

***A Great Faculty Mentoring Program Should Contain***

1. Visible, overt, regular communication from leadership that good mentoring is a department priority
2. Formal program management
3. Thoughtful mentor matching at hire, and prior to arrival on campus
4. Multiple mentors, one outside department, until T&P decision
5. Provision for training of mentors
6. Provision for training of junior faculty (mentees)
7. Opportunities for junior faculty to network/meet as a group
8. Opportunities to check on success of mentoring relationships for every junior faculty, and re-assign/augment, etc., as needed
9. Evaluation of program as a whole on a regular basis
10. Provision of formal recognition, acknowledgment, awards, etc., for mentoring