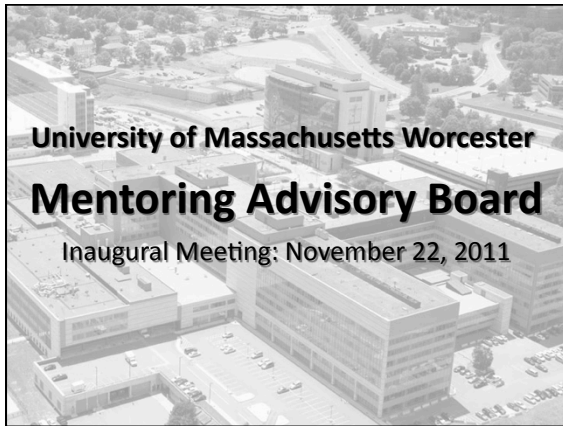
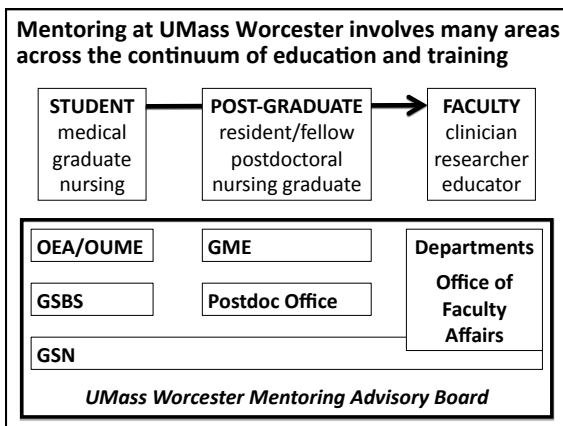
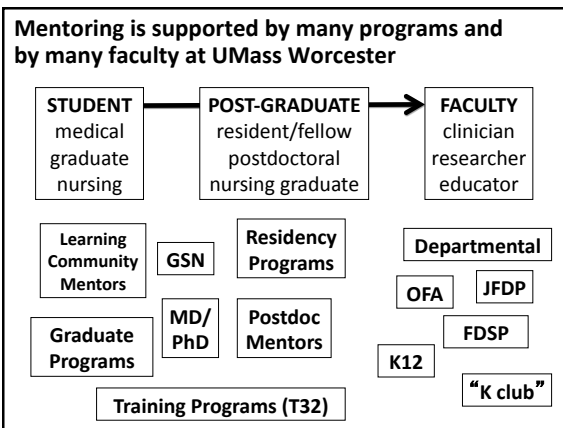
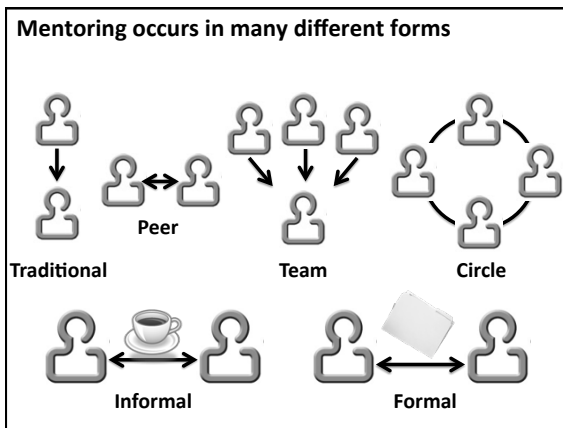


UMass Worcester Mentoring Advisory Board



**Agenda for the Meeting today**

• Welcome	Dean Flotte
• Background & Purpose	Thorndyke
• What are the needs?	Andreini/Milner
• UMW Mentoring Initiative	Milner
• Mentoring Survey	Andrieni
• Next Steps	Thorndyke

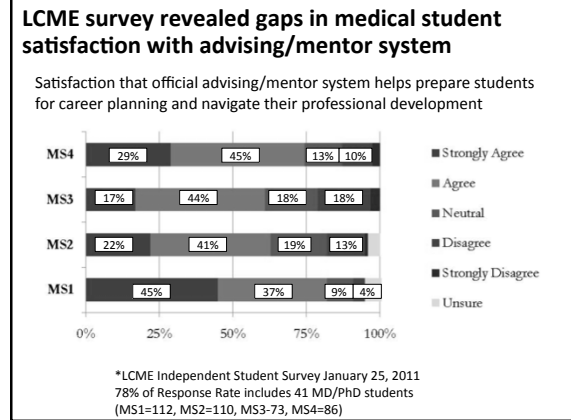
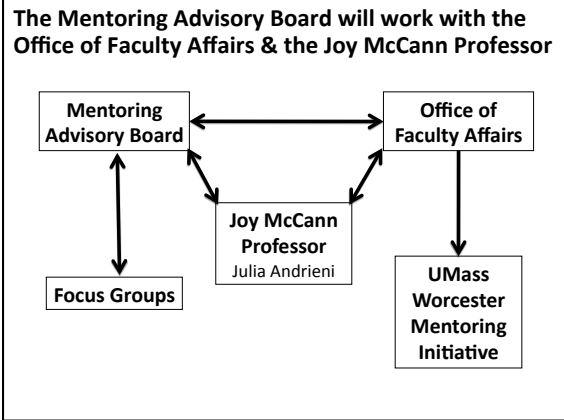


