

# Best and Worst Practices in Mentoring “Minority” Faculty

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Best Practices in Diversity Strategic Planning Workshop

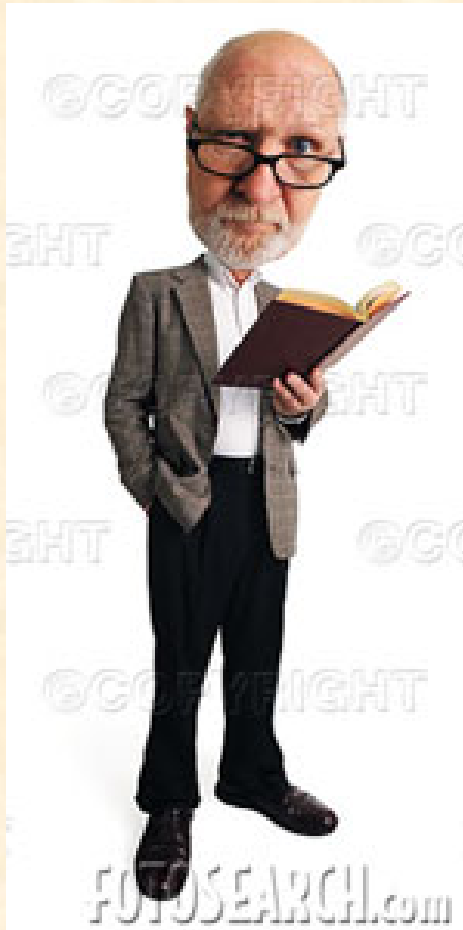
April 4, 2006

# Classroom Conflicts

Every time I discuss gender perspectives, a group of male students refuse to participate in discussions and mock my accent. What should I do?



# Classroom Conflicts



Oh, you're just having a basic classroom management problem. Just tell them you are in charge and remind them that you assign the grades. By the way, are you working on your English?

# Alternatives/Best Practices

- What recommendations would you make to this mentor to improve the quality of advice in the future?

# Alternatives/Best Practices

- Provide information about instructional support resources
- Recommend that faculty member notify the department head or other appropriate academic official about the problem
- Recommend that faculty member become familiar with student contact guidelines and actions to be taken in cases of violations
- Volunteer to visit class to observe faculty-student interactions and offer suggestions to address the problem
- Review SRTEs for the course with the instructor to determine if any students have attempted to use the instrument to punish the faculty member
- Other?

# Dossier Preparation

Will you please review my personal statement? I know it's only the second year review, but I want to make sure that I present myself and my work coherently and effectively.



# Dossier Preparation



Oh, don't worry too much about that. When I went through the process, these statements weren't even allowed. I'm sure the committee will be able to interpret what you put together.

# Alternatives/Best Practices

- What recommendations would you make to this mentor to improve the quality of advice in the future?



# Alternatives/Best Practices

- Volunteer to review draft statement
- Suggest that the faculty member request other colleagues to review the draft
- Assist faculty member in obtaining copies of narrative statements submitted by colleagues as part of previous P & T reviews
- Other?

# Multicultural Research

No one in the department is doing research on diversity topics. Should I find colleagues in other departments to work with?



# Multicultural Research

I know you wrote your dissertation about that multicultural stuff, but that won't get you tenure here. You need to shift your interests to make your colleagues comfortable so they can support you.



# Alternatives/Best Practices

- What recommendations would you make to this mentor to improve the quality of advice in the future?

# Alternatives/Best Practices

- Offer to assist in identifying faculty members with similar interests in other units/locations
- Offer to assist in identifying appropriate publication outlets, conferences, etc.
- Contact Educational Equity to identify resources, contacts, etc.
- Offer to identify opportunities for the faculty member to present research in progress to colleagues in the academic unit
- Other?

# UP vs. other locations

I'm having some difficulty getting my research program started. Can I get some assistance from UP colleagues? I'm teaching 3 classes but I can probably arrange to travel there if I have to.



# UP vs. other locations

The people at UP won't be very helpful – they don't understand what we do. When you get comfortable with teaching, you'll find more time to do your research and won't need to seek outside help.



# Alternatives/Best Practices

- What recommendations would you make to this mentor to improve the quality of advice in the future?



