

University at Buffalo Faculty Senate
Executive Committee
September 14, 2016

Proposed resolution for amending current policy on University Wide Faculty Mentoring Program

Whereas,

On October 20, 2010 President Simpson approved the current University Wide Faculty Mentoring Program", which had been previously passed by the Faculty Senate and its Executive Committee (the Program).

In spring 2015, President Tripathi and Provost Zukoski, formed a Mentoring Review Committee tasked with conducting a REVIEW of the current mentoring program and submitting recommendations for revisions. The final report was submitted to Vice Provost Granfield on December 2015 (the Report).

In response to these findings and recommendations and to uphold the fundamental purpose of the Program, which is to advance a faculty member's career, the Program shall be revised as follows.

Be it resolved that:

A. All schools and departments shall provide mentoring for all tenure-track or clinical/research/adjunct/lecturer faculty and librarians, and for tenured associate professors and librarians within the first five years after tenure is granted.

The Deans are responsible for implementing and overseeing the Program at the School/College level and will report annually on School-wide activities related to the Program.

The Department Chairs are responsible for implementing and overseeing the Program at the Department level and will report annually on departmental activities related to the Program.

B. A standing university committee, the "Mentoring Advisory Committee" (the Committee), shall be formed of fourteen (14) faculty members, one from each of the twelve (12) units and/or schools, one (1) faculty member from University Libraries and one (1) faculty member from The Educational Opportunity Center, appointed by the Provost for up to two three-year terms; the Vice Provost for Faculty Affairs should be an ex-officio member of the Committee.

The Committee shall oversee all campus-wide mentoring activities,

The Committee will receive and evaluate annual reports from Chairs and Deans on mentoring activities, successes and challenges, and remaining needs.

The Committee will coordinate periodic assessments of the Program, including periodic surveys of Chairs, Deans and mentees.

Based on the received reports from Chairs and Deans, and on internal survey results, the Committee will report to and will make recommendations to the Provost.

C. A new annual award, the "UB Award for Excellence in Faculty Mentoring" (the Award) shall be established; the eligibility criteria for nominations and the selection process will fall under the purview of the Committee in association with the Office of the Vice Provost for Faculty Affairs.

D. A new website, "Building an Effective Mentoring Culture at UB" (the Website), shall be created and maintained by the Office of the Vice Provost for Faculty Affairs, and shall be reviewed annually by the Committee.

E. The President, Provost and Vice Provost for Faculty Affairs will work with the deans and the chairs to assure that mentoring will not be an increase in workload and will count for assessment.

Resolution passed 10/18/16
39-yes/8-no/1-abstain