



## One-to-One Faculty Mentoring Program: 2010 Evaluation Results Summary

The [One-to-One Faculty Mentoring Program](#) provides a formal mechanism for all new tenure-track faculty members to receive advice from a senior faculty mentor from within the same division but outside her or his own department. The Program helps junior faculty establish an advisory relationship that will foster a path to career success without potential conflicts of interest during tenure decisions.

**Carrie E. Spearin**, PhD of the Brown University Department of Sociology and Internal Evaluator of ADVANCE at Brown surveyed 2009-10 participants in spring 2010. The response rate was 53 percent among mentee participants and 70 percent among mentors. The survey provides feedback on resources, the mentoring process, and participant experience within these paired relationships.

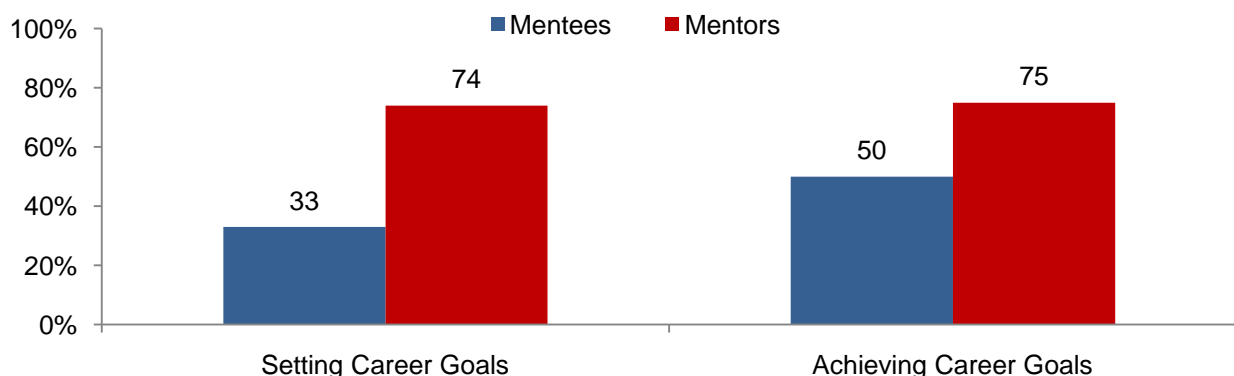
### Satisfaction with the Mentoring Relationship

Overall, mentees rated mentors highly on availability, listening and asking questions, and offering guidance and advice. Ninety-four percent responded that their mentor was excellent or good in offering support. Eighty-one percent of mentees and 76 percent of mentors reported they were satisfied or very satisfied with the relationship. Both mentees and mentors indicated that meeting more frequently would have improved the relationship.

### Setting and Achieving Career-Related Goals

Overall, 33 percent of mentees and 74 percent of mentors indicated they worked on setting career goals. The analysis of the open-ended questions better explains this discrepancy. Mentee respondents reported understanding the phrase “setting career goals” to mean defining specific benchmarks, whereas mentor respondents indicated that they took it to mean discussing issues related to career goals. Fifty percent of mentees and 75 percent of mentors identified the goal of setting career goals achieved.

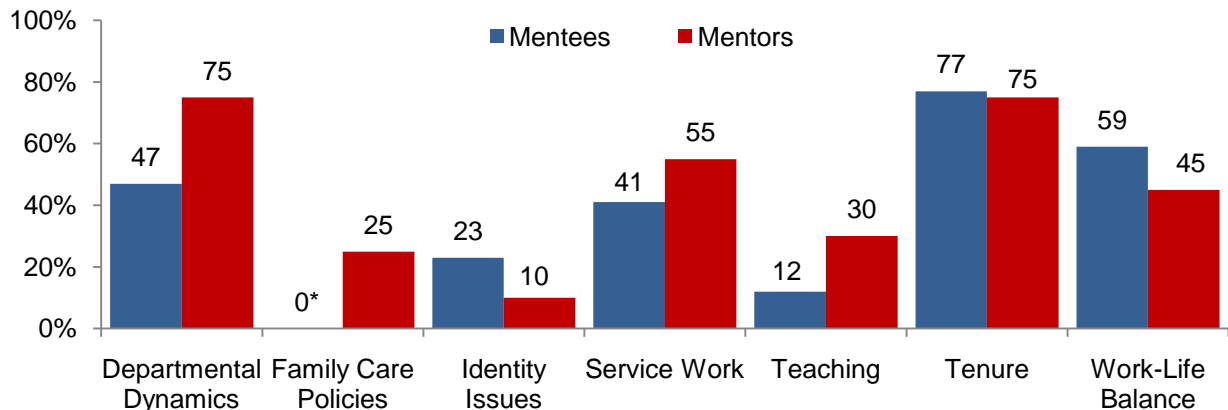
**Figure 1. Reported Setting and Achieving Career-Related Goals**



