

Early career faculty members may benefit from having access to a variety of mentors or the ability to change mentors without prejudice to suit their evolving needs. It is important to remember that the success of the mentee is the most important goal in the partnership. Mentoring partnerships should be assessed regularly to ensure that the needs of all participants are met.

The following information provides guidance to administrators and senior faculty members who would like to mentor early career faculty members in areas such as: understanding tenure and evaluation, navigating career demands, developing professional networks, and excelling at teaching and research. Using these recommendations can also provide a diverse and inclusive foundation for establishing a mentoring program.

RESOURCES

[Best Practices in Faculty Mentoring](#)

- Sections on pre-tenure and post-tenure mentoring as well as establishing a mentoring program from Cornell University.

[Guidelines for Junior Faculty Mentoring Program](#)

- Guidelines (pdf) for University of the Virgin Islands' Junior Faculty Mentoring Program

[Designing and Implementing Mentoring Programs for Early Career Faculty](#)

- A handbook (pdf) from UNC CHapel Hill about how to design a mentoring program with a special section geared toward department heads