



Millersville University

The Faculty Mentoring Program at Millersville University

Leslie Gates and Oliver Dreon

9.14.21

Overview

The Faculty Mentoring Program (FMP) at Millersville University seeks to:

- Grow and sustain mentoring initiatives on campus to support early-career, mid-career and late-career faculty.
- Develop a culture of mentoring on campus which includes building the expertise of faculty mentors.

The FMP is led by Drs. Leslie Gates and Ollie Dreon, who have been appointed as the CAE Fellows for Faculty Mentoring for a two-year term (2020-2022). The FMP shares CAE meeting space in Lyle Hall.

You can find the faculty mentoring program on the web at

<https://www.millersville.edu/cae/facultymentoringprogram.php>

HISTORY

The document describes the context in which MU's first formalized faculty mentoring initiative was created, outlines the growth of the faculty mentoring program, and identifies those involved.

Mentoring Prior to 2018

Faculty mentoring has existed at Millersville University for many years, mostly through informal arrangements. Prior to 2018, some departments paired new faculty with mentors while others did not. New faculty members could ask to be paired with a mentor from outside their department, which was arranged through the Center for Academic Excellence.

2018-19

In the Fall of 2018, Dr. Ollie Dreon facilitated a Campus Learning Community around the book *Faculty Success Through Mentoring*. As a result of that CLC, a group of interested faculty formed an ad hoc committee to envision what increasing the amount and quality of faculty mentoring on campus might look like.

The committee examined current mentoring practices on campus through methods such as surveying department chairs about department mentoring practices. As a result, the committee conceptualized many of the initiatives that took place for the first time during the 2019-20 academic year.



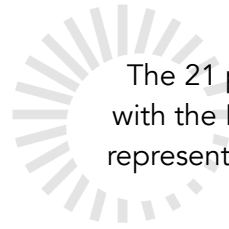
The members of the ad hoc committee were:

- Dr. Onek Adyanga
History
 - Dr. Shaun Cook
Psychology
 - Dr. Ollie Dreon
Educational Foundations
 - Dr. Leslie Gates
Art & Design
 - Dr. Katarzyna Jakubiak
English
 - Dr. Wanja Ogongi
Social Work
 - Dr. Alex Redcay
Social Work
 - Dr. Ieva Zake
Dean of the College of
Arts, Humanities, and
Social Sciences
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2019-20

The mentoring initiatives during the 2019-20 academic year included:

1. Ten sessions offered through the Center for Academic Excellence specifically for Pre-Tenure Faculty.
 - Being a More Effective Teacher
 - Examining Appropriate Service Opportunities
 - Feeling More Connected at Millersville
 - Understanding the Promotion and Tenure Process (x2)
 - Being a More Effective Advisor
 - Finding Appropriate Avenues for Your Scholarship
 - Supporting Students with Diverse Needs
 - Seeking External Funding
 - Having Difficult Conversations
2. Thirteen second-year faculty who desired additional mentoring were paired with targeted mentors. Matches were based on the mentee's self-identified needs and the mentor's self-identified strengths.
3. All first year faculty were paired with in-department mentors.
4. A training for faculty who were mentoring first and second year faculty in the fall of 2019.
5. A survey used to assess the effectiveness of the CAE sessions and to inform future offerings.



The 21 presenters involved with the Pre-Tenure sessions represented 15 departments across campus.

- Dr. Steven Kennedy
- Dr. Caleb Corkery
- Prof. James Pannafino
- Dr. Kelly Banna
- Dr. Robyn Davis
- Dr. Janet White
- Dr. Todd Sikora
- Dr. Tim Mahoney
- Dr. Alex DeCaria
- Dr. Jeff Wimer
- Prof. Line Bruntse
- Dr. Ellen Long
- Dr. Carrie Smith
- Prof. Scott Anderson
- Dr. Brent Horton
- Dr. Thomas Neuville
- Dr. Karen Rice
- Dr. Judy Cebra-Thomas
- Dr. Tiffany Wright
- Dr. Leslie Gates
- Dr. Ollie Dreon



Second-year faculty and mentor pairings were completed by:

- Dr. Ieva Zake
- Dr. Ollie Dreon
- Dr. Leslie Gates
- Dr. Shaun Cook
- Dr. Kasia Jakubiak

**Summer
2020**

CAE
Fellows for
Faculty
Mentoring

In the Summer of 2020, Drs. Ollie Dreon, Leslie Gates, and Nicole Pfannenstiel drafted a proposal to Dean's Council to further formalize faculty mentoring on campus. As a result, Dean Delle established a CAE Fellows program and appointed Drs. Gates and Dreon to serve a two-year term as the inaugural CAE Fellows for Faculty Mentoring. Information about the faculty mentoring program and the roles of the CAE Fellows is available here: <https://www.millersville.edu/cae/facultymentoringprogram.php>.

