**Salisbury University**

**Promise FLC**

**Select Examples of Mentoring Models, Opportunities, and Resources[[1]](#footnote-1)**

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| **Institution** | **Description** | **Target** | **Summary** | **Website** |
| **UMBC** | Eminent Scholar Mentoring Program | Faculty | A mentoring relationship between a newly-hired UMBC Assistant professor and a prominent researcher in their field. This relationship will be established to provide a connection for the UMBC faculty member to their larger research community in order to enhance their success as they advance through the ranks of academia. | <https://facultydiversity.umbc.edu/eminent-scholar-mentoring-program/> |
| **UMCP** | Faculty Mentoring | Faculty | University Policy **requires** that within a tenure-track faculty member's first semester, chairs should:* Provide each new faculty member with a copy of the unit's Criteria for Promotion / Tenure, and to review those criteria in a personal meeting with new faculty.
* Provide each new faculty member with a copy of the [Guidelines for Appointment, Promotion, and Tenure](https://faculty.umd.edu/policies/documents/APTManual.pdf)
* Assign one or more senior faculty members to mentor each new faculty member. Other requirements for chairs, related to mentoring:
* Provide for the mentoring of each Associate Professor, if desired by the faculty member.
* Oversee development and implementation of unit's mentoring plan, to be filed with the Office Faculty Affairs. [Click here](https://faculty.umd.edu/policies/documents/MSU_Mentoring.pdf)for example criteria for mentoring plans. [Click here](https://faculty.umd.edu/policies/documents/mentorPolicy.pdf) to see a sample plan.
 | <https://faculty.umd.edu/faculty/mentoring.html> |
|  | Graduate School Mentoring Resources | Postdocs | Resources include funding, mentoring for minorities, mentoring for women, writing tips, advocacy, etc. | <https://gradschool.umd.edu/postdocs/resources> |
|  | Resources related to underrepresented faculty | Underrepresented Minority Faculty | Resources include research, mentoring tips, and information on select associations and organizations. | <https://crge.umd.edu/underrepresented-minority-faculty/urm-mentorship/> |
| **Towson** | Fisher College of Science and Mathematics (FCSM) Climate | Faculty | Diversity Action Plan includes mentoring as part of faculty retention efforts. | <https://www.towson.edu/fcsm/about/diversity/plan.html> |
|  | Department of Biological Sciences Diversity Action Plan | Faculty, especially underrepresented groups | Departmental mentoring program: The mentoring program within the department should serve all new faculty and be especially helpful to faculty from underrepresented groups. | <https://www.towson.edu/fcsm/departments/biology/diversity.html> |
| **University of San Diego** | Faculty Recruitment and Retention Toolkit | Faculty | Includes strategies and suggestions for considering mentoring and other priorities in recruitment and retention efforts. | <https://www.sandiego.edu/provost/documents/faculty-recruit-toolkit.pdf> |
| **Buffalo State College** | President’s Award for Excellence in Faculty and Staff Mentoring | Faculty and Staff | The President’s Award for Excellence in Faculty and Staff Mentoring will be presented annually to a maximum of two individuals—one faculty and one staff member—who demonstrate those qualities associated with outstanding mentoring of new faculty and staff. | <https://academicaffairs.buffalostate.edu/faculty-staff-mentoring> |
| **James Madison** | New Faculty Academy | New Faculty | JMU's New Faculty Academy (NFA) is a yearlong cohort-based program consisting of a workshop series and monthly one-on-one sessions with senior faculty peer mentors.  | <https://www.jmu.edu/cfi/career-planning/orientations/new-faculty-academy.shtml> |
|  | College of Science and Math | STEM Faculty | Consists of a variety of resources in science and math. | <https://www.jmu.edu/csm/faculty-staff/mentoring-resources.shtml> |
|  | Preparing Future Faculty | Dissertation Fellows | Recruits underrepresented dissertation fellows as part of its diversity and inclusion initiatives. PFF fellows receive accommodation, monthly stipend, travel allowance (to academic conferences, to research sites and for visitation with dissertation committee members), and are provided teaching and professional mentorship at host academic department. | <https://www.jmu.edu/diversity/programs-and-events/preparing-future-faculty.shtml> |

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| **Institution** | **Description** | **Target** | **Summary** | **Website** |
| **Baruch College** | Mid-Career Faculty Fellowship Program | Diverse Faculty | The Mid-Career Faculty Fellowship Program aims to help retain and advance a diverse faculty at CUNY. | <https://www.baruch.cuny.edu/provost/documents/2019Mid-careerfacultyfellowshipprogram-final.pdf> |
| **SUNY Oswego** | **---** |  |  |  |
| **Bowie** | **---** |  |  |  |
| **Radford** | **---** |  |  |  |

1. Prepared for and in consultation with Promise FLC by Dr. Wallace Southerland, Associate Vice President for Student Affairs. January 2020. [↑](#footnote-ref-1)