

CULTIVATING A PARTICIPANT-CENTERED FACULTY MENTORING LEARNING COMMUNITY FOR ENHANCED COMMUNITY AND SUCCESS FOR FIRST-YEAR FACULTY

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NC LEARNING & TECHNOLOGY SYMPOSIUM

CHAPEL HILL, NC

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IMPORTANCE OF FACULTY MENTORSHIP PROGRAMS

Professional Development

- Improved teaching skills
- More productive research
- Increased understanding of academic expectations

Faculty Retention/ Satisfaction

- Increased job satisfaction
- Higher retention rates
- Increased sense of belonging & support in the academic community



IMPORTANCE OF FACULTY MENTORSHIP PROGRAMS

Professional Advancement

- **Career planning** guidance
- Proficient **navigation of the promotion & tenure** process
- **Networking** opportunities

Research Collaboration/ Networking

- Increased **opportunities for collaborative** research projects
- Greater access to **research networks**
- Mentorship in the development of **research skills**



IMPORTANCE OF FACULTY MENTORSHIP PROGRAMS

Increased Confidence

- Enhanced **confidence** in their abilities as educators and researchers
- Increased self-efficacy in navigating the challenges of academia

Fostering a Positive Institutional Culture

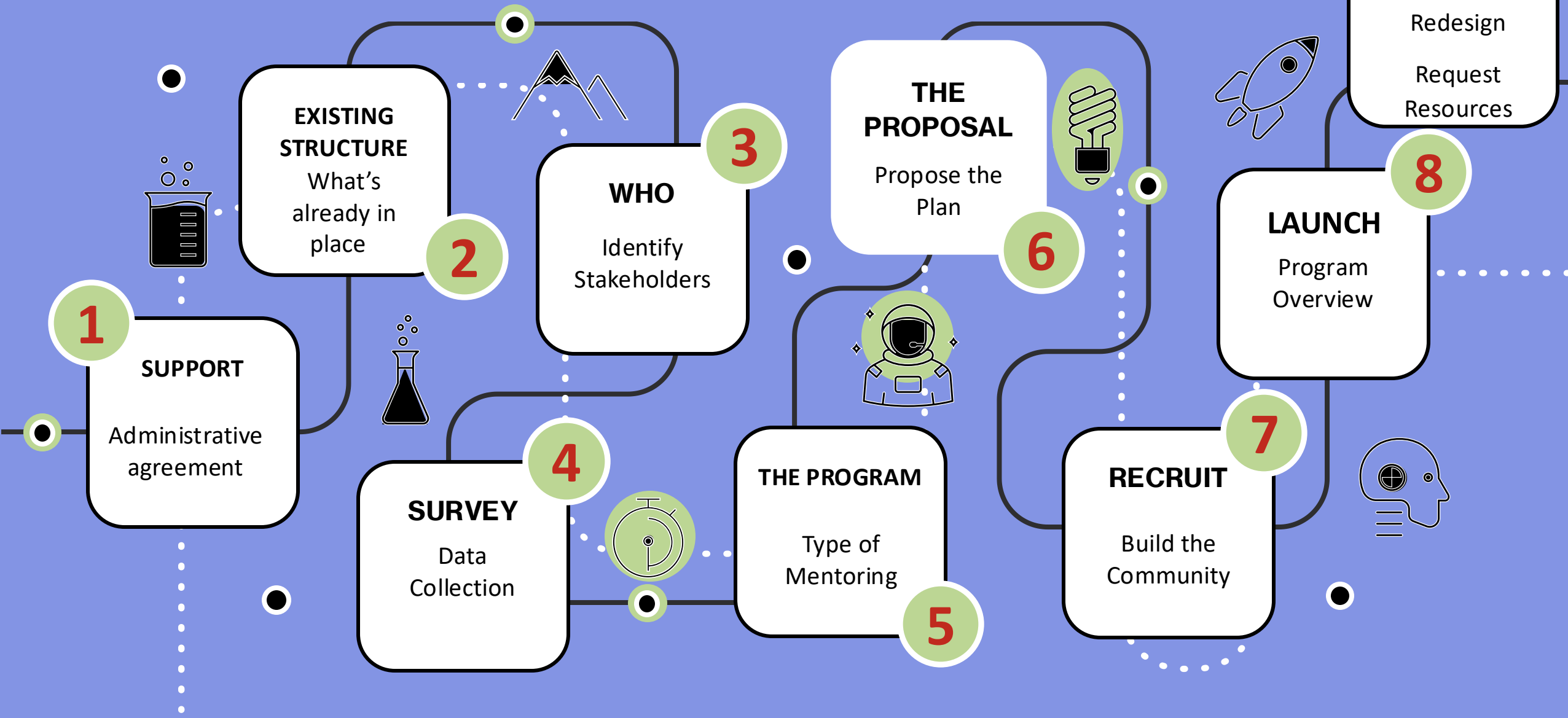
- Contributing to a **positive and supportive culture** within the institution
- Faculty members **feel valued** in their professional journeys



