



Targeted Mentoring Program Overview



The purpose of this program is to connect new and junior faculty with experienced faculty prepared to provide expertise that supports faculty development and enhances satisfaction for all.

Who can apply for a mentor?

- New and junior faculty seeking to increase professional skills and competencies
- Tenure track faculty, non-tenure track faculty, part time faculty, lecturers and instructors
- Faculty from all colleges, departments and disciplines

Who are the mentors?

- Senior faculty with diverse experience in teaching, research and public service from all colleges
- Volunteers seeking to improve the campus climate by ensuring the success of their colleagues
- Mentors will be assigned from outside the mentees' discipline, department, or unit

How will mentors and mentees be matched?

- Mentees will select potential mentors from the ADVANCE website based on targeted mentoring topics
- Directors of the ADVANCE Rising Tide Center and CETA will match mentors and mentees based on mentoring topics
- Mentors may have 1 or 2 mentees

How are the targeted mentoring topics chosen?

- Volunteer mentors have described their expertise by identifying specific topics
- Topics may vary from semester to semester or year to year based on the expertise of mentors
- Diverse topics will facilitate personal growth of junior faculty

When will I meet my mentor?

- The ADVANCE Rising Tide Center will be accepting applications for mentors on a rolling basis throughout the academic year
- Connecting mentors and mentees will occur as soon as possible after appropriate partnerships have been identified

What if I don't find a faculty mentor with the expertise I am seeking?

- Recruitment of mentors will continue in an effort to build a strong and diverse mentoring community
- Suggest colleagues qualified to serve as mentors to the ADVANCE Rising Tide Center to enhance our recruiting efforts, and to improve the program

What kind of commitment does participation in this program require?

- Development of specific personal goals is the first step
- Mentees can request mentoring for Fall, Spring, or a full academic year
- The mentoring relationship typically concludes at the end of the academic year but in some circumstances can continue beyond the first year
- Individual mentoring sessions (frequency, duration, and scheduling) are arranged by the mentor and the mentee
- Participation in program evaluation at the conclusion of the experience is requested so that we may apply feedback to improve the program

What if I select a mentor, but discover the relationship is not beneficial?

- You are not obligated to continue with a mentor who does not meet your needs
- Talk with the Director of the ADVANCE Rising Tide Center or CETA to identify the best path forward

What is the role of the ADVANCE Rising Tide Center and CETA?

- Recruiting mentors and providing mentor training
- Connecting mentors and mentees
- Providing resources to mentors and mentees
- Conducting an evaluation for the purpose of improving and sustaining the program

What else should I know about this program?

- Our goal is to create a strong and mutually beneficial mentoring program that can be sustained beyond the current academic year
- This initiative is intended to supplement departmental or unit/college mentoring programs

How do I apply for a mentor?

- Attend the informational session on **OCTOBER 16, 2012**, in the **Bangor Room** of the Memorial Union from **2 – 3 pm**
- Visit the ADVANCE Rising Tide website at the address below to identify topics of interest and potential mentors
- Complete a Targeted Mentoring Application and submit to risingtide@maine.edu by October 22, 2012
- If you miss the October 22 deadline, or cannot attend the informational session, please call the Rising Tide Center to discuss your options

For more information about this mentoring program please call Angela Hart at the ADVANCE Rising Tide Center at 581-3439, or visit:

www.umaine.edu/advancerisingtide/mentoring

