

The Faculty as Mentor Initiative

A faculty mentoring plan was endorsed by the Faculty Senate on February 28, 2023

The Mentor Role

The Faculty Mentor is a critical part of each student's Success Team at William Paterson. The role of the Faculty Mentor is to assist students in developing and sharpening their academic and career goals, engaging major-related considerations, and aiding them in building healthy and valuable relationships with other faculty and students, including the skills of self-advocacy. The Faculty Mentor will also reinforce belonging and support students' abilities to achieve success. Goals for the mentor-mentee relationship will change and evolve as the student progresses toward their degree. Your role as faculty mentors is pivotal in shaping students' academic journeys and future careers.

The Faculty as Mentor Initiative is designed to foster meaningful connections between students and faculty beyond the classroom. Your expertise and guidance will help students navigate their majors, succeed in their courses, and discover opportunities that align with their career aspirations.

The Goals of the Faculty Mentor Initiative

- Support students' academic development
- Aid students' skill development
- Guide students' career pathways
- Encourage involvement in research and internships
- Encourage involvement in academic clubs, networking events, and events that promote intellectual and social connections

Mentor Responsibilities:

- Post mentoring hours in Navigate.
- Seek to meet with each sophomore mentee, ideally individually, at least once per semester and discuss yearly goals and plans in part informed by the Sophomore Checklist (under development).
- Recommend group mentoring events for mentees which could include a group mentee meeting or a collaborative department mentoring event (student panel, alumni panel, career day, etc.).
- Communicate with mentees as needs arise (Navigate alerts, mentee questions, etc.).
- Indicate in Navigate that they have met with their mentee and if necessary, include notes about the meeting.
- Make referrals as needed to other members of the Success Team.
- Attend Will Power 101 & 102 session(s)/activities as a guest.
- Participate in and sometimes assist with department or college events that aid the socialization of students to academic study and the value of a faculty relationship.
- Students who have been assigned a faculty mentor stay on that faculty mentor's roster of mentees (unless the student changes majors, the faculty goes on leave, etc.). It is important that a student has an assigned faculty mentor throughout their time at WP as a member of the student's Success Team.

- The focus of this initiative, though, remains on the new sophomores. For mentees with 60 or more completed credits, the mentor is encouraged to send an email or Navigate text overture in the first half of a semester to communicate office hours and send further communications about any events or activities that may be of academic/professional interest to mentees as they arise.

How do I set up my faculty mentor hours?

Directions for setting up faculty mentor hours, office hours, and advising hours can be found [HERE](#).

Mentor Assignments:

- New and transfer students will be assigned a faculty mentor when they have completed 30 credits and declared a major.
- Department chairs handle matching each new mentee with a mentor in the department.
- Mentorship will be valued and count toward department, college, and university service for retention, tenure, promotion, and range adjustments.
- If a student changes their major, they are re-assigned to a mentor in that new major.
- If a student has a second major, their primary mentor will be with the first major but will be assigned a mentor in the department of their second major as well if/as they might need to consult with that person.

How do faculty mentors differ from professional advisors?

Faculty mentors are different from professional advisors. Professional advisors lead Will. Power sections and help students acclimate to college life including the nonacademic necessities of being a student. Professional advisors also help students select courses and issue registration pins. Faculty mentors support students by helping them develop their academic and career goals while fostering connections with faculty and peers. Faculty mentors emphasize the importance of ongoing intellectual engagement through academic events, research and internship opportunities, and academic events while reinforcing a sense of belonging within the educational community.

Where is more information about the Faculty Mentor Initiative?

Faculty Senate approved the Faculty Mentor Plan for Undergraduate Students in February 2023 and the plan was finalized in May 2023. The documentation of the plan and its details may be found on the Provost's Office Website by searching for the Faculty as Mentor Program.

The Faculty Mentor Initiative is a living project, which continues to grow and change under the guidance of Faculty Senate and the Office of the Provost, with advice and consultation from/with professional advisors and department chairs.