

SMALL GROUP MENTORING PROGRAM GUIDELINES

The Small Group Mentoring Program (SGMP) is designed to bring together faculty members contributing to the diversity of their department or field and who share an interest in a broad topic, a discipline or disciplinary group (e.g., “engineering”), or even a career stage. Each group will be paired with a senior faculty mentor. The goal is to move the group members’ careers forward by providing both peer and traditional mentoring and support on issues relevant to a member of the professoriate. An emphasis will be placed on sharing best practices and tools to achieve positive outcomes. We envision discussions on topics such as publication strategies, managing difficult situations with students and/or colleagues, strategies for research dissemination in preparation for the tenure review, or starting a new research program post tenure; the Office of Faculty Development and Diversity (OFDD) will suggest rank-specific topics. However, the topics that a particular group chooses to discuss are completely at the discretion of its members. OFDD will provide up to \$20/group member/meeting for food (excluding alcohol).

A mentor will be paired with a group based upon requested characteristics of the mentor by the group members. The Mentor is required to meet with mentees at least 4 times per semester.

The responsibilities of a mentor include:

- Attend and moderate discussions at meetings. “Moderation” includes guiding a discussion toward producing useful, positive outcomes rather than degenerating into complaint sessions.
- Provide “reality checks” during discussions when required. For example, if rumors pertaining to tenure review are brought up, inform the attendees of the facts and/or where to find the facts.
- Be available to the members of the group for individual mentoring as requested and/or required. Mentors are expected to be “active” rather than “passive;” if it becomes clear that a group member would benefit from additional, personal discussion, the mentor is expected to follow up.

If Mentor is outside the mentees field/department, the mentees must receive the chair’s approval of an outside mentor.

Accepting a role as a mentor is considered as a commitment of both time and energy. In acknowledgment of the effort, mentors will receive a stipend of up to \$1,500 stipend based on time commitment.

For more information and if you’re interested in serving as a mentor, please contact Yael Levitte via email, at OFDD@cornell.edu.