

## 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:

[bit.ly/MentoringGrants](http://bit.ly/MentoringGrants).

### 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:

[bit.ly/RITMentoringAward](http://bit.ly/RITMentoringAward).



Faculty Career Development (FCD) 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 FCD website:

[bit.ly/FacultyCareerDevelopment](http://bit.ly/FacultyCareerDevelopment).

### Contact

**Lynn Wild**

Associate Provost, Faculty Development and The Wallace Center

[Lynn.Wild@rit.edu](mailto:Lynn.Wild@rit.edu)

585.475.6543

*Faculty Career Development Consultants*

**Anne Marie Canale**

[Anne.Marie.Canale@rit.edu](mailto:Anne.Marie.Canale@rit.edu)

585.475.7696

**Cheryl Herdklotz**

[Cheryl.Herdklotz@rit.edu](mailto:Cheryl.Herdklotz@rit.edu)

585.475.2030

## Faculty Mentoring @ RIT: You are Not Alone



- Resources for the Mentor
- Faculty Success Series
- Mentoring Grants
- Provost's Award for Excellence in Faculty Mentoring

## Faculty Mentoring@RIT: You Are Not Alone

Faculty success is important to RIT and the Faculty Mentoring Program is evidence of our commitment. Mentoring is not just for new faculty. All faculty



members can benefit from developing a network of consultants and advisors who can help them navigate different phases of their careers. Mentoring exists in many forms throughout RIT,

and faculty members are constantly devising new ways to find and act as mentors. To learn more about the mentoring program check out the website at: [bit.ly/FacultyMentoring](https://bit.ly/FacultyMentoring).

### Role of the Mentor

The mentor/mentee relationship is unique, having features of both personal and professional collaborations. A mentor may assist the mentee by:

- **Helping** the mentee clarify and articulate her/his own goals.
- **Introducing** the mentee to others who can help her or him achieve these goals.

- **Sharing an outside perspective** so the mentee can develop a realistic sense of the image s/he presents.
- **Offering organizational context** so the mentee learns the history, relationships and “decision influencers” in the department, college or university.

### Thinking of becoming a mentor?

Check out the resources at:

[bit.ly/ResourcesforMentors](https://bit.ly/ResourcesforMentors).

### Characteristics of Successful Mentors

A successful mentor ...

- Remains accessible to mentee; meets on a regular basis.
- Skillfully provides constructive feedback.
- Actively engages in research and/or related scholarly activities.
- Possesses a publication record that meets college standards.
- Receives consistently satisfactory/acceptable teaching evaluations.
- Knows the resources available to support faculty development.
- Understands department and institute policies/procedures regarding faculty tracks, reappointment, promotion and tenure.

- Actively connects to networks inside and outside the university and is willing to share those connections with mentee.
- Consistently maintains confidentiality.
- Preserves mentee’s intellectual independence.
- Does not have supervisory authority over mentee.

### Resources for Mentors

There is support throughout RIT to help with questions about mentoring:

- Your Department head or Dean can answer questions about mentoring expectations and process in your college.
- Your peers/other experienced faculty can discuss their mentoring experience.
- Experts in FCD, RIT’s Teaching and Learning Services, and Sponsored Research Services can help mentors with specific challenges.

### Faculty Success Series

Faculty Career Development hosts a variety of events for RIT faculty throughout the academic year. To see upcoming opportunities, visit: [bit.ly/FacultySuccessSeries](https://bit.ly/FacultySuccessSeries)