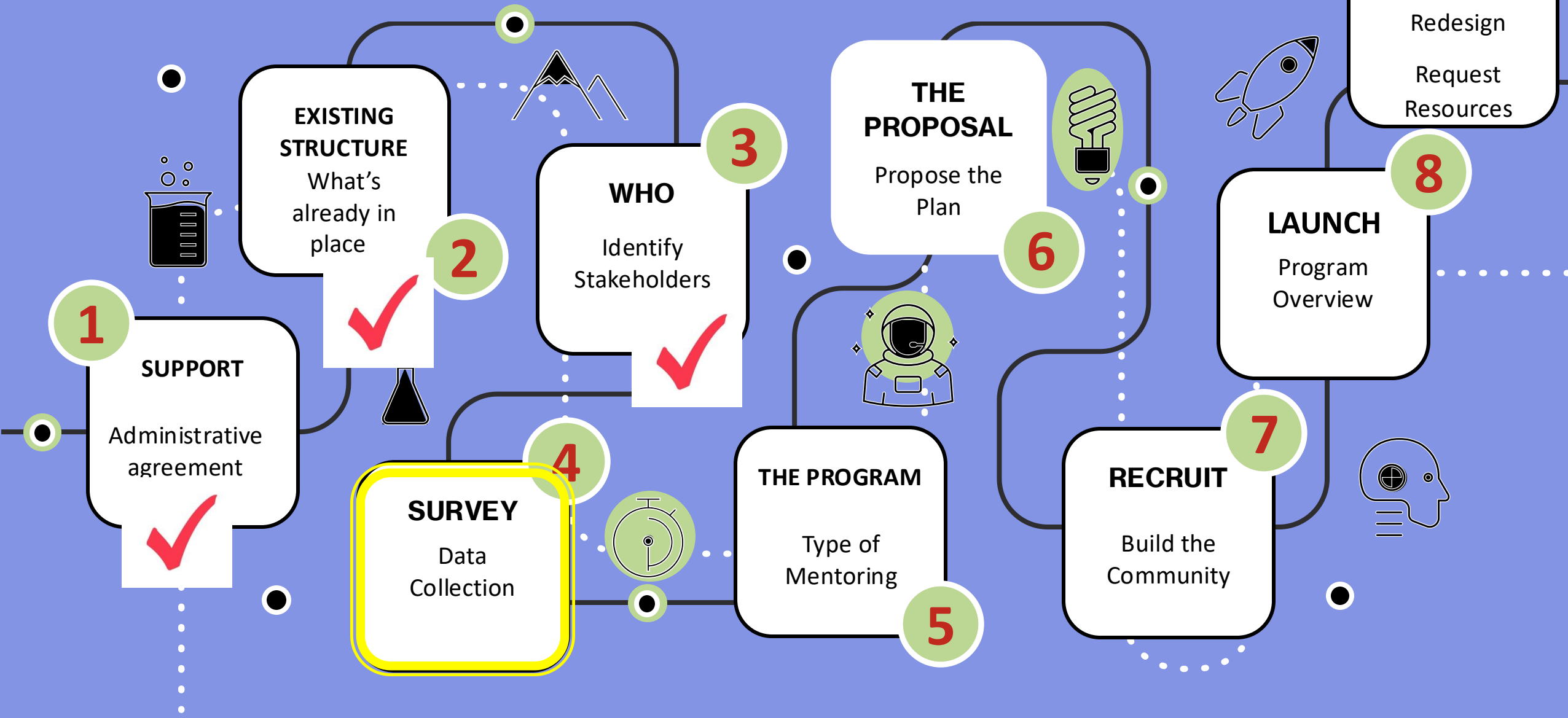


IMPLEMENTATION
OF THE WCU
FACULTY
MENTORING
LEARNING
COMMUNITY

MAP FOR SUCCESS



MAP FOR SUCCESS



DEPARTMENT HEAD: WHAT ARE THE MENTORING NEEDS OF NEW FACULTY?

professional-development
promotion-&-tenure technology
onboarding collaboration
structured community
scholarship teaching
collegial-review-document celebration
CV

PLUS....

FROM THE RESEARCH¹

interdisciplinary
community
work-life-balance networking
transparency
wellness-programs
well-being
diverse-perspectives
self-care

¹reviewed in Kiel, D. (2019). *Developing faculty mentoring programs: A comprehensive handbook*. Academic Impressions.

DEPARTMENT HEAD:
WHAT ARE YOUR MENTORING CHALLENGES?

