Faculty Mentoring

Received Effective Mentoring

- 69% 😊 Within Department
- 66% 😊 Outside Department
- 70% 😞 Outside Institution

Believe there is Effective Mentoring in Department

- 46% 😞 Tenure Stream Faculty
- 29% 😊 Tenured Associate Professors
- 40% 😊 Non-Tenure Stream Faculty

Believe having a mentor is important: 95%
Believe being a mentor is fulfilling: 85%
Tenured faculty served as mentor: 84%

24% Satisfied with support to be good mentor

😊 = Pitt ranks in top third of cohort
😊 = Pitt ranks in middle third of cohort
😞 = Pitt ranks in bottom third of cohort
Resources and Good Practices

Faculty Mentoring

- Provide mentors for tenure stream, tenured, and non-tenure stream faculty.

- Just because a faculty member receives tenure and/or is promoted, does not mean that a mentor is no longer needed or wanted.

- Don’t make assumptions about what type of mentoring faculty will want (or if they will want mentoring at all). Mentoring should be tailored to individual needs.

- Develop written guidelines for both mentors and mentees.

- Consider alternative types of mentoring – for example, peer mentoring, group mentoring, and collaborative support models.

- Request and assess information about faculty contributions as faculty mentors. Include this information as part of annual faculty evaluations of performance in the area of service.

- Consider building networks beyond the department or division, particularly in order to support underrepresented faculty to find a mentor with a similar background.

- Find additional information and resources about mentoring on the Office of the Provost’s website: http://www.provost.pitt.edu/pacwc/mentoring.html