



CSU Peer Mentoring Program

Dr. William Morgan, Vice Provost

Dr. Cheryl Bracken, Associate Dean (Social Scientist)

Dr. Oya Tukel, Associate Dean (Change Agent)



Year One and Two

- Year 1 - Taskforce on Family Friendly Faculty Policies was charged with developing recommendations for innovative family friendly faculty policies.
- Year 2 - Taskforce on Family Friendly Faculty Policies offered recommendations and implementation of recommendations begins



Year Three

Work/Life Balance = CSU Faculty Mentoring Program



Institutional Navigation:

- ✓ Launch Committee

Socialization & Confidential Communication

- ✓ Speed Mentoring, Peer Coaching, Coffee and Mentoring social

Meeting Promotional Standards

- ✓ eDossier Training



Faculty Mentoring Plan

Introduce in Program Year	Objective(s)	Project/Activity	Mentor & Mentee	Format	When
(2018-19)	Institutional Navigation	Webinar: Intro to CSU	CFE/1 st Year Faculty	Online by individuals	At Hire, and by September 30 th
		Orientation Meeting	CFE/1 st Year Faculty	Large group sessions	August & January
(2019-20)		Launch Committee (formed for each newly-hired faculty)	Committee/1 st Year Faculty Committee: 1. Advocate; committee chair (with close research interest); 2. Department Chair (for facilities and dept. resources); 3. Department Member (logistics and culture); 4. Dean's Rep (coordination and accountability for resources)	Face-to-face meetings of committee, at least once per month, plus 1:1 meetings as arranged	At hire, and until May of 1 st year
(2017-18)	Socialization & Confidential Communication	Speed Mentoring	Senior volunteer faculty/1 st , 2 nd , 3 rd Year Faculty	Event to introduce faculty to one another (as potential mentors/mentees)	
(2019-20)		Peer Coaching (Nominated by new faculty and appointed by department chair)	Mentor: Non-department faculty in 3 rd , 4 th , 5 th Year. Mentee: 1 st and 2 nd Year faculty	Face-to-face meetings between mentor and mentee, at least twice per semester and as needed	January of 1 st year (or earlier)
(2018-19)	Socialization & Confidential Communication; Meeting Promotion Standards	Pre-Tenure Panel and Mixer	Mentor Panelists: Senior faculty Mentee: 1 st , 2 nd , 3 rd Year Faculty	Large group session featuring a panel presentation and socializing among junior/senior faculty	
(2017-18)	Meeting Promotion Standards	College Information & Discussion	Mentors: Associate Dean and PRC College Faculty Mentees: 1 st , 2 nd , 3 rd , 4 th , 5 th Year College Faculty	Small group session re: planning and timelines for teaching evals, scholarship, service; dossier construction	
(2018-19)	Meeting Promotion Standards	eDossier Training	Mentor: CFE and IS&T Mentees: Faculty in 3 rd , 4 th , 5 th Year	Constructing eDossier using eFAAR	
(2019-20)	Meeting Promotion Standards	Mentoring Committee/Team (formed for 1 st year faculty, for first 3 years): New faculty nominates members; Dept. chair	Research Mentor (Senior faculty within discipline/department; rotates annually after Yr 2)	1:1 meetings re: initiatives and progress in scholarship, at least 1x/semester; edit/review manuscripts Committee meeting twice per year	January of 1 st year



Continuing IDEAL-N at CSU

Faculty Fellow to oversee the Peer Mentoring Program

- Develop and implement activities to support a mentoring program for pre-tenured faculty
- In conjunction with Center for Faculty Excellence
- The advisory group



CSU's efforts moving forward:

- **Applying for NSF Adaptation grant this summer**
- **Aspire: The National Alliance for Inclusive & Diverse STEM Faculty**
(NSF INCLUDES grant with APLU)
- **Continue to monitor Gender Equity indicators**
- **Our appreciation to Dr. Vickie Gallagher, Dr. Joanne Goodell,
Dr. Kathy McNamara, Dr. Rachel Wlodarsky**

