**Salisbury University**

**Promise FLC**

**Suggested Framework for Designing Mentoring Program for Faculty[[1]](#footnote-1)**

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| **Design Component[[2]](#footnote-2)** | **Commentary** | **Responsibility** | **Draft Timeline** |
| Organizational Model | * Centralized university mentoring
* School- or college-based
* Department-level
 | Who makes this decision? |  |
| Rationale or Need | * What issues are addressed?
* What problems will the program address?
* What data support need for mentoring target population?
 |  |  |
| Vision | What is the desired or ideal state, climate, or environment we are seeking with a mentoring program? | Who articulates a vision for the program? |  |
| Mission: Program Purposes, Goals, Objectives | * What are the aims of the program?
* What are the guideposts toward goals?
* What are program aspirations?
 |  |  |
| Values | What values will serve as foundational anchors for mentoring program? |  |  |
| Target Population | * Identify the targeted participants (e.g., all faculty, tenure-track, U.S. historically underrepresented minority faculty (URM), junior faculty, discipline-specific)
* How many participants?
 |  |  |
| Institutional Support | How will support be secured from institutional leadership, targeted population, and other stakeholders? |  |  |
| Plan of Operation | * Pilot period?
* How will the program operate?
* Administrative structure
* What will be done and by whom?
* Timelines
* Recruitment and selection
* Collaborations and coordination with similar programs or other entities?
* Resources needed
 |  |  |
| Assessment and Evaluation | * What metrics will be used to measure success?
* Formative strategies
* Summative strategies
* Dissemination of evidence
 |  |  |
| Budget | * What costs are anticipated?
* Who pays?
 |  |  |
| Other |  |  |  |
| Other |  |  |  |

1. Prepared for and in consultation with Promise FLC by Dr. Wallace Southerland, Associate Vice President for Student Affairs. January 2020. [↑](#footnote-ref-1)
2. Framework is aligned with and exceeds characteristics adapted from assigned text: *Faculty Success through Mentoring: A Guide for Mentors, Mentees, and Leaders* by Carole J. Bland, Anne L. Taylor, S. Lynn Shollen, Anne Marie Weber-Main, and Patricia A. Mulcahy. Rowman & Littlefield Publishers. Paperback, January 2012: 978-0-7425-6320-9. [↑](#footnote-ref-2)