

Report on ECU Mentoring Policies

From the Mentoring Subcommittee of the Faculty Welfare Committee

March 19, 2009

At the request of the Mentoring Subcommittee of the Faculty Welfare Committee (FWC), on January 22, 2009 Provost Marilyn Sheerer asked the ECU deans and department heads to submit their unit mentoring plans. As of March 13, 2009, the Faculty Welfare Committee and the Center for Faculty Excellence have received plans from all units except the Brody School of Medicine, College of Business, College of Education, School of Music, Dept. of Recreation and Leisure Studies, College of Technology and Computer Science, Dept. of History, Dept. of Mathematics, Dept. of Physics, and Laupus Library (plus Military Science). (Please see the attached list.) At the Subcommittee's request, the Provost sent a follow-up request on March 17 to the aforementioned units. As additional plans are received, this list will be updated.

The mentoring plans vary from detailed with formal processes (e.g. College of Allied Health Sciences, Dept. of Health Education and Promotion) to brief with informal processes (e.g. Anthropology, English). Most departments in the Harriot College of Arts and Sciences have submitted a mentoring plan. The College of Human Ecology is among those with a college-wide plan. The College of Health and Human Performance uses both college-wide and departmental plans.

The Subcommittee feels that mentoring plans should address the unique needs of the following non-mutually exclusive groups:

- Faculty New to ECU
- Tenure Track Faculty
- Faculty Seeking Promotion or Self-improvement
- Fixed-term Faculty Seeking Advancement or Self-improvement
- Faculty Teaching Distance Education Classes
- International Faculty
- Emerging Faculty (Graduate Students)

Mandatory mentoring should be provided, at a minimum, to faculty new to ECU.

At this time, the Subcommittee is gathering data on Faculty Mentoring Plans at other UNC System Universities and documenting best practices. As that data collection is completed, a full summary of findings will be distributed to the FWC.