

Haverford College Faculty Mentoring Program

The Office of the Provost assigns experienced, knowledgeable faculty members to serve as mentors to incoming, new tenure track faculty. The goal of the program is to provide support, information and advice to these junior colleagues through formal and informal interactions, and thus ease their transition into the Haverford community and enhance their chances for success.

Mentors are encouraged to meet with their assigned colleague once per month over a simple meal, coffee and dessert, drinks etc. (There is funding available to reimburse expenses). These meetings should provide opportunities to exchange ideas, answer questions, and simply ‘check in’ to ensure that the junior colleague is feeling comfortable and is learning how to navigate the academic world. Mentors could also invite junior faculty members to seminars, guest lectures, and performances to engage them in the intellectual life of the college. Where appropriate, the mentor might also offer specific advice about the mentee’s teaching and research, free from the processes of evaluation or supervision that sometimes result from intra-departmental relationships. Often sharing the mentor’s own experience, including stories about successes, and especially failures, can be particularly invaluable. Finally, mentors should encourage junior faculty to be proactive, to ask questions, and to build networks.

Ideally, the mentoring relationship is about building trust. The junior faculty member will, ideally, feel comfortable seeking advice from the mentor about all aspects of academic life, including teaching strategies, research goals, work/life balance, Center information, available programs and other campus resources, as well as the broader folkways of the Haverford culture. As advisor, role-model, teacher, friend, and advocate, the mentor can play a key role in the mentee’s personal and professional flourishing as a member of Haverford’s faculty.

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