

Assignment

- offer letter
- fluid – don't need an assignment to talk to someone, and mentors can change as needs change or if mentor pair isn't a good fit
- should this person be a supervisor or not? External to the department?
- obtain consent of mentor and mentee to form pair
- consider multiple mentors (2-3) to increase network and exposure, address changing needs
- match area expertise, look for someone with university administrative expertise, personality fit also important

Frequency/Format

- Friday happy hour (kids OK)
- coffee
- lunch
- walk around Aldrich Park
- mixers
- how to recreate the informal feeling when it is so easy to work from home
- 1x/quarter
- weekly in the beginning and decreasing frequency as time goes on (forge connections early)

Challenges and Strategies

- finding the right timing when most are available
- attendees to events are usually the ones doing OK – those who are struggling don't go
 - personal invitations
 - peer-to-peer mentoring
- difficulty telling a supervisor about a problem – feel vulnerable when these people are future evaluators
 - Professors Emeriti – knowledgeable and lower anxiety speaking with them, can even be from other departments
- supporting the reluctant mentee
 - junior professors – may be a more private person, might feel vulnerable
 - use Equity Advisors
 - use peer mentoring
 - formal mentoring/IDP process creates a structure to ensure these faculty participate
 - achieving safety in mentoring – build trust over time
 - mid-career professors
 - may have struggles with time management – collectively develop departmental guidelines so expectations are transparent/not arbitrary

- full professors – maybe came to UC Irvine from outside institution (including non-university setting)
 - pair with someone who was similarly situated
 - use Equity Advisors
- not every faculty member will be an ideal mentor
- chairs also need mentoring
 - attend chair meetings