# Alternatives/Best Practices

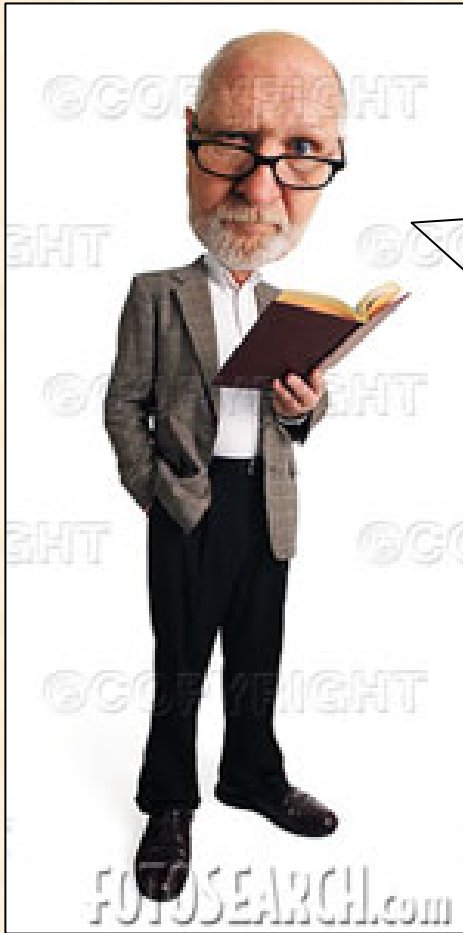
- Offer to assist in identifying faculty members with similar interests at UP.
- Offer to assist in identifying appropriate publication outlets, conferences, etc.
- Contact Educational Equity to identify resources, contacts, etc.
- Offer to identify opportunities for the faculty member to participate in research seminars and other activities at UP
- Other?

# Service Overload

The Multicultural student group has asked me to be its advisor. I'm very excited about the honor. I know I can help them plan for future career opportunities.



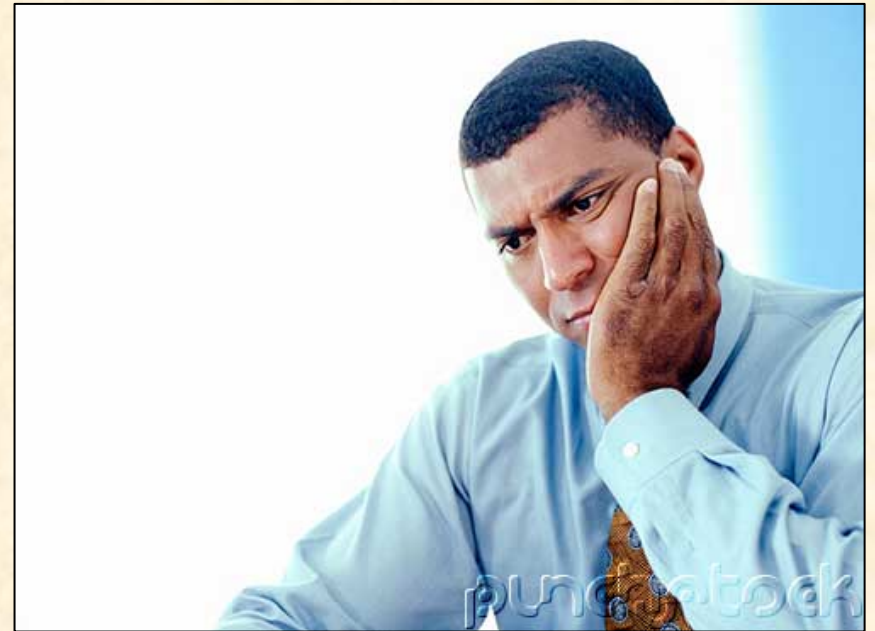
# Service Overload



We discourage untenured faculty from service activities. We'll get you on some committees during the 4<sup>th</sup> year so there's some service in your dossier. After you get tenure, you can help students all you want.

# Alternatives/Best Practices

- What recommendations would you make to this mentor to improve the quality of advice in the future?



# Alternatives/Best Practices

- Help faculty member prioritize service obligations
- Discuss the dilemma with the faculty member's department head/supervisor
- Recommend that faculty member discuss the dilemma with other faculty who have experienced similar requests
- Volunteer to assist the faculty member in supporting the student organization
- Other?

