Mentoring Program Guidelines for Mentees

Through the new faculty mentoring program, we seek to empower pre-tenure faculty to fully engage with the college and flourish professionally and personally. There are important ways that pre-tenure faculty can contribute to making the mentoring relationship a valuable and productive one.

- When you encounter a specific problem, seek out your mentor or other senior faculty with the expertise to help you.
- Identify areas in which you need improvement or need to develop skills, and ask for advice.
- Choose topics to work on with your mentor, and define timeframes, expectations and goals related to these topics.
- Build a broad mentoring network that includes your official mentor, your department colleagues, other people at CC and in your area of study at other institutions.
- Take the initiative to learn about faculty development and mentoring resources available through the Crown Faculty Center, the Dean's Office and the Provost’s Office.
- Be an active peer mentor for your fellow pre-tenure faculty.

In general, as a mentee, you should

- Respond promptly to your mentor’s invitation for meetings.
- Be ready to share information of your professional activities and experiences.
- Commit to meeting regularly with your mentor in person.
- Invite honest, specific, and constructive feedback from your mentor. Ask for it early in the mentoring relationship.
- Be open to feedback and willing to listen to advice even if you decide not to act on some of your mentor’s recommendations.
- Communicate whether or not the mentoring match is working. Do not feel pressured to maintain the relationship. Notify the dean of the faculty if you have concerns, and we will find alternative ways to address your mentoring needs.