

## **Senior Lecturer Mentoring (Draft 2.0/2017)**

Accepted at Faculty Council May 5, 2017

### **Overview**

Currently, when a Senior Lecturer is hired within the COE their orientation and development is largely the responsibility of folks who are not Senior Lecturers themselves- they are AD's, faculty, and/or staff. While these supports are often very helpful for basic survival within the college, the professional development and growth of the Senior Lecturer as a teacher, administrator, and leader within the college/university is often overlooked and left to the individual (*Catch, as catch can*). As such, we are not fully capitalizing on these employees' potential within the college, nor are we leveraging all the resources we have to support their work.

### **Goals/Objectives of the Mentoring Committee:**

- To identify areas of critical support for the incoming Senior Lecturer (e.g., areas of responsibility in which the Senior Lecturer feels they have a particular knowledge or skills deficit).
- To identify additional supports/resources within the COE/UW beyond the mentoring committee to help the Senior Lecturer be successful.
- Begin to develop a *Statement of Purpose* for the new Senior Lecturer that aligns with their job description (to support their reappointment process).

### **Proposal**

Develop a 3 person mentoring team for each new Senior Lecturer hired within the COE. As each Senior Lecturer's job is unique, this three member mentoring team will consist of existing Senior Lecturers who have responsibilities similar to those of the new hire (*e.g., If the new hire's responsibilities are predominantly focused on teaching, at least one of the mentors on the team will have a similar role within the COE*). The two remaining mentors will provide guidance and leadership in the areas of professional growth and development, as well as professional networking and collaboration opportunities.

The mentoring team will be chosen by the AD or Area Chair (who has SL's as part of their portfolio), in conjunction with (a new position) the **Senior Lecturer Mentoring Coordinator (SLMC)**, as well as with input from Senior Lecturers within relevant areas of the COE. The SLMC will be chosen by a vote of the Senior Lecturers to serve a 2-3 year term.

The mentoring team will meet with the new/incoming Senior Lecturer within the first 6 weeks of their employment within the COE, and then the group will decide on how often to meet for the remainder of the first year (at least once a quarter).

Following the Senior Lecturer's first year anniversary, in consultation with the AD, the mentoring team will decide 3 things; 1.) Determine if all members of the team will continue on as part of the

mentoring team (or if a new member should be added), 2.) How often they will meet in year two, and 3.) If the Mentee would like a member of their mentoring committee to meet with them and their AD during their annual “check-in”.

After year two the committee will be dissolved, and these mentors will be available to serve on other SL mentoring committees. Serving on a SL mentoring team will constitute “Service” as it relates to merit/promotion/reappointment.

Eligibility to serve on a SL mentoring team:

- ✓ Must have successfully completed the reappointment process as a Senior Lecturer within the COE.

\* The **Senior Lecturer Mentoring Coordinator (SLMC)** will be a new (voluntary) position that will be developed with input from senior lecturers and other members of the COE. The position will count toward Senior Lecturer service.