**The Mentoring Advisory Board will guide mentoring across the UMass Worcester campus**

The **PURPOSE** of the Board is:  
 to provide recommendations, advice, and guidance to the Office of Faculty Affairs on the mentoring needs of the institution.

The **RESPONSIBILITIES** of the Board are to:  
 Assist in identifying institutional mentoring needs  
 Assist in the development of new mentoring initiatives  
 Serve as a forum for sharing new ideas & best practices  
 Review and evaluate institutional mentoring activities

UMass Worcester Mentoring Advisory Board

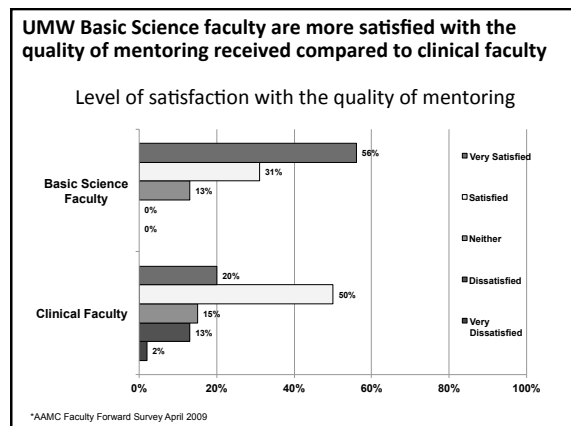
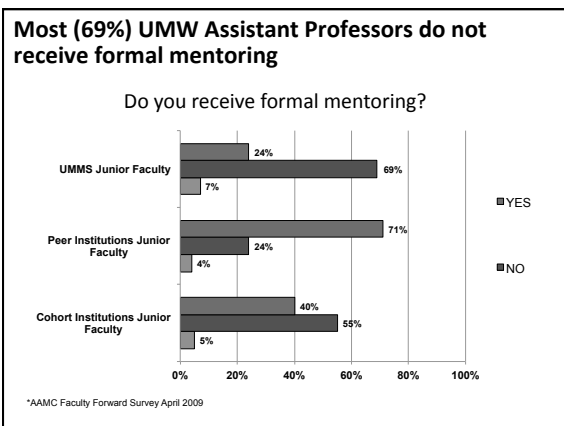
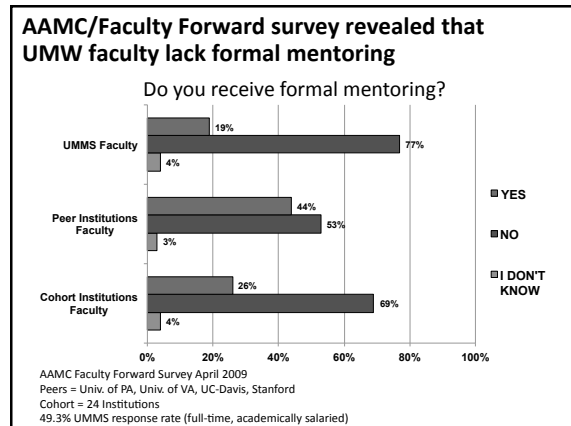


**Medical students identified a need for more specific mentoring**

“Better professional guidance, and more space and time to explore career options”

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“Advising in third and fourth year. There needs to be faculty that are trained specifically for advising students”

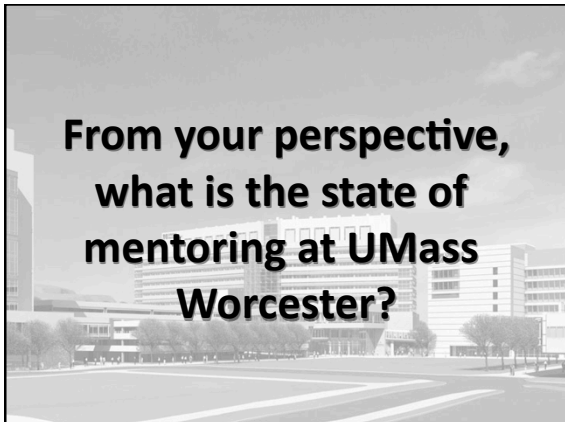


**UMass Worcester Mentoring Advisory Board**

**There are broad needs for research mentoring at UMass Worcester**

- Specific skills for mentees
- Professional development & career choice
- “Mentoring” the mentor
- Availability of experienced mentors
- Team mentoring to enhance collaboration
- Protected time for faculty
- Recognition & reward for mentoring