time

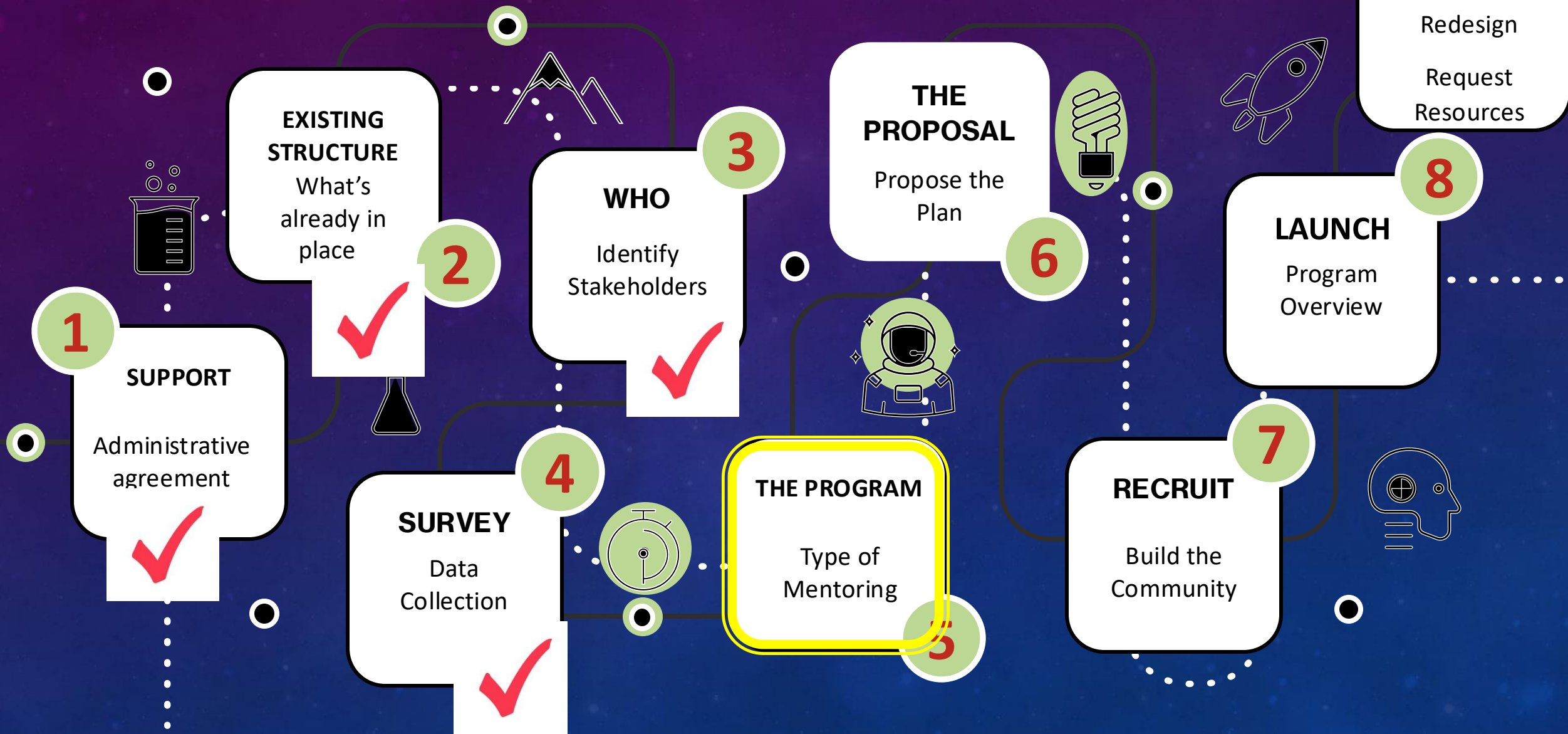
mentor-training

resources

tracking

determining-needs
assessment

MAP FOR SUCCESS



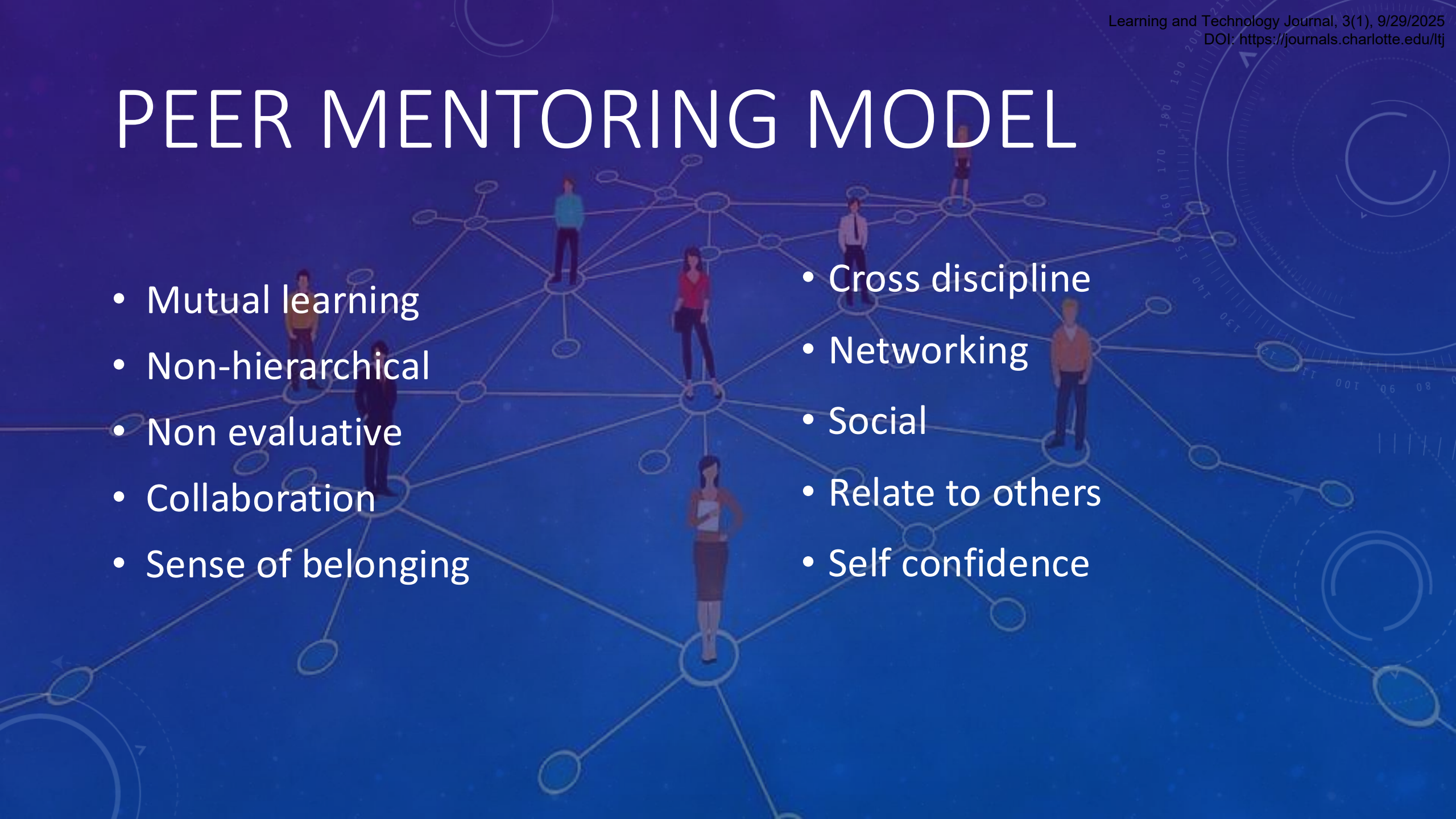


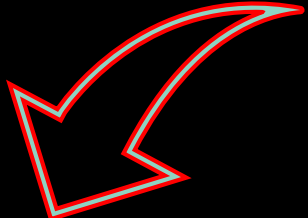
TRADITIONAL DYAD MENTORSHIP

- Advantages
 - Conveyance of expertise
 - One-on-one
 - Lasting connections
 - Time efficiency
 - Tailored mentoring



PEER MENTORING MODEL

- 
- The background of the slide features a network diagram. It consists of a central node connected to several other nodes, which are further connected to more nodes, creating a web-like structure. Each node is represented by a small circle, and some of these circles contain stylized human figures. The lines connecting the nodes are thin and light blue. The overall background is a dark blue with subtle circular patterns and a compass-like scale on the right side.
- Mutual learning
 - Non-hierarchical
 - Non evaluative
 - Collaboration
 - Sense of belonging
 - Cross discipline
 - Networking
 - Social
 - Relate to others
 - Self confidence



