

## **Purpose of Mentorship Program**

To provide academic faculty, particularly those in their first academic appointment, identified human resources to assist in their socialization to academic values and provide supportive evolution to their professional career.

### **The specific desired Objectives of a Mentor in this structure are:**

1. To provide networking opportunities and introductions to key institutional leaders
2. To assist in the development of career goals and action plans with regular review of progress towards them
3. To ensure the mentee is aware of importance of adherence to job description and alignment with their activities
4. To direct mentees to key resources such as FEC guidelines and CV/Teaching Dossier templates
5. To encourage attendance at promotions workshop and events relevant to their job description e.g. teaching workshops, grant writing workshops, leadership training
6. To refer mentees to others with greater knowledge related to a particular area of need
7. To assist with preparation of 3<sup>rd</sup> year review and pre-tenure package
8. To provide a safe environment for venting and expressing negative concerns, of a professional or personal nature
9. To desire enhanced mentoring skills in order to be more effective in the role of a mentor