

COACHE Survey Results

Spring 2019

Faculty Mentoring

Received Effective Mentoring

- Within department – **72%** ◆
- Outside department – **68%** ▲
- Outside institution – **75%** ◆



Believe There is Effective Mentoring in Department For



- Tenured associate professors – **26%** ◆
- Tenure stream faculty – **56%** ◆
- Appointment stream faculty – **33%** ◆

90%
Believe having a
mentor in their
department is
important

86% ▲
Believe being
a mentor is
fulfilling

87%
Of tenured
faculty served
as mentor

BUT...

24% ▲
Satisfied with support
to be good mentor



COACHE Survey Results

Spring 2019

Faculty Mentoring






What Has Been Done

In response to the 2016 survey results, a number of steps have been taken to enhance mentor training, and access to mentors.

These include:

- Creation of the [Center for Mentoring](#) to support professional excellence by encouraging faculty to learn how to be effective mentors and mentees.
- Launch of the [Mentoring academy](#), with almost 30 faculty facilitators trained by the National Research Mentoring Network “Train the Trainer” program.
- Mentorship initiatives across the university including mentorship programs for [new faculty](#), as well on-going career coaching.
- Development of Institutional Mentoring Program Across a CommuniTY of Color ([IMPACT](#)) program to provide mentorship for faculty of color. Deans and regional campus presidents nominate faculty for the program every other fall.
- Introduction of [Women IN Academic Leadership \(WIN-AL\)](#) to introduce tenured and appointment-stream mid-career women faculty to leadership training and opportunities to participate in structured peer mentoring.
- Membership arranged for all faculty to the [National Center for Faculty Development and Diversity \(NCFDD\)](#), a nationally recognized, organization that provides career development and mentoring resources for faculty including peer mentoring across institutions.

Areas of Improvement Among Asian Faculty

	2016	2019	Change
 <p>Believe having a mentor in their department is important</p>	90%	95%	5%
Received effective mentoring:			
 <p>Within department</p>	67% ◆	81% ◆	14%
 <p>Outside institution</p>	65% ◆	72% ◆	8%
Believe there is effective mentoring in department for:			
 <p>Tenured associate professors</p>	21% ◆	31% ◆	10%
 <p>Appointment stream faculty</p>	33% ◆	39% ◆	7%



▲ = Pitt ranks in top third of cohort ◆ = Pitt ranks in middle third of cohort ▼ = Pitt ranks in bottom third of cohort

COACHE Survey Results

Spring 2019

Faculty Mentoring

Areas of Improvement Among Full Professors

	2016	2019	Change
 <p>Satisfied with support to be good mentor</p>	27% ▲	33% ▲	6%
Received effective mentoring:			
 <p>Within department</p>	60% ◆	67% ◆	7%
Outside institution	26% ◆	42% ▲	15%