**Mentoring**

Agenda

January 31, 2017

UCI Student Center, Pacific Ballroom B

Questions

**How Mentoring Works**

* How does mentoring work in your department?
* In what ways do you foster mentoring in your department?
  + department social events
  + invitations to professional conferences
  + research collaborations
  + one-to one pairing of junior faculty with more senior faculty
* Do you find willing/able mentors among your senior faculty? What incentives can you offer?
* Do faculty in your department receive service credit for their mentoring contributions when their merit/promotion cases are being reviewed?
* How can a department chair best be attentive to mentoring across differences such as gender, race, culture and generational lines?
* Have you facilitated formal mentoring relationships within your department? Within your school? Do you have formal guidelines?
* How do informal mentoring relationships usually work in your department? Is anyone left out? How do you handle this?
* How do you handle mentoring for difficult or inactive faculty?
* What strategies do you have in smaller departments to manage cultural change and shoulder the extra burden of leadership and mentoring?
* Do faculty approach you when they realize they want to move in a new direction or have a challenging aspiration they want to pursue? Have you been asked to pair a faculty member with a mentor? If so, how do you proceed?
* For those Chairs with Unit 18 lecturers, have you found the pre-6 mentoring meetings now required by the collective bargaining agreement between Chair and lecturer to be effective? What makes the meetings better or worse?
* Should faculty members have more than one mentor? Do you ever pair faculty members of the same rank who mentor each other?

**Goal Setting**

* What is the relationship between departmental goal setting and mentorship in your department?
* What strategies have you used to help faculty set individual goals in research, teaching, and service?
* Is there any data you have as a department chair that is helpful when shared with faculty (re: student evaluations, research productivity, service, etc.)?