Developing future writing groups
Exposure to new teaching and learning methods from junior faculty

Senior faculty interested in participating as a presenter at an event or as a mentor have been invited by the FMP, self-nominated, or are recommended by their department chair or other senior colleagues. Please contact FMP at fmp@hawaii.edu or phone 956-6978 for further information on becoming an active member of the Program.

Colleague Pairing

At the request of a junior faculty, the FMP director and staff in consultation with advisory board members is paired with a senior tenured faculty from outside her or his own department or college. Criteria for pairing a mentor with a mentee are based on a brief questionnaire of preferences and interests of the mentee. An optimal pairing between faculty outside of one’s own campus can be enhanced when fields of interest are affiliated; however, when that is not possible, highly successful pairings between faculty with quite varied fields are accomplished.

The mentor contacts the junior faculty to set up an initial first meeting to discuss informally the range of considerations of the junior faculty. If both mentor and mentee find the initial contact favorable, they develop an appropriate structure that will create for them a productive working relationship. If for any reason the initial contact reveals that the pairing may not function as hoped, the mentee should contact the FMP, and another option will be arranged.

Junior faculty wishing to be paired may submit a completed Mentee Questionnaire and return it to FMP. Questionnaires for both mentors and mentees are available on our website:
http://www.fmp.hawaii.edu on a .pdf format, or through our office:
e-mail: fmp@hawaii.edu
phone: 956-6978
fax: 956-9535
office: Kuykendall 107

Questionnaires may be returned as e-mail attachments or through campus mail, and will receive a response within 10 days of receipt with information about the process of pairing.

FMP Dossier Library

A library of recent and successful dossiers from a range of faculty of varied categories and departments is available for junior faculty to borrow over two weeks or peruse on site at OFDAS, Kuykendall 107, during the week from 8:00 – 4:00. The loan period is reduced during the critical month just prior to dossier submission.

Currently the library includes dossiers contributed by all faculty categories, from numerous departments/units. The dossiers follow the criteria format for renewal, promotion and tenure, but vary in styles of writing and presentation and comparative reviewing of them can be very helpful to faculty at any stage of dossier development.

Check out our up-to-date listing at http://www.fmp.hawaii.edu.

In Closing

If you are a junior faculty who would like more information on any aspect of the UH-Mānoa Faculty Mentoring Program, please communicate with us through any of the contacts above.

If you are a tenured senior faculty who would like to learn how you might contribute to mentoring junior faculty on our campus, we would like to hear from you to discuss various options with you.

The University of Hawai‘i at Mānoa is an Equal Opportunity/Affirmative Action Institution and is committed to a policy of nondiscrimination on the basis of race, sex, age, religion, color, national origin, ancestry, disability, marital status, arrest and court record, sexual orientation, or status as a covered veteran. This policy covers admission and access, and participation, treatment and employment in the University’s programs, activities, and services. For more information on equal opportunity and affirmative action policies and complaint procedures for the UH Mānoa Campus, contact:

Employees: Mie Nakasone, EEO/AA Director, 956-7077 (V/F)
Students: Alan Yong, Dean of Students, 956-2291 (V/F)
Students with Disabilities: Ann Ito, KDOKA Program Director 956-7511 (V/F)

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Kuykendall 107
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Honolulu, Hawaii 96822
Phone: 956-6978
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E-mail: fmp@hawaii.edu
Website: http://www.fmp.hawaii.edu
What is the Faculty Mentoring Program?
From its early inception, a program for mentoring faculty was placed administratively within the Office of Faculty Development & Academic Support (OFDAS) as the office charged with development programs for all new faculty members. OFDAS provides seminars, panel discussions, workshops and retreats relating to professional development in teaching and scholarship. Within the broader mission of OFDAS, the Faculty Mentoring Program has become part of an integrated effort to retain new faculty and provide support for faculty with tenure and seniority throughout their academic careers.

A Brief History of the Faculty Mentoring Program
The Faculty Mentoring Program (FMP) was established in 1991 at the OFDAS as the Junior Women Faculty Mentoring Program. Prior and up to the late seventies, a major challenge for higher education was the lack of access for women to graduate programs and then to faculty positions in colleges and universities. The University of Hawai‘i at Mānoa established a formal mentoring program as a way to assist in the professional development of women faculty. Over time, faculty, administrators and department chairs noted successes of the program, and inquiries and requests by junior male faculty demonstrated the growing awareness of the efficacy of mentoring on campus for junior male faculty as well. In 1999 the Program was renamed and extended to all junior faculty. Orienting mentoring towards all faculty has accomplished the engendering of a broader base of collegiality across gender and ethnicities as well as academic departments.

Program Events & Services

Fall and Spring Semester Events
Throughout the academic year, the Faculty Mentoring Program offers panels, workshops, and seminars for all faculty: instructive, specialists, librarians, researchers and extension agents.

Some events are sponsored exclusively by the Faculty Mentoring Program, for example:
- What Happens to My Dossier Next?
- Writing & Publishing: Presenting Your Work
- Conferences & Colloquia: Presenting Your Research
- Developing and Funding a Research Agenda
- Bird’s Eye View of a Dossier

Other events are co-sponsored with other university programs and centers, for example:
- Series on Creating Good Dynamics in the Classroom: Addressing Disruptive Student Behavior & Other Challenging Situations; How to Handle Plagiarism & Academic Dishonesty
- Grammar: Getting Students to Turn in Edited and Proofread Papers
- Opportunities & Options: Is There a Fullbright in Your Future?
- Teaching & Researching Around the World: Can You Be the Next Resident Director?

Summer Events
During summer months, a Dossier Series is offered for all junior faculty. The series comprises three panel presentations with breakout sessions. Senior faculty from a variety of faculty positions and departments present a range of knowledge and insights. Topic examples may include:
- Preparing Your Dossier
- Presenting Your Work at Conferences and Colloquia
- Writing and Publishing Your Work
- Developing and Funding a Research Agenda

A day of events specifically for faculty who are specialists, librarians, researchers and extension agents may include:
- So Many Hats, One Head: The Challenges of Presenting a Coherent Picture of One’s Work
- Dealing with and Receiving Recognition for Numerous and Varied Professional Responsibilities
- A View from Both Sides: Tenure, Promotion, and Renewal

The Faculty Mentoring Program for Senior Faculty
The many events and services that FMP offers throughout the academic year and over the summer months depend upon the commitment, expertise, and collegiality of senior faculty. Senior faculty experience benefits from contributing to the professional development of junior faculty by participating as presenters on panels or workshops, providing a copy of their successful dossiers to the FMP Dossier Library, and through providing mentorship to individual junior faculty. They receive recognition of their knowledge and experience as the basis for guiding junior colleagues toward success, sense an impact on a collegial environment beyond their own department, and extend professional and collaborative working relations into adjacent fields to one’s established area of expertise. Senior faculty report the following benefits to themselves:
- Association with young researchers on cutting-edge scholarship
- Links to others in related scholarly fields of study
- Future collaboration in scholarly work
- Working with energetic junior faculty as resources
- Being useful and knowledgeable about what is very difficult for others
- Finding future options for team-teaching with former Mentee/Mentor
- Gaining perspectives on other parts of campus
- Enjoying opportunities to meet academics they otherwise would not have met