



# Impact Statement

(No more than two pages no less than 10pt.)

**Project Title:** Mentoring Faculty for Academic Success

**Issue:** Each time a new faculty member is hired the department, college and university are making a large investment with the anticipation that the faculty member will distinguish themselves in the classroom and the laboratory. When a faculty member joins the University they do so in an act of faith and the understanding that the department and university foster a culture of achievement that will facilitate their success. New faculty transitioning directly from a graduate position or post-doctoral position may have strong academic skills but their training may not be sufficiently balanced to ensure their success without the guidance of an academic mentor. Although the department head plays an important role in addressing faculty advancement, an effective faculty department mentoring program is a well-proven asset supporting the academic success of junior faculty.

**What has been done:** The project was initiated with the support and guidance of one of my academic mentors, Katharine Stewart, Vice Provost for Faculty Affairs at NC State. I conducted a series of interviews with North Carolina State University Department Heads. After initiating the effort I was joined by the Chair Elect of our Faculty Senate, Carolyn Bird. Carolyn and I interviewed 16 department heads and discussed the structure of their department mentoring programs and what they felt was working and what wasn't.

**Impacts/New Partnerships:** The mentoring efforts that were described covered the full range of options available to department heads. These included informal mentoring relationships developed between an individual faculty member and a senior colleague to the opposite extreme of very structured programs with multiple mentors. In some cases the mentee-mentor relationship was actively being monitored by the department head and used in annual reviews, in others, there was little follow-up and assessment. The effort gave me the opportunity to meet other NCSU department heads and develop a broader sense of the range of management and leadership styles they use to engage and support the academic success of their faculty. Carolyn and I developed 12 recommendations, which we offered to Katharine, as suggestions she could use to begin offering training to department heads interested in developing or refining faculty mentoring programs.

**Outcome of Project (societal impact/ measure of increased quality of life):**

Based on follow-up conversations with the Vice Provost, we anticipate that several of our recommendations will be adopted by the office of faculty affairs to improve mentor program development, department head training and mentorship program assessment.

**How has your project been aided by your FSLI experience?**

Yes, the training provided by FSLI gave me a good bit of insight into the different management and leadership styles of the department heads we interviewed.

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*\*If you have already written a report for your project and it is available on- line please include the link to the paper. If you have a pdf you can send it to us and we will include a link to that from your summary page.*

Currently a draft, waiting for me to add a little more background material and references. Will relay when the report is complete.