



MENTORING COUNCIL

Meeting Minutes

Monday, April 23, 2018
3:00-4:15 pm, Room 412 Claxton

AGENDA

1. Meeting called to order 3:05 pm
 - a. Present: JoAnn Cady (TPTE), Gouxun Chen (Nutrition), Chris Skinner (EPC), Steven Waller (KRSS)
2. Minutes from January 22nd meeting accepted
3. Discussion of feedback from Mentor-Mentee Wine and Cheese Reception
 - a. Those in attendance at the reception wanted to know what mentoring means at the department level
 - b. Some had questions regarding the mitigation of power
 - i. How to say “no” to your mentor?
 - ii. Intrusion into personal life when discussing work/life balance
 - iii. No one mentioned time relegated to research, but many had questions about the amount of time spent elsewhere (service & teaching) & requested guidance
 - iv. Some thought it was a good idea for mentor/mentees to establish goals
 - c. Requested to talk with members of college T & P committee for their insights as to the Tenure & Promotion (T & P) process. Agreed that we could ask them to participate at the fall reception
 - i. College doesn't have T & P criteria – their purpose is to support the department
 - ii. Candidates are expected to meet or exceed criteria set forth by department.
 - d. Steve pointed out that CEHHS was the only college to have a mentoring council. The only other mentoring council on campus was in the provost's office and focused on mentoring minorities.
 - e. Mentoring questions that attendees had – How did I get my mentor? Can I switch mentors? What is the process?
4. Website development
 - a. Steve has sought recommendations from Dean Rider.
 - b. Currently proposing following information be included
 - i. Council's purpose
 - ii. Council's goals
 - iii. Links to other mentoring organizations for faculty
 - iv. Links to articles about mentoring that we submitted. [11]
[SEP]
 - v. FAQ section
 - vi. Best practices for mentoring



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6. Work for AY 2018-2019

- a. Fall, Pre-Tenure Reception and Spring- Mentor-Mentee Wine & Cheese Reception ^{[[L]]}_{SEP}
- b. Panel discussion with the College Promotion & Tenure Committee at Fall Pre-Tenure Reception
- c. Invisible labor/service and tenure and mentoring associate professors to move toward full professor in cooperation with CEHHS Senate ^{[[L]]}_{SEP}
- d. Conduct a survey of junior faculty and mentors about mentoring issues and practices in CEHHS ^{[[L]]}_{SEP}
- e. Review the literature on mentoring and develop a brief summary for mentors on best practices ^{[[L]]}_{SEP}
- f. Speaker on Mentoring - Toyia Younger, V.P. at the American Association of State Colleges & Universities as the speaker.
- g. Equalizing mentoring across departments
- h. Teacher mentoring – too much focus on research mentoring & not teaching
 - i. Balance between teaching and research
 - ii. Early peer review of teaching ^{[[L]]}_{SEP}

7. Scheduling of Meetings for FY 2018-2019 ^{[[L]]}_{SEP} Mondays seem to be best days.

- a. Monday, September 10, 2018, 12:30-2:00 pm (proposed)

8. Meeting adjourned at 4:10 pm