

The general approach to mentoring in the COD acknowledges that 1) all faculty should have access to a mentoring network, 2) many different effective mentoring methods exist, and 3) faculty may have unique mentoring needs. Therefore, our program is designed to present a mentoring “menu” that all faculty can access. Faculty are able to access all of the available mentoring activities via the COD Faculty Affairs website, <http://dentistry.uic.edu/depts/facultyAffairs/> . Our currently available programs are described below; other programs that might be added include Cluster Mentoring (the identification of senior and junior faculty who agree to meet as a group for mentoring purposes) and topic-specific mentoring initiatives, such as promotion workshops. The availability of mentoring activities will be regularly announced to all faculty and to Department Heads.

The following COD specific mentoring activities are currently available:

One-on-one Mentoring

- 1) Department Heads will meet with all new faculty appointed at 0.5 FTE or greater for individual mentoring sessions. The Department Head will assume the role of primary mentor or, if appropriate, department heads may designate faculty other than themselves as primary mentors for junior faculty. Junior faculty are encouraged to utilize the COD Individual Development Plan template to organize their career goals and professional development needs.
- 2) All new faculty at 0.5FTE and above will meet with the Director of Faculty Affairs within the first 6 months of appointment to discuss career development plans and mentoring programs available to faculty. If the faculty member feels the need for additional mentorship, the Dean or Director of Faculty Affairs, in consultation with Department Head, may assist in the identification of specific mentors for individual faculty.
- 3) The annual performance self-assessment and review includes a section that encourages faculty to identify mentoring needs.

Group and Peer Mentoring

The Office of Faculty Affairs will facilitate the organization of peer mentoring groups in response to requests from interested faculty. Potential groups include:

- 1) Women Faculty Peer Mentoring Group: This group is led by a senior faculty member and 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.
- 2) Tenure-track Faculty Group: This group is led by two senior tenured professors and will be open to all faculty in the tenure track, with participation by junior and mid-career faculty members encouraged. The group will meet monthly or bi-monthly to engage in a topical discussion; topics will be decided by the group.
- 3) Non-tenure Clinical Track Faculty Group: The group is led by two senior non-tenure track faculty and will be open to all faculty in the non-tenure track, with participation by junior and mid-career faculty members encouraged. The group will meet monthly or bi-monthly to engage in a topical discussion; topics will be decided by the group.

- 4) Research Faculty Group: This group is led by one or two senior research faculty and is open to all faculty currently engaged, or with an interest, in research activities. The group will meet monthly or bi-monthly to engage in a topical discussion; topics will be decided by the group.

Mentor/Mentee Training

As part of our annual faculty retreat, training workshops for faculty mentors and mentees will be offered. For mentors, training will emphasize a variety of best mentoring practices; for mentees, training will include how to forge a relationship with your mentor and expectations for mentoring relationships.

Approved by Faculty Affairs Advisory Committee, 12-01-16