

Mentoring Program

Department of Sociology, Anthropology, Social Work, and Criminal Justice
Oakland University
September 2013

Background

Following the departmental retreat at the beginning of the 2011-12 academic year, an *ad hoc* committee comprised of Terri Orbuch (chair), Richard Stamps, Angela Kaiser, and Dennis Condron developed a mentoring program that the faculty approved at the departmental retreat held at the end of the 2012-13 academic year. Initially, two proposals emerged – one regarding the mentoring of newly-hired faculty members and one regarding the mentoring of current faculty members. The faculty voted to implement a single mentoring program applicable to both current and newly-hired faculty members. This document combines and summarizes material from the two initial proposals in outlining the departmental mentoring program.

Goals and Activities

Departmental mentoring is the process by which a faculty member receives information, advice, and assistance from another faculty member in the department. The goal of the mentoring program is to encourage success at Oakland University. We recognize that “success” can be defined and achieved in various ways. Consequently, each mentor-mentee relationship may be unique, with mentor and mentee determining the specific expectations, activities, and time commitments. Specific areas of socialization might include advice/information on: review and promotion procedures/strategies; research agenda and plans; publishing and manuscript submissions; grant and fellowship submissions; teaching challenges, course development, and syllabi; service and committee roles; OU culture, bureaucracy, and rules; department and institutional goals; technological/computing skills and help. This list is not exhaustive.

Participation

Participation in the mentoring program by both mentees and mentors is strictly voluntary and is not a requirement for faculty. The program is designed as an important resource for colleagues and is a highly valued form of departmental service. Each year, a faculty member who engages in outstanding mentoring will be recognized by the department chair with a mentorship award.

Procedures

The department chair will appoint a Faculty Mentoring Program Coordinator at the start of each academic year. Once appointed, the mentoring coordinator will email all faculty members in the department and ask that any junior or senior faculty member who wishes to be mentored by an experienced junior or senior faculty member reply with a request to be matched to a specific colleague. The mentoring coordinator, after consulting the department chair, then will request agreement from the desired mentors. Once mentoring relationships are assigned, these relationships will continue until one or both of the individual faculty members wishes to be re-assigned or until the mentoring is no longer needed. Reassignments will be made by the mentoring coordinator. Mentoring assignments should not be taken personally (and need to be mutually agreed upon by both mentor and mentee).