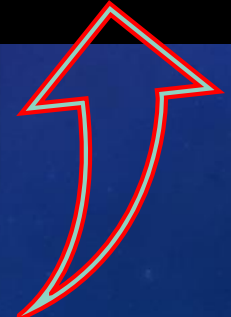
time

mentor-training

tracking

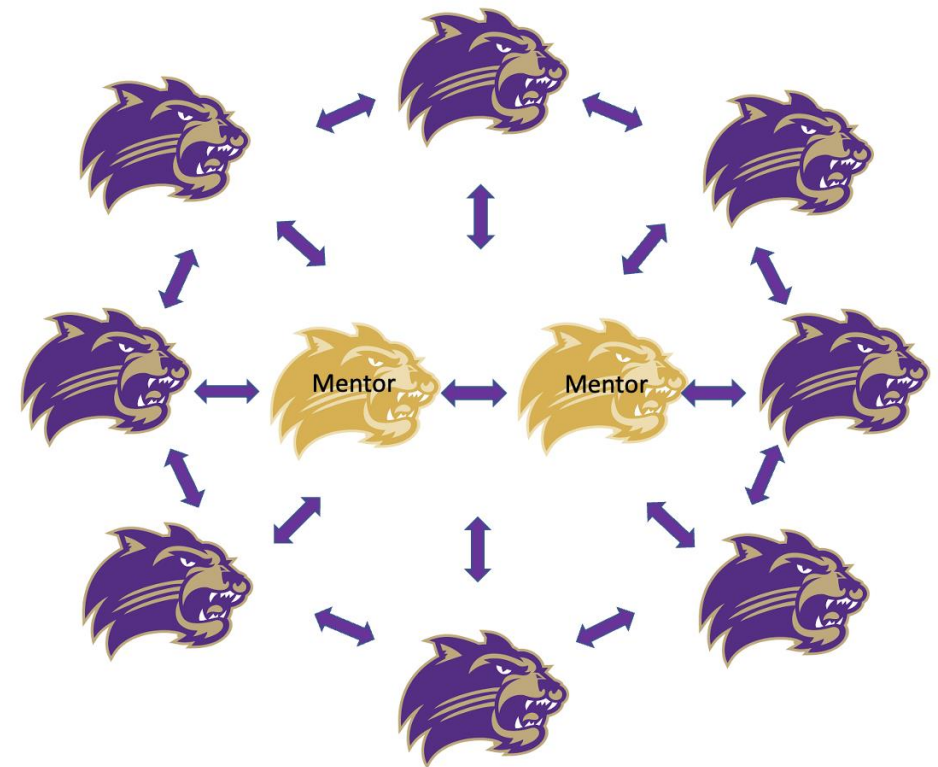
determining-needs
assessment

resources

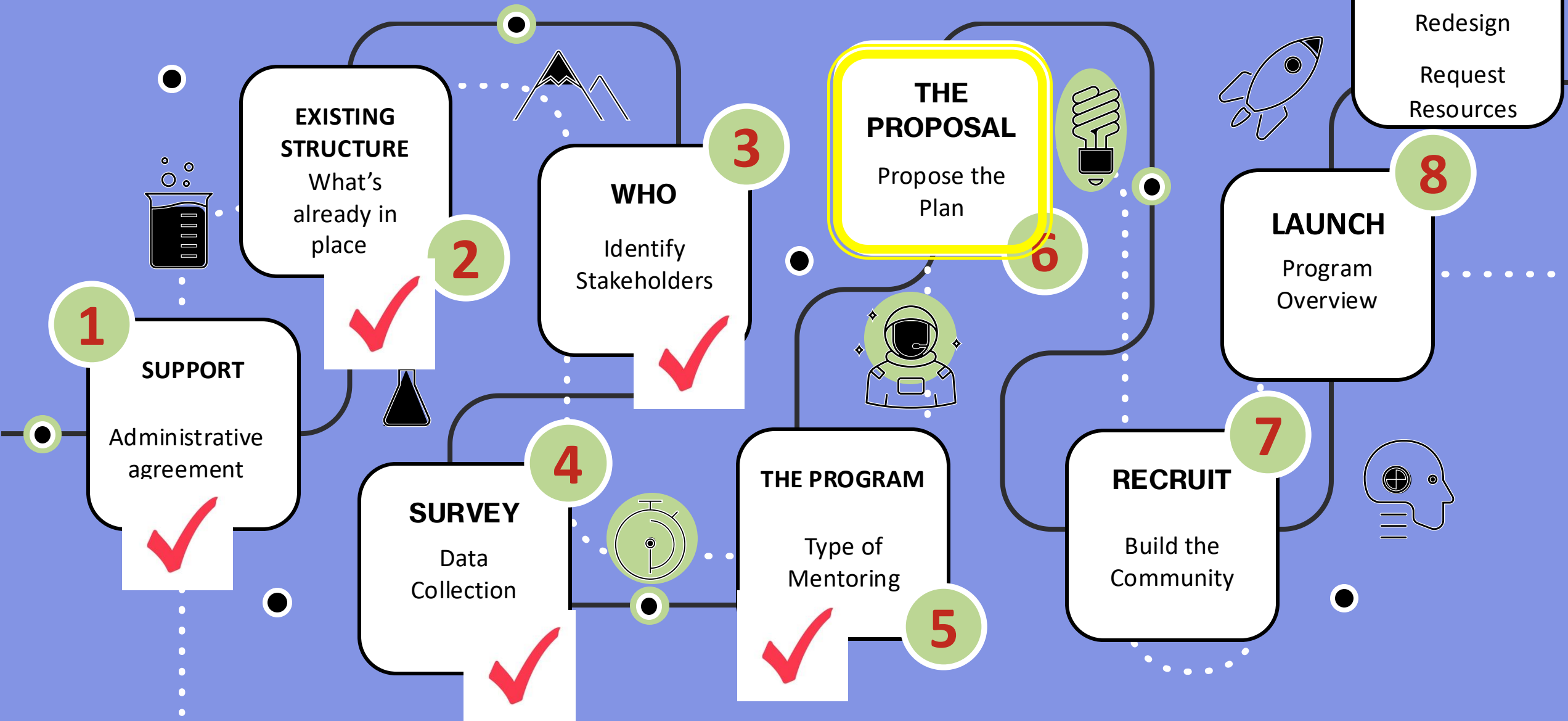


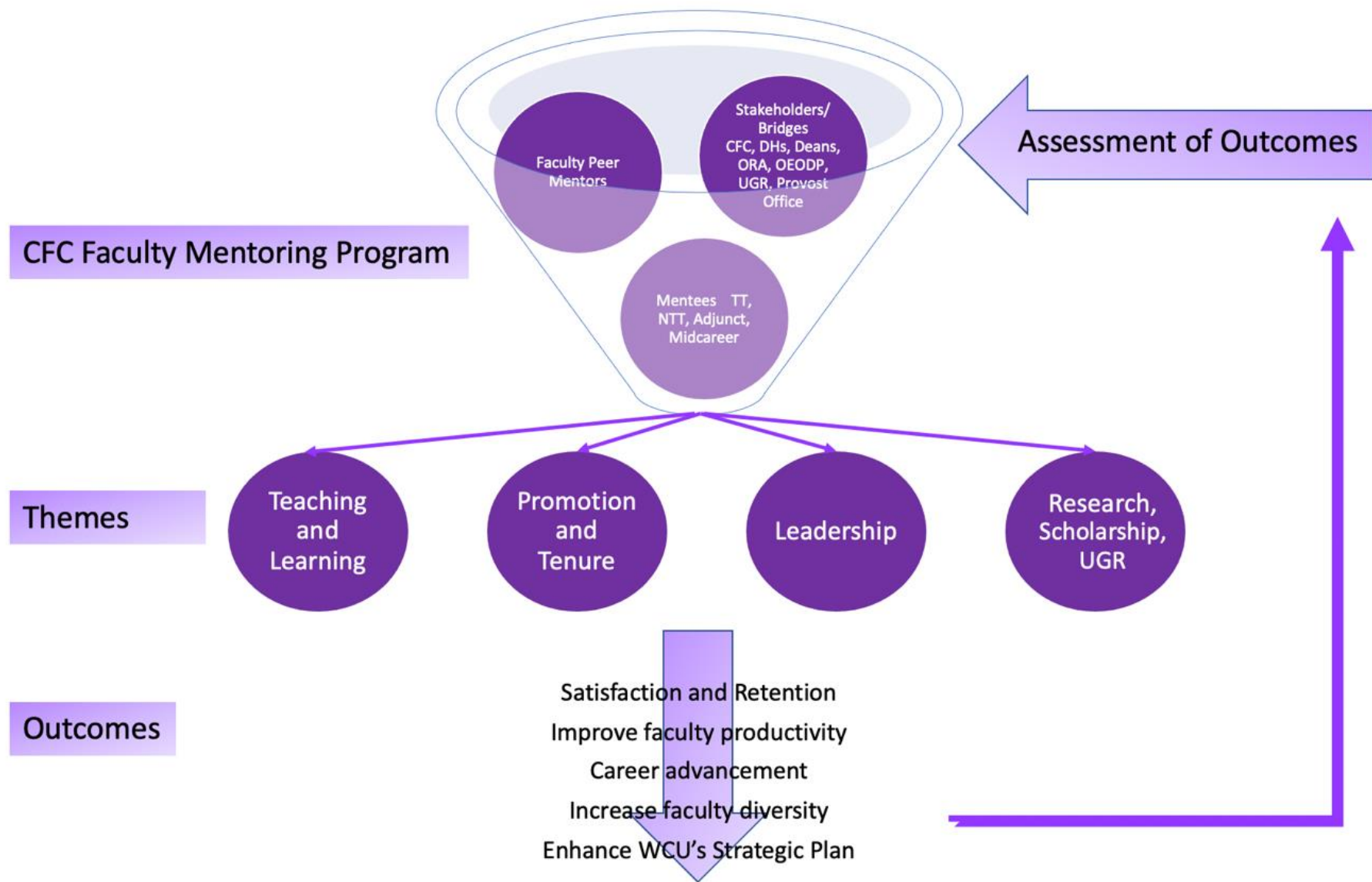
WCU FACULTY MENTORING LEARNING COMMUNITY

