**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)