

# UNT FACULTY CROSS-DISCIPLINARY MENTORING PROGRAM TRAINING GUIDE

Thank you for your commitment to helping your fellow colleagues succeed, and supporting UNT's efforts to create an environment where faculty feel inspired and enabled to reach their full potential. As a cross-disciplinary mentor, you have the opportunity to be part of the development of our newest colleagues. You'll be part of a team that includes 10 to 12 new faculty and three mentors. This team will meet periodically for three years. To ensure your experience as a cross-disciplinary mentor is personally and professionally gratifying, below are some guidelines to assist you on your mentorship journey.

## Expectations/Role of the Mentor:

- Drop by New Faculty Orientation to meet your protégés
- Attend and encourage your protégés to participate in cross-disciplinary mentoring team activities organized by the Office for Faculty Success
- If at all possible, organize meetings with your group (perhaps over lunch) at least once each semester
- Maintain regular contact with your mentoring group
- Create an appealing and comfortable group for faculty members
- Facilitate relationship-building among group members
- Encourage participation among all group members
- Take note of any key points that surface during group meetings
- Provide support and guidance for professional and social development
- Help members begin the process of networking

## Group Goals:

- Have members determine which aspects of their positions are most rewarding/challenging
- Have members help one another problem solve areas of concern
- Identify areas of support outside of the group to aid in early career ups and downs
- Discover and connect over commonalities shared during sessions



## Characteristics of a Cross-Disciplinary Mentor:

- Open, warm, honest, and genuine
- Direct, yet diplomatic
- Willing to share personal struggles and triumphs
- Shares knowledge and academic career experience
- Acknowledges progress of group members
- Non-judgmental
- Allows members to try out new attitudes/behaviors to generalize to the college setting
- Maintains confidentiality



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## Mentor Checklist:

- Obtain and share contact information with group members
- Review the CV's of protégés prior to first meeting
- Discuss expectations
- Plan discussion/activities
- Prepare any materials to distribute
- Have fun!

## Suggested topics for discussion:

- When appropriate, explain resources available for research
- Discuss CLEAR and other resources related to pedagogy
- Discuss annual evaluation processes in general
- Discuss student support services (academic, social, and financial needs)
- Discuss information technology support
- Suggest important university and professional events to attend
- Course preparation, grade policies, & teaching assignments
- Discuss rank/promotion and tenure/promotion of lecturers
- Discuss time management, setting priorities, & balancing career/family

The Office for Faculty Success thanks you for your participation in the UNT Faculty Mentoring Program. Please feel free to contact our office if you have any questions.

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940-565-3987  
<https://facultysuccess.unt.edu/>

## Additional Resources:

Mentoring Resources: UMass Amherst Institute for Teaching Excellence & Faculty Development

<http://www.umass.edu/ctfd/mentoring/resources.shtml>

Resources on Faculty Mentoring: University of Michigan Center for Research on Learning and Teaching

<http://www.crlt.umich.edu/faculty/facment>

Mentoring: Cornell University Office of Faculty Development and Diversity  
<http://facultydevelopment.cornell.edu/professional-development/mentoring/>

The 10 Commandments of Mentoring: Northern Illinois University New Faculty Mentoring

[http://www.uwlax.edu/uploadedFiles/Academics/Colleges\\_Schools/CLS/10%20Commandments.pdf](http://www.uwlax.edu/uploadedFiles/Academics/Colleges_Schools/CLS/10%20Commandments.pdf)




New Faculty Mentoring Checklist: Ball State University

<http://cms.bsu.edu/-/media/WWW/DepartmentalContent/Educational%20Excellence/PDF/mentoring-checklist.pdf>

Faculty Mentoring Handbook: University of Rhode Island

[https://oied.ncsu.edu/faculty/wp-content/uploads/2013/04/Faculty\\_Mentoring\\_Handbook\\_pdf-1.pdf](https://oied.ncsu.edu/faculty/wp-content/uploads/2013/04/Faculty_Mentoring_Handbook_pdf-1.pdf)

## UNT Faculty Mentoring Program

-  [One-on-one mentoring](#)
-  [Cross-disciplinary Mentoring Teams](#)
-  [Mentoring Grant Program](#)

