

# Faculty Mentoring Initiative

## Mentoring Initiative Provides Collegial Support

The ADVANCE Faculty Mentoring Program provides professional support for tenure-track faculty, as they advance towards promotion and tenure. The initiative offers one-to-one and group support for new faculty.

ADVANCE has also initiated a pilot effort that matches mid-career faculty with one-to-one mentors and provides a career development plan template to help guide faculty through career advancement stages. Mid-career faculty also meet in group settings. These university-wide efforts augment, but do not replace, the mentoring and coaching provided within faculty members' home colleges and departments.

UNC Charlotte ADVANCE is a centerpiece of the university's efforts to create an institutional climate to support recruitment, retention and advancement of women faculty, especially in STEM disciplines - Science, Technology, Engineering and Math - and of all faculty at UNC Charlotte. The ADVANCE Faculty Affairs Office offers leadership and career development, mentoring programs, policy work, diversity recruitment efforts, grants, a speakers' series, and other initiatives.



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UNC Charlotte ADVANCE  
Faculty Affairs Office



Welcome! We invite faculty members at UNC Charlotte to learn more about the ADVANCE Faculty Affairs mentoring initiative, which supplements the mentoring efforts provided by each college.

We match junior faculty members with senior colleagues from different home units. Mentors and mentees meet throughout the year to talk about career advancement, work-life balance and other issues. Mid-career and senior faculty members from across the university also meet in group settings to share information and support each other. Additionally, we have initiated pilot programs to provide one-to-one mid-career mentors.

A career development plan guides faculty members as they move toward tenure and promotion. Kim Buch of Psychology, who is an ADVANCE leadership team member, coordinates the mid-career effort.

Learn more at [advance.uncc.edu](http://advance.uncc.edu), under the Mentoring tab in the Initiatives section. Also, please be in touch with us if you want to talk or participate.

Regards,  
Dr. Yvette Huet, Director, UNC Charlotte ADVANCE Faculty Affairs Office  
New Faculty Mentoring Coordinator; Professor, Biology

## Effort Features Various Elements to Support Faculty

- Workshops for mentors and mentees to review expectations, responsibilities and best practices.
- A mentor and mentee pairing system that takes into account faculty members' strengths and needs.
- A mid-career faculty development plan to guide progress.
- Periodic check-ins, to determine if partners need additional resources.
- Focus Energy Friday sessions, including group sessions for assistant, associate and full professors and all-faculty sessions. Lecturers also meet as a group.
- A faculty forum, in which associate professors meet with the Deans and Vice Chancellor for Academic Affairs to discuss Reappointment, Promotion and Tenure expectations.
- Events to bring mentors and mentees together for informal networking with each other and other leaders.



Lewis and Walker

## In Their Own Words: Mentors and Mentees Share Thoughts

- What I really have learned is balance and that it's important to have that balance. To have someone to talk with was helpful. -- *Mentee Janaka Lewis, English*
- How I see my job as a mentor is not to tell people how to do things but to help them figure out what works for them. -- *Mentor Lisa Slattery Walker, Sociology*
- (My mentor) has a broader perspective. She gives specific solutions when I have issues, but she also sees deeper. -- *Mentee Xiuxia Du, Bioinformatics & Genomics*
- To be a good mentor, you have to care. It's part of the connectedness that makes an organization work. -- *Mentor Robin Cogger, Mechanical Engineering & Engineering Science*
- We have made connections that exhibit a welcoming university community in which faculty members from diverse backgrounds can feel comfortable and on-track for success. -- *Mentor Bill Gay, Philosophy*



Cogger and Du