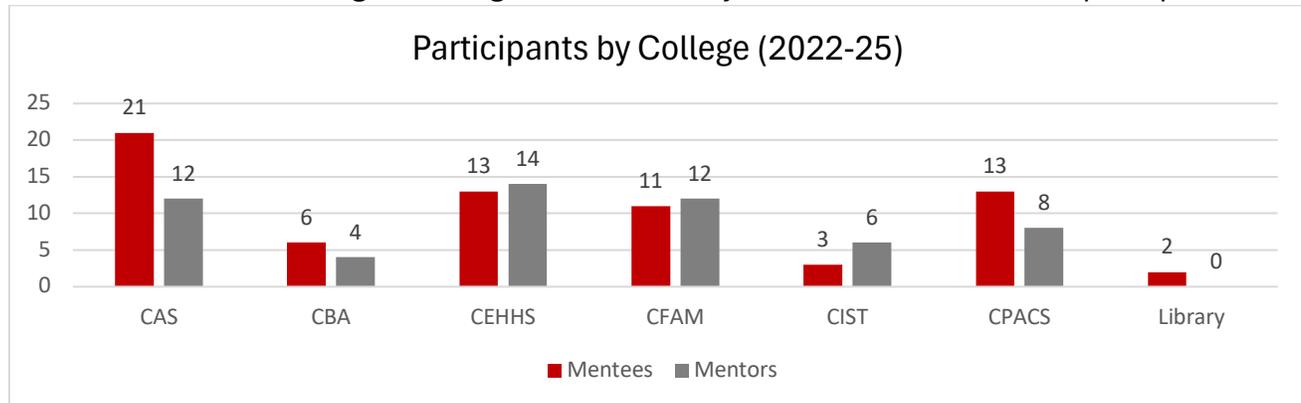


TANDEM

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.