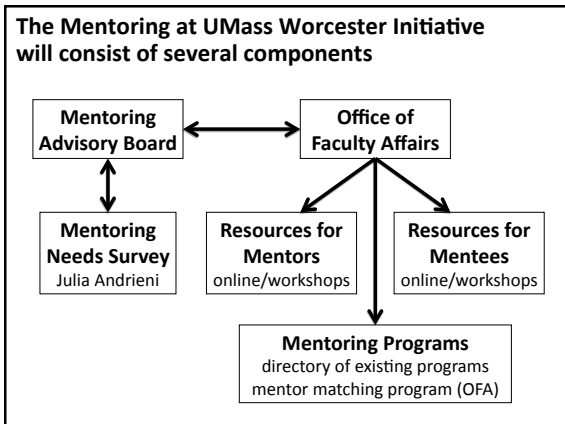
**Research Mentoring Retreat**  
 June 2010  
 BMP  
 CTRP  
 FDSP  
 GSBS  
 GSN  
 JFDP  
 K12  
 MD/PhD  
 Postdoc  
 Psych  
 SOAR



**The Mentoring at UMass Worcester Initiative will support mentoring across the campus**

**Goals:**

- to support all UMW faculty who require or request mentoring
- to support existing mentoring initiatives at UMW
- to provide resources to support mentors and mentees
- to enhance the success and career satisfaction of UMW faculty
- to retain and advance high quality faculty
- to facilitate the missions of UMW and its partners in research, education and service

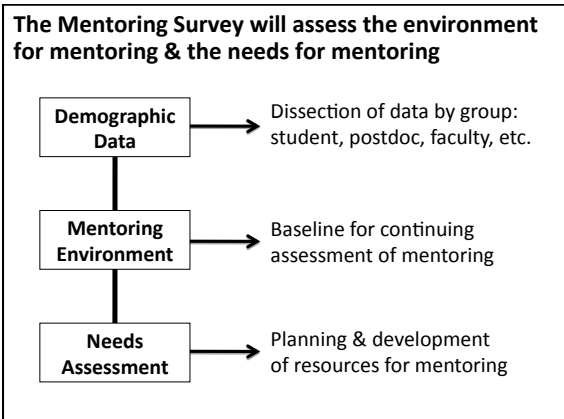


**Implementation of the CTSA Mentoring Curriculum is an example of a new resource for mentors**

- Competency-based curriculum for mentors
- Will be targeted to new junior faculty with first trainees
- Monthly 2-hour sessions, 2012

- One of my goals as the Joy McCann Professor is: to create a continuum of academic mentors**
- ⇒ Collaborate with the OFA to create the UMass Worcester Mentoring Advisory Board
  - ⇒ Develop an annual mentoring survey for students, post-graduates, and faculty
  - ⇒ Implement a web-based tool to match mentees and mentors across institutions
  - ⇒ Create a network of UMMS mentors to support a mentoring outreach effort for women in the Worcester community.

UMass Worcester Mentoring Advisory Board



- Use of mentoring survey for baseline assessment of mentoring environment — *example items***
- Do you currently have a mentor? # of current mentors?
  - Participate in a formal mentoring program?
  - Method/frequency of communication with primary mentor
    - e-mail, meetings, phone calls, etc.
  - Formal expectations and/or goals outlined
  - Frequency and format of feedback
  - Accessibility of mentor
  - Ease in identifying appropriate mentor
  - Area of mentoring
    - Career Development, Education Support, Skill Enhancement, Leadership Development, Conflict Resolution

- Use of mentoring survey for needs assessment of mentor and mentee — *example items***
- Satisfaction / Dissatisfaction with *quantity* of mentoring
  - Satisfaction / Dissatisfaction with *quality* of mentoring
  - Barriers / Facilitators to mentor / mentee relationship
  - Components of a successful /unsuccessful relationship
  - Goal-setting in mentoring relationship
  - Feedback and Progress monitored in mentoring relationship
  - Identify gaps in mentoring resources / tools

- What are the Next Steps for the Mentoring Advisory Board?**
- Next meeting: February 2012**
- Review of Mentoring Survey
  - Your ideas for immediate actions to enhance mentoring at UMass Worcester
- Comments/Questions?**