## Topics Discussed During Meetings

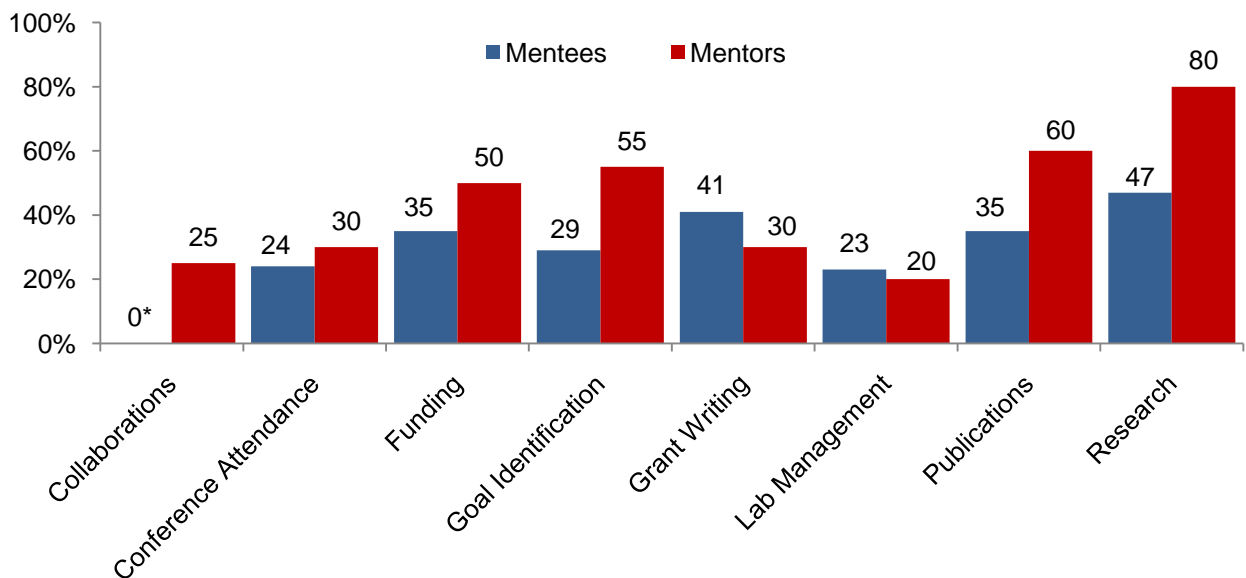
Tenure and promotion, and departmental dynamics topped the list of university life topics discussed. In terms of research, respondents reported most discussing research, grant writing, and publications.

**Figure 2. University Life Issues Discussed During Meetings**



\* No mentees reported discussing family care policies with their mentors.

**Figure 3. Research Issues Discussed During Meetings**



\* No mentees reported discussing collaborations with their mentors.

## Guide for Participants

Mentees and mentors each received a copy of the *2009-10 Mentoring Guide for Participants*. Twenty-nine percent of mentees and 57 percent of mentors indicated they used and found the guide useful. Based on these evaluations, we updated the [2010-11 Mentoring Guide](#) to include a definition of what it means to be an advocate for ones mentee, more professional development information, best practices for mentoring women faculty, and advice on setting career-related goals.