8-10 MENTEES
2 MENTOR FACILITATORS



MAP FOR SUCCESS





One-year Program Outcomes



Faculty will be immersed in a community

sense of belonging



collaborative relationships

community of mentors



Faculty will be productive within their career

scholarly advancement

promotion & tenure progress

confident in their teaching

professional philosophy



Faculty will have a sense of vitality

celebrate their accomplishments





KNOW YOUR AUDIENCE

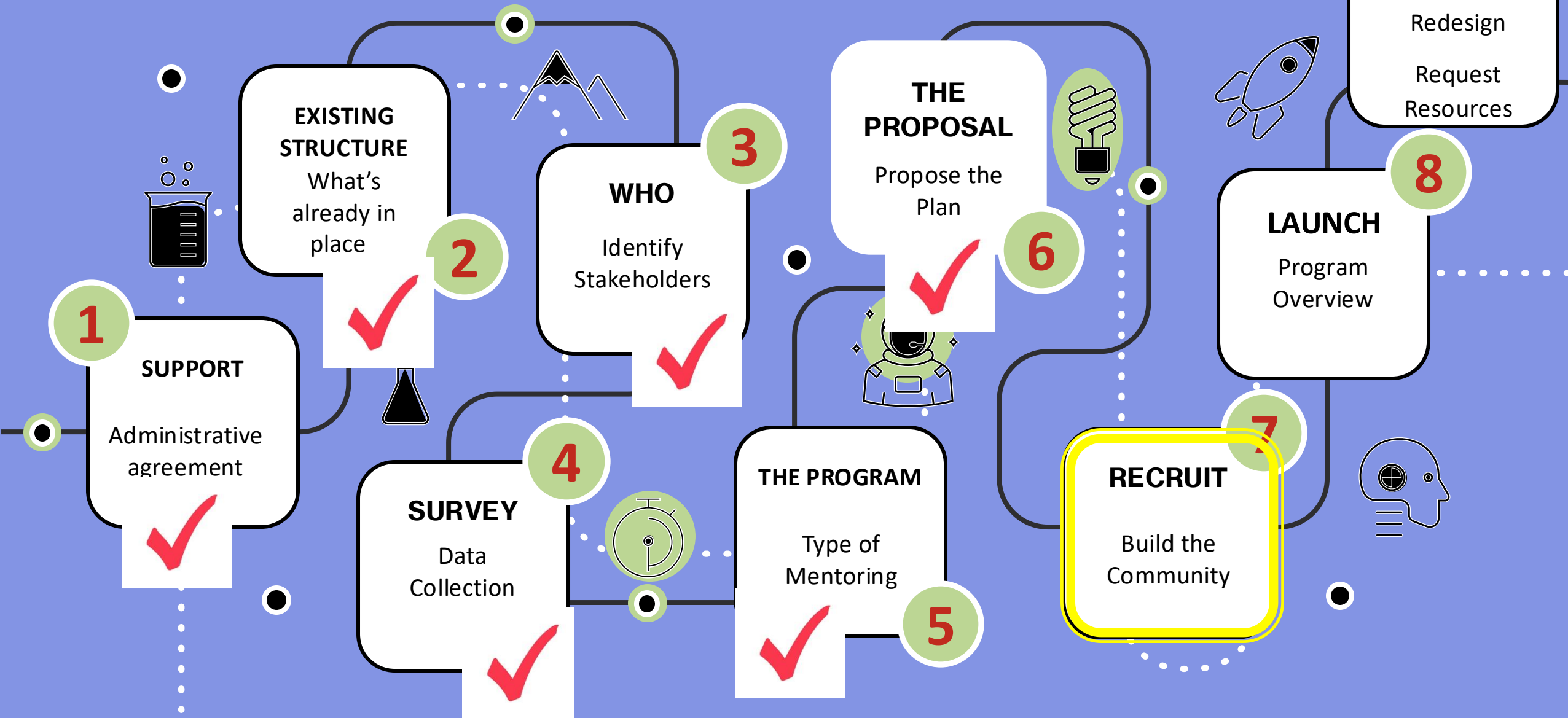


White Paper

[(h)wīt 'pā-pər]

An informational document issued by a company or not-for-profit organization to promote or highlight the features of a solution, product, or service that it offers or plans to offer.

