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FACULTY MENTORING BEST PRACTICES

An Interactive Workshop Session



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Format and Timing of Session

Group Table Discussions

- 3:40-3:55
 - Mentoring of pre-tenure faculty
- 3:55 – 4:10
 - Mentoring of mid-career faculty
- 4:10 – 4:25
 - Mentoring of faculty as part of cluster hires or interdisciplinary groups
- 4:25 – 5:00
 - Each table share examples of best practices



Framing the Problem

Did You Know?

- In 2017 ASEE reported there are 27,372 T/TT engineering faculty, 15,000 Assistant and Associate¹
- Auburn plans to hire 500 TT faculty, estimated cost \$100M³
- There are 1,010 T/TT engineering faculty searches on AcademicKeys⁵
- Investments for start-up frequently range from \$500k-\$1M²
- University of Idaho reports, the average cost to hire new faculty member is \$13,000 (search and moving expenses)⁴

¹[HTTPS://WWW.ASEE.ORG/PAPERS-AND-PUBLICATIONS/PUBLICATIONS/COLLEGE-PROFILES](https://www.asee.org/papers-and-publications/publications/college-profiles)

²[HTTPS://WWW.NCBI.NLM.NIH.GOV/PMC/ARTICLES/PMC2746364/](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2746364/)

³[HTTPS://WWW.CHRONICLE.COM/ARTICLE/AUBURN-IS-HIRING-500/242968](https://www.chronicle.com/article/auburn-is-hiring-500/242968)

⁴[HTTPS://WWW.UIARGONAUT.COM/2015/02/09/FACULTY-HIRING-EXPENSES/](https://www.uiargonaut.com/2015/02/09/faculty-hiring-expenses/)

⁵[HTTPS://ENGINEERING.ACADEMICKEYS.COM/](https://engineering.academickeys.com/)

What can be done to help insure faculty success?



- It's far better to help faculty be successful than have high turnover.
- What are best practices for helping faculty be successful?
- Use handouts at each table to record table discussions

Pre-Tenure Faculty



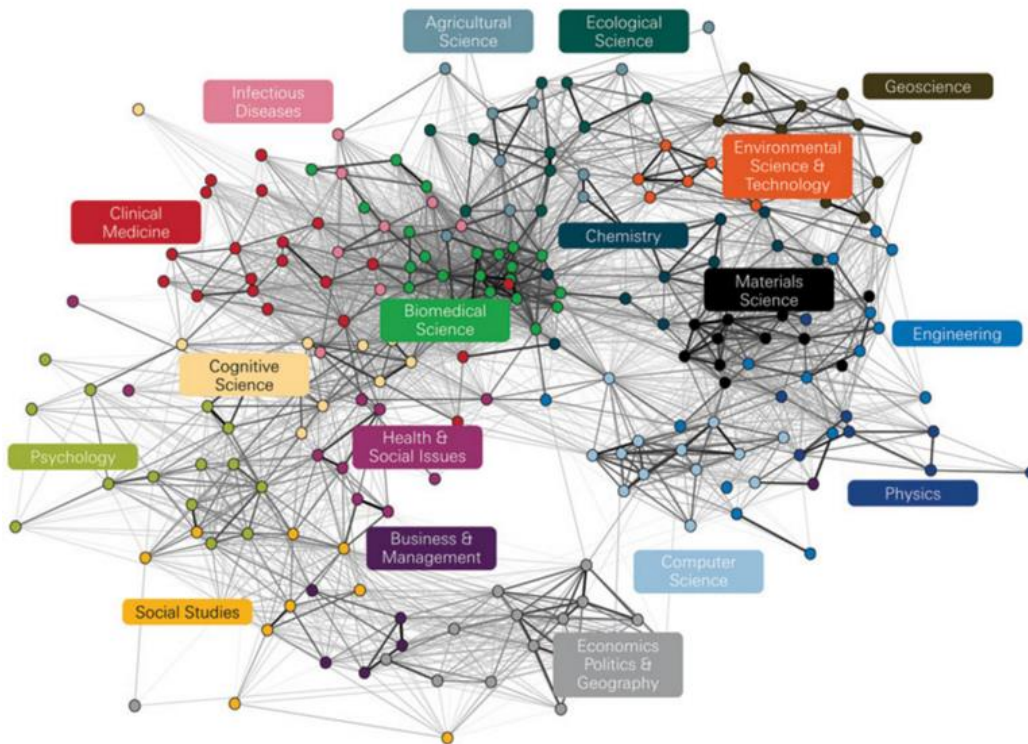
- How are new faculty on-boarded and welcomed into your university, college, school, department?
- Do faculty receive separate orientations for different topics such as teaching and research?
- How is the information provided during orientation(s) reinforced during their first year? Second year and on through promotion?
- What unique faculty success programs occur at your institution that are specific for pre-tenured faculty?

