

## FACULTY MENTORING PROGRAM

The Office of Institutional Diversity is launching a diverse faculty mentoring program which will connect incoming faculty with faculty mentors campus-wide. This program is intended to be a useful way of helping new faculty members adjust to the University of Georgia and the surrounding community. Assistance and support from a senior diverse faculty member, outside of the department, can be an invaluable supplement to the successful integration of a new faculty member by socializing new faculty in four essential areas:

- Navigating potential challenges to success that are unique to diverse faculty such as cultural taxation and tokenism, feelings of isolation, and unintended bias
- Adopting academic values at a Research I university
- Managing an academic career and other responsibilities
- Establishing and maintaining a productive network of colleagues inside and outside the university

The program's success will depend on the new faculty members and their mentors both taking an active role in the acclimation process. The overarching goal is to not only promote professional success, but to also retain highly qualified faculty from historically underrepresented groups and grow diversity at UGA.

### The Mentor:

- Must have a minimum of three years experience at UGA
- Be from a different department than the mentee
- Has completed the application
- Is interested in offering his/her time to acclimate a new faculty member to the university environment
- Be accessible by perhaps keeping in contact by dropping by, calling, sending/receiving e-mail, meeting regularly (two face-to-face meetings each semester), or extending a lunch invitation
- Be willing to provide informal advice/direction on aspects of teaching, research, public service /outreach, university committee work, and community service
- Treat all interactions and discussions with the mentee in confidence

### The Mentee:

- Is a new faculty member (first three years) at the University of Georgia
- Is interested in a shared experience focused on professional development
- Has completed the application
- Should keep his/her mentor informed of any problems or concerns as they arise
- Is willing to spend time discussing the formal and informal aspect of faculty roles at UGA with the mentor

OID will reimburse the cost of the initial lunch meeting at the Savannah Room. For further information, please contact:

*Dr. Mimi Sodhi, Assistant Provost  
Office of Institutional Diversity  
706/583-8195 or msodhi@uga.edu*

## DIVERSE FACULTY MENTORING APPLICATION

Thank you for your interest in participating in the diverse faculty mentoring program. Please complete this application so we can make the best possible matches.

Date: \_\_\_\_\_

I wish to be a:  Mentor or  Mentee

Name: \_\_\_\_\_

Dept/College: \_\_\_\_\_

Phone: \_\_\_\_\_ Email Address: \_\_\_\_\_

Year you began at UGA: \_\_\_\_\_

Nature of appointment (check all that applies):

Teaching  Research  Academic Professional  Public Service/Outreach

Gender:  Male  Female

Age range:  Under 25  26-30  31-35  36-40  41-45  46-50  51+

Interests/Hobbies: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

***OID defines diversity broadly to include, but not limited to: age, ethnicity, gender, national origin, race, religious creed, and sexual orientation; and includes those with disabilities and from various socio-economic backgrounds.***

### Optional

Please feel free to share, within your comfort level, how you self-identify:

\_\_\_\_\_

Please submit your completed application to:

Dr. Mimi Sodhi, Assistant Provost  
Office of Institutional Diversity  
119 Holmes/Hunter Academic Building  
msodhi@uga.edu phone: (706)583-8195 fax: (706)583-8199