Faculty Mentoring Opportunities

Mentoring Grants

Faculty mentoring groups at RIT may request funding for one project or activity annually. The mentoring projects or activities for which grant funds are requested must be related to teaching excellence, dissemination of scholarly works, or grant proposal development. The goal is for faculty to participate in activities or projects that will help the mentoring group be successful. For more information and to view previously funded mentoring projects visit: rit.edu/facultydevelopment/mentoring/grant.

Provost's Award for Excellence in Faculty Mentoring

This award recognizes an RIT faculty member who has demonstrated an outstanding commitment to faculty mentoring by actively helping less experienced faculty in developing their careers at RIT by offering advice, feedback and guidance that reflects a deep understanding of their department, college and university. For eligibility guidelines, the application, and to see our previous award recipients visit: rit.edu/facultyawards/provost-mentoring-award.php.

FACULTY CAREER DEVELOPMENT SERVICES

Faculty Career Development Services (FCDS) is a team of professionals dedicated to the support and advancement of faculty in their academic careers at RIT.

Mentoring is one of many programs, resources and services you'll find at the FCDS website: rit.edu/facultydevelopment.

Contact

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Associate Provost, Faculty Development and The Wallace Center
Lynn.Wild@rit.edu
585.475.6543

Faculty Career Development Consultants

Anne Marie Canale
Anne.Marie.Canale@rit.edu
585.475.7696

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Faculty Mentoring @ RIT: You are Not Alone

- **Resources for Department Heads**
- **Faculty Success Series**
- **Mentoring Grants**
- **Provost's Award for Excellence in Faculty Mentoring**

Faculty Mentoring@RIT:
You Are Not Alone

RIT is committed to providing mentoring for all faculty members by helping them build a constellation or network of mentors.

While you, as a department head, are not a mentor to new faculty in the traditional sense of the term, you do play a vital role in helping new faculty make an effective transition to RIT. Some of the material in this guide and on our website can assist you in this aspect of your role.

Read more at www.rit.edu/academicaffairs/facultydevelopment/mentoring/department-heads.

Resources for Department Heads

There is support throughout RIT to help you with your questions about mentoring.

- Your dean can answer questions about mentoring expectations and current practices in your College.

- Your peers in other departments or Colleges can discuss their experiences managing mentors and mentees.

- Subject matter experts in Faculty Career Development Services and Sponsored

Research Services can help new faculty with specific challenges in their respective areas.

The Associate Provost for Faculty Career Development and The Wallace Center is also ready to support faculty mentoring, as well as to listen to your mentoring experiences to further improve the mentoring program at RIT. Contact Lynn.Wild@rit.edu for information.

Roles in Faculty Mentoring

The success of RIT faculty is a shared responsibility, with different members of the RIT community supporting the mentoring process in important and distinct ways.

Provost and Dean
- Through the shared governance model, administer and interpret guidelines for appointment, promotion and tenure.
- Set guidelines for scholarly productivity.
- Establish a set of rewards, expectations and accountability measures to ensure that mentoring remains a priority.

Department Head
- Provide a comprehensive orientation for new faculty.
- Identify individuals to serve as mentors
- Help match mentees to mentors.
- Manage Plans of Work to reflect mentoring-related activities and responsibilities.
- Provide performance feedback and guidance to faculty.

For more about roles in the mentoring relationship, visit: rit.edu/academicaffairs/facultydevelopment/mentoring/roles.

Identifying Faculty to Serve As Mentors

While "mentor" is not an official role, it does entail a commitment of time and effort, so department heads are encouraged to include serving as a mentor as part of a faculty member's service commitment.

It's also true that it can be difficult to ask faculty to add yet another task to her/his schedule. It can be easier, though, if you:

—Point out that mentoring can count toward his/her service commitment.
—Emphasize that mentoring is not an open-ended obligation, and it's appropriate to set reasonable limits with a mentee.
—Remind potential mentors that they will be only one element in a mentee's mentoring network—a network that they can also encourage the mentee to expand.
—Recruit "near peer" faculty, not just highly experienced department members, to act as mentors.

Faculty Success Series

FCDS hosts a variety of events for RIT faculty throughout the academic year. Visit rit.edu/facultydevelopment/faculty-success-series.