

Hampton University Faculty Mentoring Program



CENTER FOR TEACHING EXCELLENCE

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Welcome and Introductions: Center for Teaching Excellence



- **Spencer R. Baker – Assessment**
- **Lillie Calloway – Pedagogy**
- **Zina T. McGee – Research**
- **Arun Verma – Technology**
- **Pollie Murphy – Liaison to the Office of the Provost**

Background



- **An Academic Institution- College/University?**
 - Community of teachers and research scholars
- **Mission:**
 - To educate students and grant degrees
- **In order to accomplish the mission, the institution has to hire persons with appropriate credentials (content experts)**

Background (Continued)



- **Develop the Content Experts as Educators (faculty)**
- **Integrate them into the existing community**
- **Process of development and integration -
Enculturation**

Best Practices of Enculturation



Must include:

- **Structured Orientation**
- **Training**
- **Mentoring**

To strengthen:

- **Faculty Performance**
- **Retention**
- **Job Satisfaction**

Best Practices



- Making them familiar with organizational structure
- Knowledge of organization's expectations
- Ways for advancement
- Familiarity with organization's traditions

Best Practices - Mentoring



- Clear understanding of each area's requirements
- The “unofficial rules!”
- Helps to strengthen and assure the continuity of organizational culture
- Reduces faculty anxiety
- Improves new faculty decision-making
- Increases the potential of academic success
- Increases the new faculty's commitment to the organization and retention

Role of CTE



- **Cross-check with the list**
- **Efforts towards instituting an effective and productive mentoring program**

Benefits of a Faculty Mentoring Program



- **Institutional**

- Advances the organizational culture
- Provides access to informal and formal networks of communication
- Creates professional stimulation for both junior and senior faculty members

- **Faculty**

- Improvements in teaching and research, overall satisfaction, and organization socialization
- Mentees become empowered
- Mentors feel renewed through their sharing of power and advocacy of collegiality

Implementation of Faculty Mentoring Program



- **Difference in needs of mentees**
- **Resources**
- **Availability of good mentors**
- **Pairing mentors and mentees**
- **Time constraints**
- **Evaluation**

Faculty Mentoring at HU



- **Role of the Mentor**
- **Specific Tasks of the Mentor**
- **Ideal Qualities of the Mentor**
- **Importance of Mentoring**
- **Mentor Responsibilities**
- **Mentee Responsibilities**

Faculty Mentoring at HU



- Program Description
- Program Mission
- Program Goals
- Process
- Time Factor
- Program Highlights