

Mentoring Program - General Approach: The general approach to mentoring in the COD acknowledges that 1) all faculty should have access to mentoring, 2) many different effective mentoring methods exist, and 3) faculty may have unique mentoring needs.

Current Mentoring Activities:

One-on-one Mentoring

- 1) **Department Heads:** All full-time faculty may arrange for individual mentoring sessions with their department head. If appropriate, department heads may designate senior faculty other than themselves as primary mentors for junior faculty. Faculty are encouraged to utilize the COD Individual Development Plan template to organize their career goals and professional development needs.
- 2) **Associate Dean for Faculty Affairs:** Any faculty member may schedule an individual professional development session with the Associate Dean for Faculty Affairs. The AD-FA also maintains 2 blocks of time each month as open office hours for faculty drop-in consultations; current hours are the second Wednesday, 3:30-5:30 PM and the fourth Thursday, 8:00- 10:00 AM. In consultation with Department Heads, the AD-FA may assist in the identification of specific mentors as needed for individual faculty.

Group and Peer Mentoring

- 1) **Women Faculty Peer Mentoring Group:** This group is led by a senior faculty member, meets once per month. The meeting includes both informal discussion time as well as a focused discussion on topics of interest to the group such as salary equity, work-life balance, gender bias, etc. Calendar and additional information: <http://dentistry.uic.edu/depts/facultyAffairs/networkgroup.cfm> .
- 2) **Tenure-track Junior Faculty Group:** This group is led by two senior tenured professors and is open to all junior faculty in the tenure track. The group meets monthly to engage in a topical discussion; topics are decided by the group. *Under development.*
- 3) **Non-tenure track Junior Faculty Group:** This group is led by two senior non-tenure track faculty and is open to all junior faculty in the non-tenure track. The group meets monthly to engage in a topical discussion; topics are decided by the group. *Under development.*

Mentor/Mentee Training

As part of our annual faculty retreat, training workshops for faculty mentors and mentees are offered. For mentors, training emphasizes a variety of best mentoring practices; for mentees, training includes how to forge a relationship with your mentor and expectations for mentoring relationships. **2013 retreat is scheduled for January 3, 2013.**