

What is the Faculty Mentoring Program?

New faculty members might feel alone and have questions about their activities at the university. The Faculty Mentoring Program was set up to support professional development of new faculty members through exchanges with experienced faculty members. In the program, the new faculty member is called the mentee and the faculty member who supports the mentee is referred to as the mentor.

The benefits of mentoring programs, which are widely used in universities and other organizations, have been acknowledged. The program is an important faculty development activity.



Program Objectives

The following benefits for mentees are expected:

- **Having someone new faculty members can easily turn to for advice related to work and daily life**
- **An opportunity to deepens their understanding of the university**
- **Enabling new faculty members to acquire the knowledge and skills needed for teaching and research work**
- **Gaining an opportunity to think about career development**
- **Enabling new faculty members to create various networks through their mentor**

The Faculty Mentoring Program is also meaningful for mentors. Exchanges with new faculty members generate new ideas and energy and provide mentors with an opportunity to review their own teaching and research experience and consider their future careers.

The Mentoring Process

1 Signing up for the program

Faculty members who have worked at the university less than three years can join at anytime. When signing up for the program, faculty members provide information such as when they have free time in their schedules and their expectations and hopes regarding the program.

2 Matching

An appropriate mentor is selected, taking into consideration the desires and profile of the mentee. The mentor contacts the mentee regarding the first meeting.

3 First meeting

During the first meeting, the mentor and mentee confirm such matters as the goals of the mentoring activities and plans for meeting places and frequency of meetings.

4 Regular activities

The two work out not only meeting details, but also other activities such as campus tours and observing classes. The Program Office can also be consulted anytime.

5 Feedback

The results of the mentor activities are reported back to the Program Office. The feedback details are used to improve the program.

Mentees are faculty members who have worked at the university less than three years.

It is expected that interaction with the mentor will help the mentee grow as a university faculty member.



Mentors are faculty members who have worked at Nagoya University for at least five years.

They are expected to provide leadership and help the mentee with understanding and support.

Comments from the Mentees

We have received the following comments from mentees who have taken part in the program:

"I had a fixed-term contract and was worried about career development. The advice I received from my mentor was a major source of support. The interaction with a trustworthy mentor made it possible for me to unreservedly pursue my own possibilities."

"I learned the difference between being a graduate school student and university faculty member. I received advice on how to interact with students as a teacher, which is quite different than interacting with them as a senior classmate."

"I was allowed to observe my mentor's classes. This was a great help because I had no experience being in charge of a class. It was very stimulating in terms of learning how to create material and incorporate visuals."

"My mentor took me to various events such as the Meidai Salon and seminars attended by faculty members in various fields. I felt that the number of my mentors grew five- to ten-fold. The faculty members that I got to know introduced me to other faculty members my own age. This helped me increase my acquaintances in very short time."

How to apply

If you would like to make use of this program, please include the following five pieces of information in the body of an e-mail and send it to the address below. You should also state if you would prefer a mentor of the same sex.

1. Name

2. School/Institute/Center

3. E-mail address

4. Hopes and expectations of the activities

5. Days and times it is easy for you to find time to meet

Send the e-mail to:

Faculty Mentoring Program Office
(Center for the Studies of Higher Education)
info@cshe.nagoya-u.ac.jp

Q & A

What type of people are mentors?

You will be introduced to a mentor who has a desire to help the next generation of faculty members. Mentors conduct themselves in line with set guidelines so mentees do not need to worry about mentors forcing their personal views on them or leaking personal information that comes up during the mentoring activities. In the unlikely case that a mentee is not compatible with his mentor, he can end the relationship at anytime and there is no need to explain why. A new mentor will be introduced if the mentee would like one.

What type of advice do mentors give?

The mentor talks about various issues including how to teach classes, how to obtain research funds, how to build a career as a university faculty member, and how to balance life and work. Mentees should not hesitate to talk about their problems with mentors and ask questions.

How often do we meet?

At the first meeting, mentees and mentors decide how often they will meet. Many pairs meet once a month.

Are mentors the only people in this program providing advice?

Senior faculty members of the school where a mentee works are valuable colleagues who can provide detailed information on the specialization of the mentee and his or her career development. It is important for new faculty members to increase the number of faculty members they can consult with individually. The program is intended to supplement rather than replace this kind of natural connection.

Is consideration given to people who are not good at talking to people of the opposite sex?

If desired, people are introduced to a mentor of the same sex. Some faculty members want a mentor who of the same sex because they would like advice on balancing work with marriage, childcare, and nursing, etc.

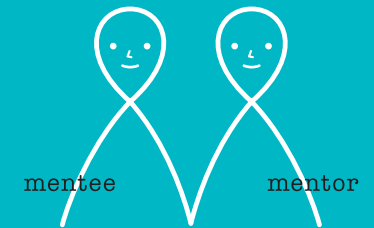


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Nagoya University Faculty Mentoring Program

Introducing your mentor



Center for the Studies of Higher Education, Nagoya University