MAP FOR SUCCESS



MENTORS

Email callout

- Email to all faculty
- Description
- Application requirements
- Dates

Applicant Selection

- Desire
- Evidence of qualification
- Availability
- Administrative support

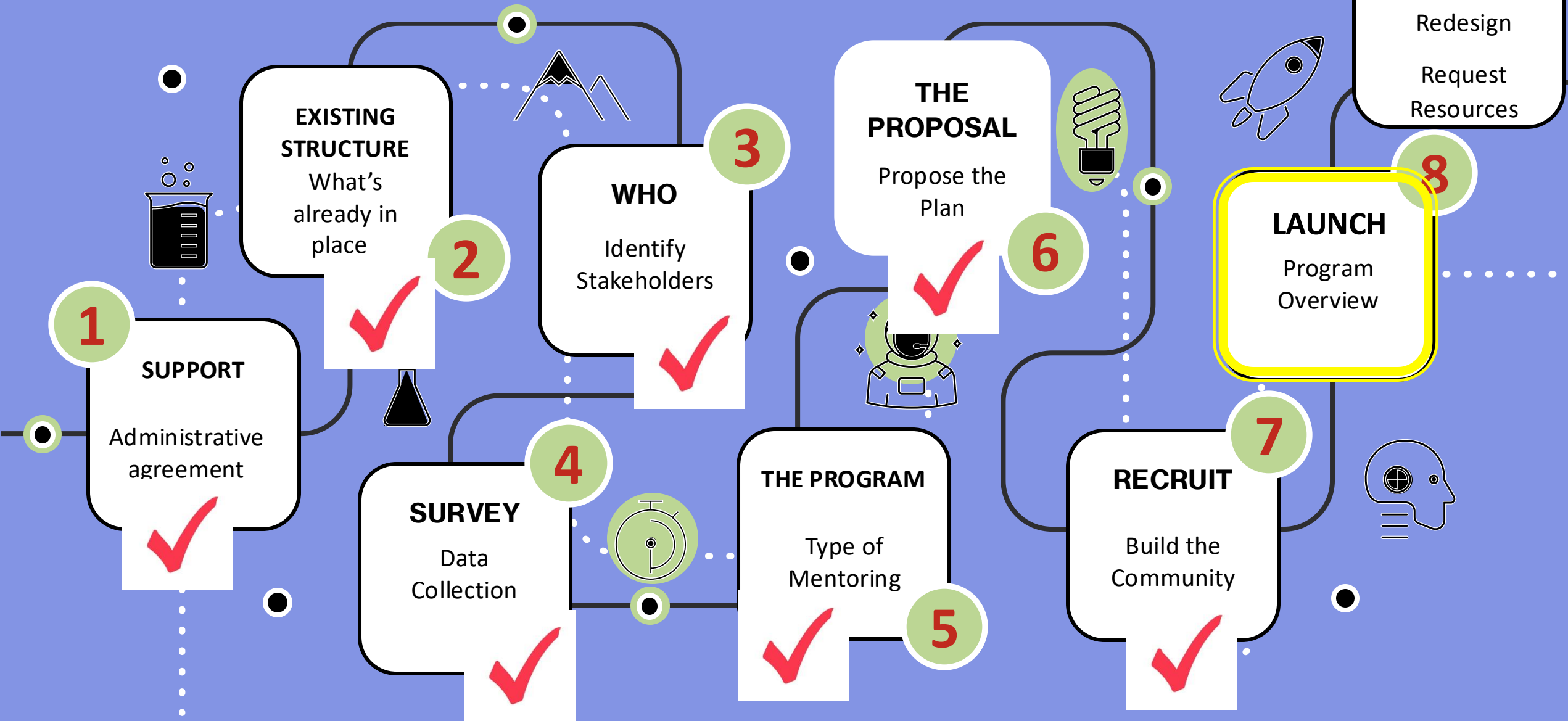


MENTOR TRAINING WORKSHOP

FMLC MEMBERS

- **New Faculty Orientation**
- **Application**
- **DH Support**

MAP FOR SUCCESS



SESSION OUTLINE

Community building/social time

Intersession Activity Debrief

A primary theme

Secondary theme

Takeaways

Intersession activities

DELIVERY

Mentor presentations

Guest speakers

Writing

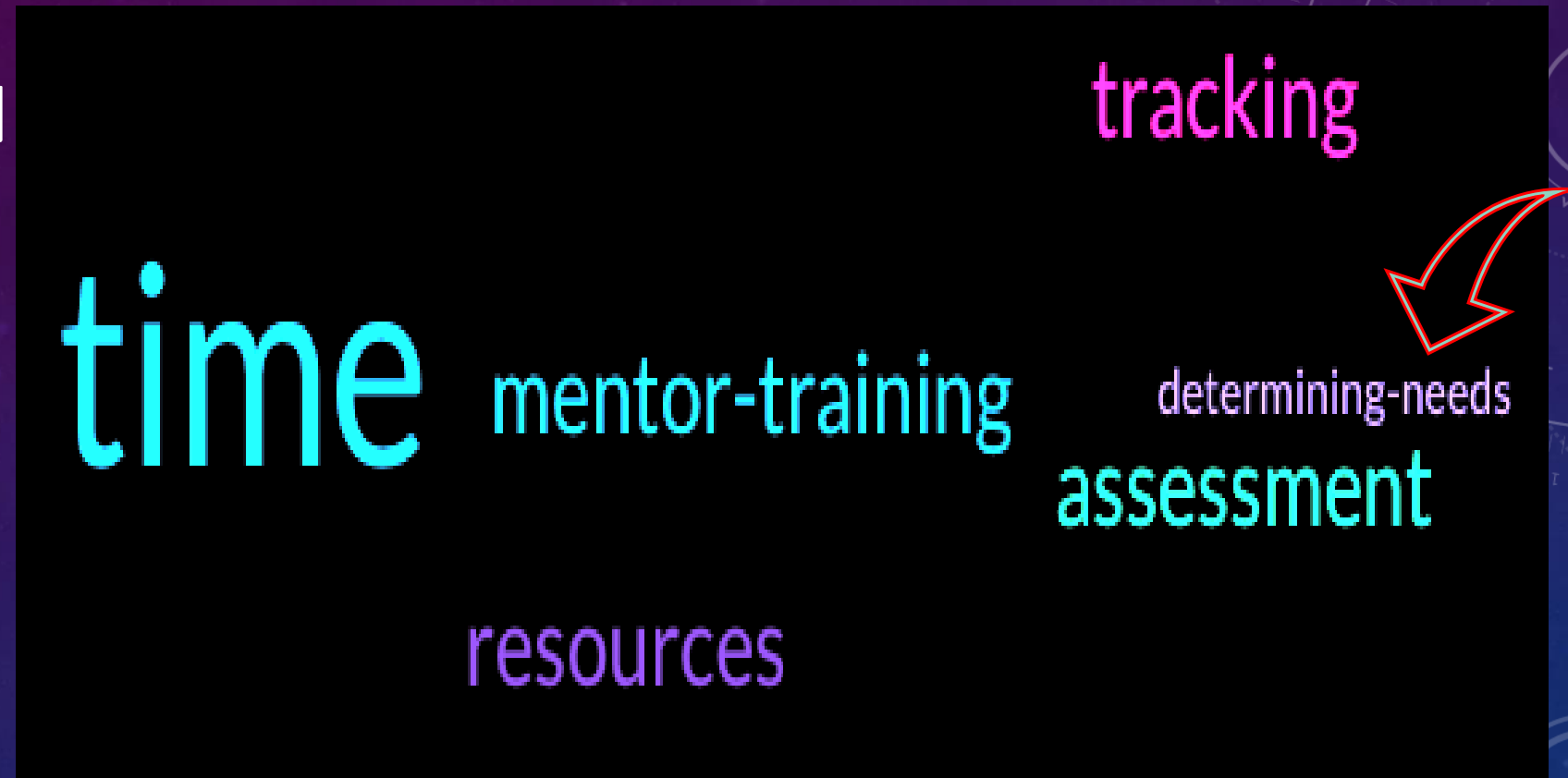
Peer mentoring

Think - pair share - group share

Always activity based (no lectures)

