

COACHE Survey ResultsSpring 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%** ◆

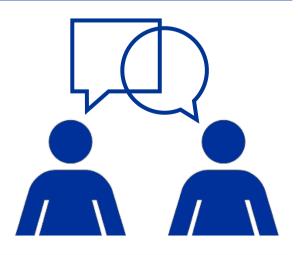
Appointment stream faculty – **33%**

90% Believe having a mentor in their department is important

86% Believe being a mentor is fulfilling

87% Of tenured faculty served as mentor

24% Satisfied with support to be good mentor





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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 <u>Center for Mentoring</u> 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 <u>new faculty</u>, 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 <u>Women IN Academic Leadership (WIN-AL)</u> 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 <u>National Center for Faculty Development and Diversity (NCFDD)</u>, 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
	Believe having a mentor in their department is important	90%	95%	5%
Received e	ffective mentoring:			
	Within department	67% 🔷	81% 🔷	14%
	Outside institution	65% 🔸	72% 🔷	8%
Believe the departmen	ere is effective mentoring in at for:			
	Tenured associate professors	21% 🔸	31% 🔷	10%
KAA	Appointment stream faculty	33% 🔷	39% 🔷	7%





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Areas of Improvement Among Full Professors

	2016	2019	Change
Satisfied with support to be good mentor	27% 🔺	33 % 🔺	6%
Received effective mentoring:			
Within department	60% 🔷	67% 🔷	7 %
Outside institution	26% 🔷	42 % 🔺	15%