The mentoring program was developed by the University Committee on Status of Women and is funded by the office of the Provost. Participation in the program is voluntary. Mentoring pairs will consist of individuals from the same college but different departments.

The program will offer social gatherings, brown bag lunch speakers/discussions, group mentoring and networking opportunities such as mothers network and new faculty network. A training workshop for mentors will be offered annually.

**Why is Mentoring Important?**

More than in most occupations, careers in academia require decision-making and tough choices from the very beginning. Lack of access to advice and guidance are widely reported barriers in the advancement of female faculty members—often resulting in major career setbacks. In a study (Preston, “Leaving Science: Occupational Exit from Scientific Careers”, Sage, NY 2004), as many as a third of the women interviewed from the sciences reported that a lack of career guidance contributed to their exit from academic positions. None of the men interviewed for the study identified lack of career advice as a factor for leaving their academic position.

**Cal Poly Women Faculty Mentoring Program**

**Brief Overview**

For more information on this program please contact

Nilgun Sungar

Phone: 756-2851
email: nsungar@calpoly.edu
Mentoring Overview

Goals
- Providing constructive and supportive feedback on career progress and professional work
- Providing information about promotion and tenure processes
- Providing encouragement and support
- Demystifying departmental, college and university culture
- Helping to foster important connections and visibility
- Looking out for junior faculty interests

Responsibilities of Mentor
- Take the initiative to make the call to arrange for the first and subsequent meetings. Schedule at least one meeting per quarter.
- Make a list of things that you would have wanted to know as a young faculty member to discuss with your mentee.
- Create an agenda for each meeting. Beginning agenda items might include: getting to know each other, logistics, goals and expectations.
- Listen and ask questions; these are two essential skills for successful mentoring.
- Freely share your experiences and what you have learned.
- Maintain and respect privacy, honesty and integrity. Treat all dealings and discussions in confidence.
- Plan for the next meeting before you depart from each meeting and solicit ideas about what might be discussed in your next meeting.

Some Guidelines
- The mentor should treat all dealings and discussions in confidence, providing supportive guidance and constructive criticism.
- The mentor should recognize and evaluate what she can offer and the mentee should define her needs.
- Both parties should clarify expectations and discuss the time commitments. You can renegotiate these as needed.
- Your relationship can become less formal as you progress, but in the beginning, more structure is usually best.
- Praise is a good motivator. Give it along with constructive criticism.
- Help the mentee network by introducing her to colleagues and including her in informal activities whenever possible.

Benefits for the Mentor
- Satisfaction in assisting in the development of a colleague.
- Satisfaction of contributing to the climate change for women.
- Ideas and feedback about mentor’s own teaching/scholarship
- A network of colleagues who have passed through the program
- Recognition in service to college and university

Benefits for the Mentee
- Individual recognition and encouragement.
- Constructive criticism and informal feedback.
- Advice on balancing teaching, research, service and other responsibilities.
- Training and information on the department, college and university.
- Knowledge of the formal and informal rules for advancement and the procedures of the university.
- Advice on teaching/scholarship.
- Reduction of stress and psychological support.
- Personal advice on sensitive issues that individuals do not feel comfortable discussing with supervisors.

Challenges
- Finding time and energy
- Selecting goals and objectives
- Keeping momentum
- Giving effective feedback

If you are interested in participating, please return the enclosed participant information questionnaire to: Nilgun Sungar, Physics Department (via campus mail)