FIRST SESSION

- 7 participants
- Longer
- Community Building
- Determining Needs
- Prioritizing

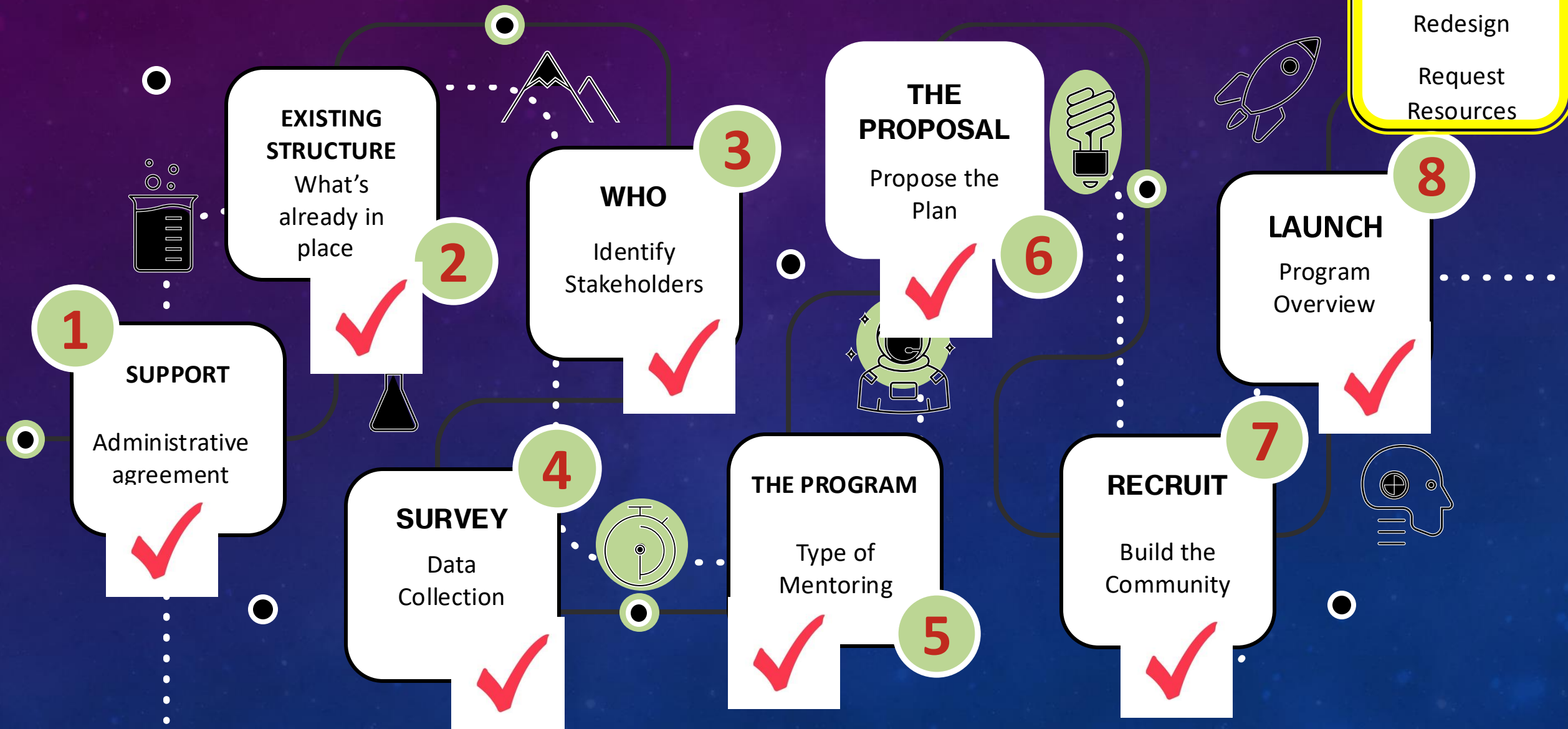


PARTICIPANT-CENTERED OUTCOMES

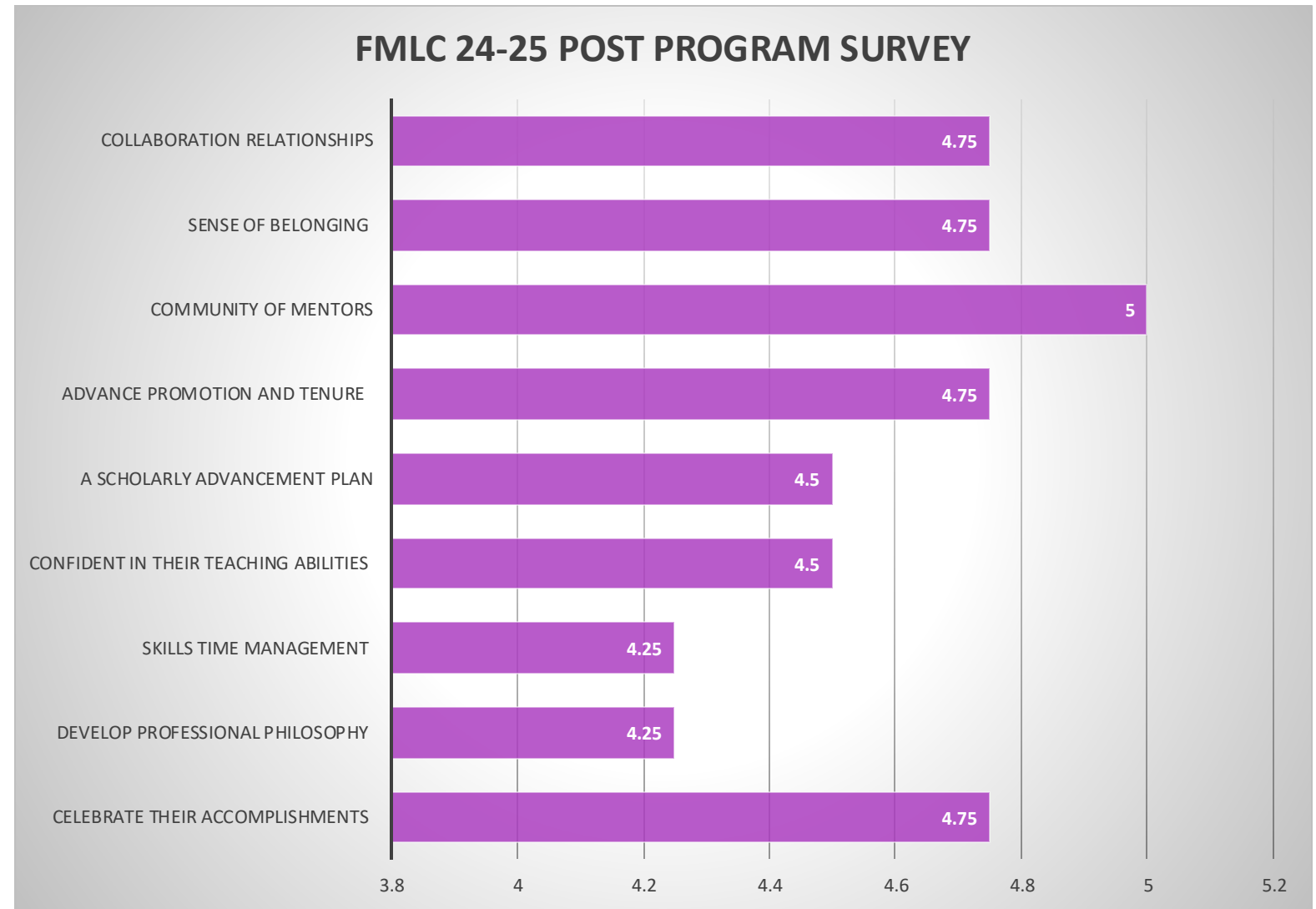
2024-2025 Cohort Program Outcomes



MAP FOR SUCCESS



FMLC POST PROGRAM OUTCOMES



2024-2025 Cohort Program Outcomes



FMLC 24-25 POST PROGRAM SURVEY



WHAT DID YOU VALUE MOST ABOUT THE LEARNING COMMUNITY?

Sense of Belonging
and Friendship

Shared Experience
and Emotional
Support

Diverse
Perspectives and
Peer Learning

Informal
Connection
Opportunities

Safe and
Supportive
Environment

Personal and
Professional
Development

VALUE OF INTERDISCIPLINARY PEER MENTORING



Enriched Discussions Through
Diverse Perspectives



Discovery of Common Ground



Broader Institutional Awareness



Strengthened Personal and
Professional Connections

1

Introduce the 5-year plan earlier and edit throughout the program

2

Increase the time of the sessions