Mid-Career Faculty



- What topic/issues are most important to focus on when mentoring mid-career faculty?
- What unique PD programs or mechanisms exist at your university to support mid-career faculty?
- What are the barriers to establish such programs? Is it the responsibility of the departments, college, university?
- What are some examples of success stories? What factors played a role in these successes?

Cluster Hire and/or Interdisciplinary Faculty



- What unique opportunities are presented when hiring faculty as part of a cluster hire or interdisciplinary research team?
- What unique challenges exist when hiring faculty as part of a cluster hire or interdisciplinary research team?
- How does your institution mentor cluster hire or interdisciplinary faculty differently from other faculty?
- What roles do Centers/Institutes play in mentoring these faculty?



PRE-TENURE FACULTY
MID-CAREER FACULTY
CLUSTER HIRE OR INTERDISCIPLINARY FACULTY

Pre-Tenure Faculty



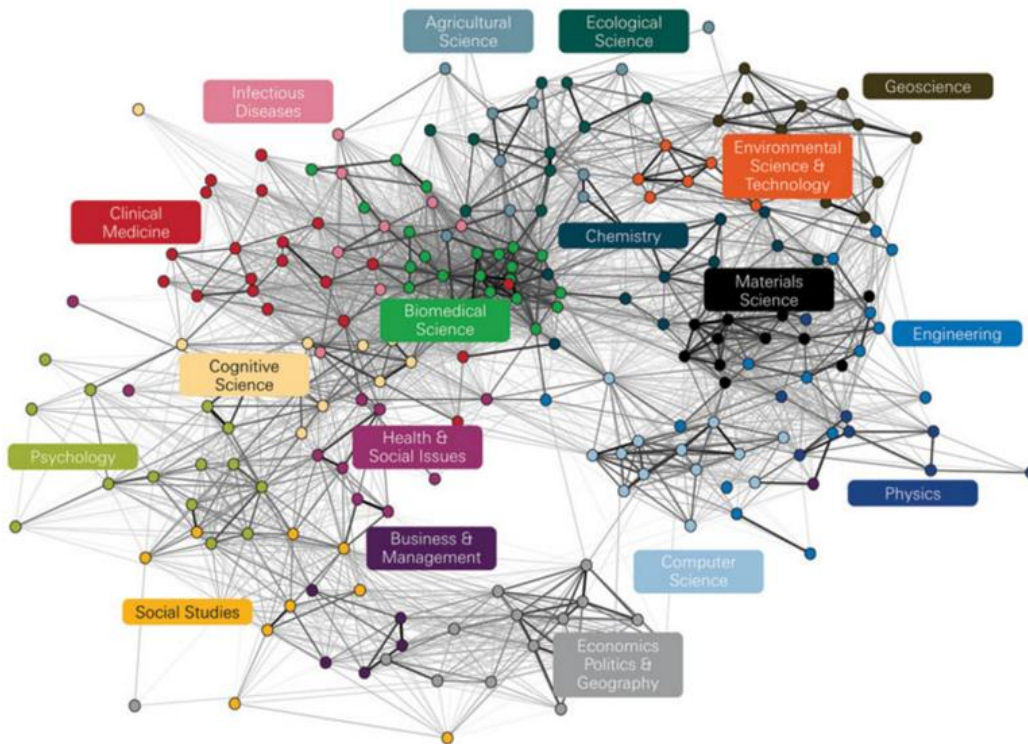
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THANK YOU

We hope this sessions helps you think through the challenges, importance and approaches to mentoring faculty at your institution.

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