UT Health San Antonio Faculty Senate

The Faculty Mentoring Advisory Committee is advisory to the Faculty Senate, which operates under oversight by the Office of Academic, Faculty and Student Affairs of the campus’ Executive Administration. The committee is advisory to the Faculty Senate so will also serve to foster communication and collaboration between our campus faculty and Executive Administration in addressing UT System goals for faculty development and mentoring.

Faculty Mentoring

*Charge:* The UT Health San Antonio Faculty Mentoring Advisory Committee shall explore and address the development and implementation of campus-wide mentoring.

*Objectives:* The UT Health San Antonio Faculty Mentoring will...

- Foster an academic culture of caring and enrichment for faculty with attention to diversity and inclusiveness.
- Provide support, knowledge, and guidance for new and early career faculty in their professional growth.
- Provide support, knowledge, and guidance for mid-career faculty in their professional growth and progress throughout their full career.
- Assist the integration into the academic community, educator role, development of teaching, scholarship, research and service skills, as well as leadership development.
- Encourage development of abilities and potential to promote career excellence.
- Build a community of interprofessional mentors to cultivate mentees.
- Ensure campus leadership (executive, school, department) has an evident and strong commitment to faculty mentoring, enrichment, and retention, emphasizing accountability on all levels.
- Ensure mentoring activities are constituted with process and outcomes measures, so that mentoring activity and outcomes can be documented and valued in tangible ways, such as through awards, the promotion and tenure system, faculty service recognition, etc.

Many of the mentoring activities are expected to be specific to school, profession or other population needs, but the Faculty Mentoring Advisory Committee can serve as a means to ensure mentoring remains a campus priority and related communication among the schools continues. The advisory committee would serve to assure the charge, objectives and tasks are met that involve campus commonalities, such as promoting inter-school and cross-campus sharing of the compiled resource inventory, and meeting related SACS and other accreditation standards. Other tasks with commonalities could be related to mentor training, toolkit creation, inter-professional mentor community, and leadership development.
Tasks:
• Each school will conduct a needs assessment of faculty enrichment needs.
• Each school will compile a mentoring resources inventory to share with all.
• Each school will develop a system to identify mentors/mentees.
• Each school will develop focused mentoring activities and outcome plans to meet their identified needs.
• Each school will fulfill standards of accreditation related to mentoring, ‘faculty development,’ and career development.
• Faculty Mentoring Advisory Committee will structure a mentor-training workshop.
• Faculty Mentoring Advisory Committee will create a mentoring program toolkit.

Structure of UT Health Faculty Mentoring Subcommittee

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