

## **Proposed Resolution on Faculty Mentoring at Indiana University Bloomington\***

Research has shown that formal mentoring based on best practices makes a positive difference in achieving career success. Toward that end, we wish to send a clear message that Indiana University is committed to every faculty member **by providing** access to formal mentoring as a tool to advance their academic career.

In light of the importance of mentoring to faculty career success, we strongly encourage all IU Bloomington colleges and schools to design and implement a mentoring policy that provides for the effective mentoring of faculty and the engagement of senior faculty as mentors. We recommend that mentoring policies and programs consist of career-advancing guidance in the areas of research and funding, teaching, service commitments, promotion, tenure or reappointment guidelines, recruiting as well as mentoring students, and, where appropriate, academic leadership. Schools and colleges are encouraged to deploy a variety of mentoring strategies, including, but not limited to, the provision of one or more mentor(s) to each new faculty member, one-to-one mentoring, peer mentoring or group-based mentoring. Mentoring policies should demonstrate sensitivity to potentially different challenges and opportunities faced by diverse faculty. Schools and colleges are encouraged to include provisions for training, ongoing communication and an evaluation mechanism at least once every three years to ensure that the needs of mentors, mentees and departments/colleges/schools are being met.

Policies devised by schools and colleges should be written and should also make clear that the provision of mentoring shall not obligate the college, school or university to a particular action or outcome, and that mentoring programs do not absolve a faculty member from the obligation to demonstrate excellence. Individual faculty members are not obligated to adhere to the advice of their mentors and they also have the right to refuse participation in the mentoring program.

Campus resources are available to assist units as they: formulate mentoring policies, devise mentoring programs, facilitate training opportunities and implement mechanisms to evaluate mentors, mentees and the effectiveness of mentoring programs.

\*Language of the proposed mentoring policy is based on faculty mentoring policies at University of Rhode Island, Michigan State University and MIT.