



MENTORING EARLY STAGE FACULTY Work-Life Integration and Faculty Success

- Today, it is impossible to responsibly mentor early stage faculty without taking into consideration their life/family responsibilities and challenges
- Talk about family and life outside the university
- Assess your own attitudes (traditional or not?) about workplace flexibility and accommodating life and family needs in the workplace
- Evaluate your implicit assumptions and stereotypes, e.g., about gender, age, combining parenting, or other life interest, and career, etc.
- Mentors can't be all things – find an additional mentor who is comfortable discussing work-life issues if you are not
- Know and share the policies & practices – formal and informal – at the university and in mentee's department
- Younger faculty can be more outspoken about these issues, more resentful if they are not respected, and more likely to leave for another institution that offers a more life/family-friendly environment
- Be wary of unfair evaluations due to intervening work-life challenges and be prepared to advocate for extensions, etc.
- Connect mentees with other similar faculty
- Be on the lookout for bias avoidance behaviors – advise mentees to not hide their work/life challenges, but to seek support
- Silence doesn't mean there aren't issues – be proactive !! To remain competitive along the tenure track, new faculty may not disclose challenges.

