

August 2010

School of Business and Economics

Faculty Mentoring

Mentoring is a developmental partnership through which one person shares knowledge, skills, information, and perspective to foster the personal and professional growth of someone else.

University of South Carolina's College of Mass Communications & Information Studies Alumni Society Mentor Program

The purpose of faculty mentoring in our School is to help our new faculty to develop into successful researchers, teachers, and colleagues. Since mentoring is an ongoing process, it is comprised of a series of deliberate, as well as unplanned, actions that result in faculty development for the mentee and the mentor.

Formal Sessions

- Faculty orientations – Each year the Dean and the Associate Dean invite the new tenure-track faculty to an orientation session covering, but not limited to, the School structure and personnel, faculty annual reviews, research and teaching expectations.
- Sessions with the Dean – The Dean invites all tenure-track faculty to a breakfast or lunch session once per Fall and Spring semesters to collectively discuss any issues relating to faculty development, progress towards tenure, and School climate.
- Research Seminars – All faculty are expected to present research seminars. These seminars are opportunities for tenure-track faculty to present their research, or proposed research ideas, for feedback and constructive dialogue. Social gatherings will be organized at least once a month following these seminars to allow opportunities for mentoring relationships to emerge naturally.
- Faculty Retreat – Mentoring will be an agenda item on each year's faculty retreat with the goal of discussing and evaluating the current mentoring activities for areas of improvement and expansion.

Individual Expectations

- Mentors – Tenured faculty member will voluntarily develop a list of topics or areas they feel competent and willing to mentor. This information will be distributed to tenure-track faculty. Topics or areas could include, but not be limited to, research, teaching, research/teaching balance, time management, and work/life balance.
- Mentees - Tenure-track faculty will be asked to develop a list of topics or areas they feel need for a mentor.
- Dean – As part of the annual review meeting with tenure-track faculty, the Dean and the faculty member will discuss if mentor assistance was sought and met for the needs identified. The Dean will also meet with the mentors to identify the assistance the mentors provided. This will be evaluated by the Dean as part of the mentor's service obligation.