

How Do I Create a Successful Faculty Mentoring Program?

Presented by:

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Presenter Bios:

Kenneth L. Alford, Ph.D., is an associate professor of Church History and Doctrine at Brigham Young University. After serving almost 30 years on active duty in the U.S. Army, he retired as a Colonel in 2008. While on active duty, Ken served in numerous personnel, automation, acquisition, and education assignments, including eight years teaching computer science and information technology at the United States Military Academy at West Point, New York and four years as Professor and Department Chair of the Strategic Leadership Department at the National Defense University in Washington, DC.



Tyler J. Griffin, Ph.D., is an assistant professor at Brigham Young University. With degrees in Electrical Engineering and Instructional Technology, combined with 18 years of professional teaching experience, Tyler has three major focal points in his work: (1) Best practices for teaching & learning (2) Best uses of technology to increase the scope and scale of learning, and (3) Best practices for teacher development/in-service.



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How Do I
Create a Successful
**Faculty
Mentoring
Program?**



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The Presenters



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Our Goal

Help you set up a faculty mentoring program or improve an existing one

Alice: Would you tell me, please, which way I ought to go from here?



The Cat: *That depends a good deal on where you want to get to.*

Alice: I don't much care where.

The Cat: *Then it doesn't much matter which way you go.*



Overview

- Principles
- Practices
- Resources



Create a Mentoring Mosaic




1. Show them




Mentoring Principles

Show them
2. Help them

7 


Mentoring Principles

Show them
Help them
3. Watch them

8 

Mentoring Principles

Show them
Help them
Watch them
4. Let them

9 


Mentoring Principles

**Teaching
Scholarship
Citizenship**

*Show them
Help them
Watch them
Let them*


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Program Design

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Options to Consider

1. Formal vs. Informal

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Options to Consider


2. 1-to-1 or 1-to-many



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Options to Consider


3. Mandatory vs. Opt-In



14

Options to Consider


4. Incentivized or not



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Options to Consider

5. Entire faculty or subset




Options to Consider

6. Single mentor vs. team




Sample Options Matrix

	1-to-1	1-to-Many
Formal	A	B
Informal	C	D




Resources

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Resources

- Mentoring Program Rationale
 - Administration Buy-In
 - Mentor Buy-In
 - Mentee Buy-In
 - Funding Rationale
- Mentoring Program Considerations
- Example Formal Program

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1. DON'T make mentors reinvent the wheel

DON'T

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1. DO mentor the mentors

DO



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2. DON'T put all your mentoring eggs in one basket

DON'T

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2. DO create a Mentoring Mosaic

DO



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“The Bottom Line”



People and \$\$\$



We'd like to know what
you think!

Our evaluation form is located here:
<https://www.surveymonkey.com/s/kalford4>