3

Add one to two one-on-one sessions with the mentors

SUGGESTIONS FROM THE MENTEES

PROGRAM GROWTH

Send flyers of
the FMLC to DH
during new
faculty
recruitment

Last meeting
right after
spring break

Track
“takeaways” at
each session

Rewrite the
final
assessment
survey to
reduce
redundancies

UNEXPECTED OBSTACLES

Hurricane Helene

Attrition (2 out of 7)

Wanting to give more without time

Lecture-style presentations from guest speakers

FAV QUOTES

“I have a better sense of who I am as a scholar... and how I want to get there “

“a safe place to connect, learn, and grow”



THANK YOU.

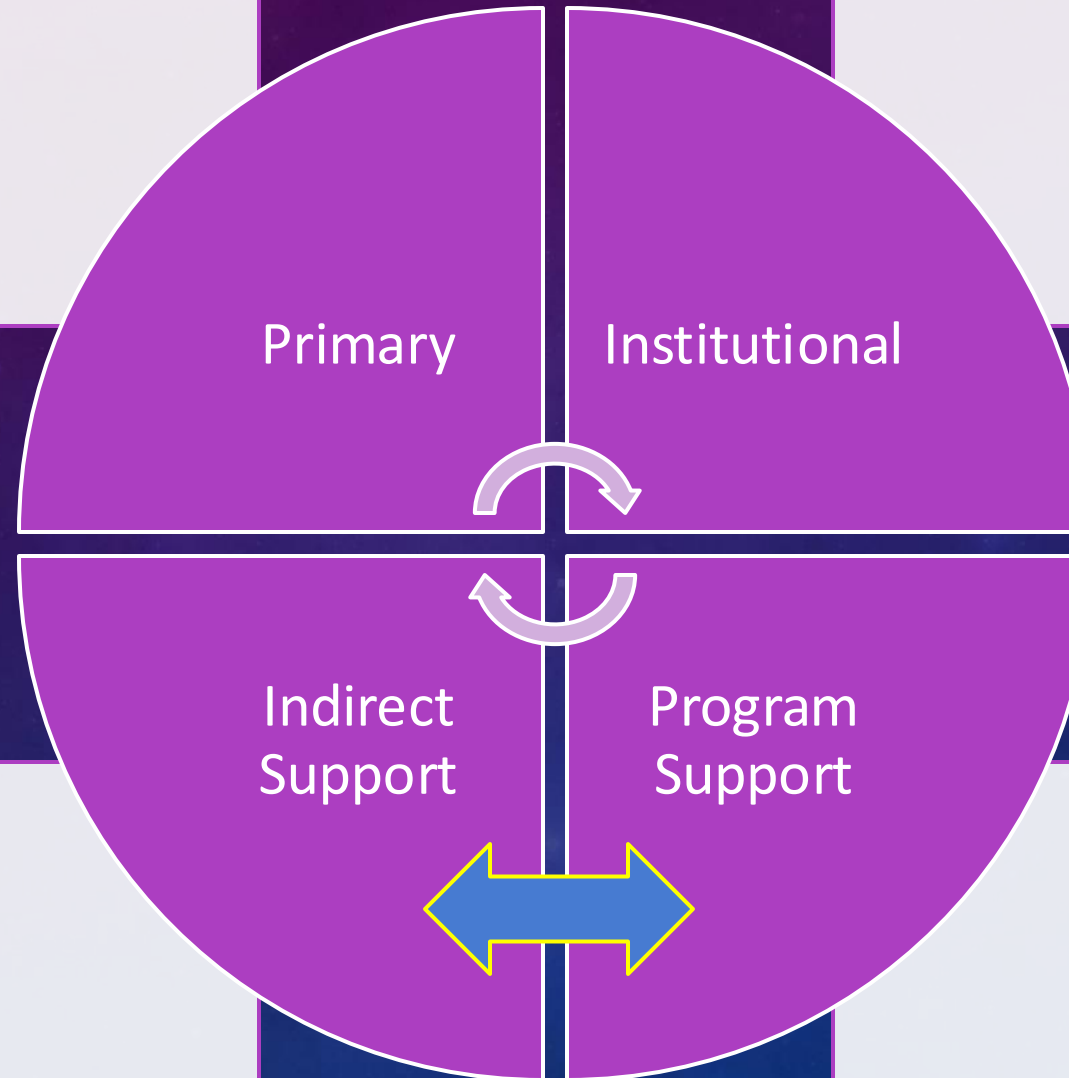
QUESTIONS COMMENTS

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STAKEHOLDERS

- Mentees
- Mentors

- Office of the Provost
- Deans
- Associate Deans
- Department Chairs/Heads



- Faculty Senate
- Faculty Review Committee
- DEI/Accessibility Office

- Teaching Excellence Centers
- Office of Research
- Human Resources