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MU's 1st
Formal
Faculty
Mentoring
Program

CAE Fellows are tasked with providing administration and oversight of:

- Recruiting, training, and supporting faculty mentors
- Forming a faculty mentoring committee to assist in the mentoring efforts
- Communicating scheduling and space needs specific to the mentoring initiative to the director of the Center for Academic Excellence
- Promoting the benefits of faculty mentoring
- Communicating opportunities for involvement
- Developing cohorts of mentors and mentees to build long-term success and continuation of the Faculty Mentoring Program

2020-21

The 2020-21 academic year was the first year of our CAE Faculty Fellows appointment. The faculty mentoring initiatives on campus included:

1. Meeting all first year faculty during orientation to introduce themselves, build relationships with new faculty, provide highlights of upcoming events. All first year faculty were paired with in-department mentors.
2. Hosting A Campus Learning Community for mentors around the book *On Being a Mentor* by W. Brad Johnson. Ten of the eighteen mentors of first year faculty took part in this CLC in Fall 2020.
3. Administering surveys to assess the quality of mentoring first year faculty received and to understand the experience of faculty mentors.

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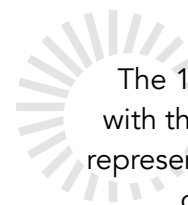
**2020-21
continued**

4. Hosting a Campus Learning Community for pre-tenure faculty around the book *The Missing Course* by David Gooblar. Fifteen pre-tenured faculty participated in this CLC during Summer 1, 2021.

5. Offering eleven sessions via zoom through the CAE specifically for Pre-Tenure Faculty.

- Being a More Effective Teacher
- Promotion & Tenure (x2)
- Understanding the Contract
- Establishing Collegial Relationships
- Making Reappointment Work for You
- Finding Appropriate Service Opportunities
- Open Mic (ask us anything)
- Creating a Scholarly Agenda
- Having Difficult Conversations
- Seeking External Funding Opportunities

6. Convening a faculty mentoring committee to provide direction and oversight to the mentoring efforts for faculty on campus. The FMPC met monthly to discuss upcoming mentoring programs and to provide guidance to the FMP Fellows. The committee also drafted a Faculty Mentoring Handbook to use beginning in the 2021-22 academic year.



The 13 presenters involved with the Pre-Tenure sessions represented 10 departments/offices across campus.

- Dr. Dan O'Neill
- Dr. Janet White
- Dr. Richard Glenn
- Dr. Ieva Zake
- Dr. Timothy Mahoney
- Dr. Shaun Cook
- Dr. Laura Granruth
- Dr. Brent Horton
- Dr. Judy Cebra-Thomas
- Dr. Thomas Neuville
- Dr. René Muñoz
- Dr. Leslie Gates
- Dr. Ollie Dreon



The 20 FMP committee members represented 12 departments/offices across campus.

- Dr. Shaun Cook
- Dr. Sandy Deemer
- Dr. Ollie Dreon
- Dr. Ann Gaudino
- Dr. Leslie Gates
- Prof. Melissa Gold
- Dr. David Henriques
- Dr. Aileen Hower
- Dr. Kasia Jakubiak
- Dr. Lauren Kaiser
- Dr. Sue Moyer
- Dr. Nicole Pfannenstiel
- Dr. Alex Redcay
- Prof. Michele Santamaria
- Dr. Charlton Wolfgang
- Dr. Lowery Woodall
- Dr. Kat Walsh
- Dr. Tiffany Wright
- Dr. Bob Vaillancourt
- Dr. Ieva Zake

Fall 2021

The mentoring initiatives during the 2021-22 academic year, so far, include:

1. Meeting all first year faculty during orientation to introduce themselves, build relationships with new faculty, provide highlights of upcoming events. All first year faculty were paired with in-department mentors.

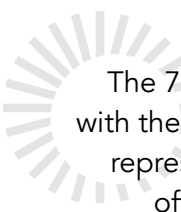
2. Offering four sessions through the Center for Academic Excellence specifically for Pre-Tenure Faculty.

- Understanding the Promotion and Tenure Process
- Understanding the Contract
- Making Reappointment Work for You
- Finding Appropriate Service Opportunities

3. Continuing the work of the faculty mentoring committee. The FMPC meets monthly to discuss upcoming mentoring programs and to provide guidance to the FMP Fellows.


4. Hosting a faculty mentoring training and luncheon (9/24/21) for faculty mentors.

5. Sharing on our work beyond MU. Drs. Dreon and Gates will present "Building a Comprehensive Faculty Mentoring Program from Scratch: Lessons Learned" at the Leadership in Higher Education Conference in October, 2021.



The 7 presenters involved with the Pre-Tenure sessions represent 6 departments/offices across campus.

Dr. Janet White
Dr. Jennifer Shettel
Dr. Richard Glenn
Dr. Ieva Zake
Dr. Kim McCollum
Dr. Justin Mando
Dr. Alex Redcay



The 13 FMP committee members represent 8 departments/offices across campus.

Dr. Shaun Cook
Dr. Ollie Dreon
Dr. Leslie Gates
Prof. Melissa Gold
Dr. Aileen Hower
Dr. Lauren Kaiser
Dr. Alex Redcay
Prof. Michele Santamaria
Dr. Charlton Wolfgang
Dr. Lowery Woodall
Dr. Kat Walsh
Dr. Tiffany Wright
Dr. Ieva Zake
