



COACHE Survey Results

Faculty Mentoring



Received Effective Mentoring

69% 😊
Within
Department

66% 😊
Outside
Department

70% 😐
Outside
Institution

Believe there is Effective Mentoring in Department

46% 😐
Tenure Stream
Faculty

29% 😊
Tenured
Associate
Professors

40% 😊
Non-Tenure
Stream Faculty



95%
Believe having
a mentor
is important

85%
Believe being a
mentor
is fulfilling

84%
Tenured faculty
served
as mentor

BUT... 24%
Satisfied with
support to be
good mentor



University of Pittsburgh

Resources and Good Practices

Faculty Mentoring

- Provide mentors for tenure stream, tenured, and non-tenure stream faculty.
- Just because a faculty member receives tenure and/or is promoted, does not mean that a mentor is no longer needed or wanted.
- Don't make assumptions about what type of mentoring faculty will want (or if they will want mentoring at all). Mentoring should be tailored to individual needs.
- Develop written guidelines for both mentors and mentees.
- Consider alternative types of mentoring – for example, peer mentoring, group mentoring, and collaborative support models.
- Request and assess information about faculty contributions as faculty mentors. Include this information as part of annual faculty evaluations of performance in the area of service.
- Consider building networks beyond the department or division, particularly in order to support underrepresented faculty to find a mentor with a similar background.
- Find additional information and resources about mentoring on the Office of the Provost's website: <http://www.provost.pitt.edu/pacwc/mentoring.html>