



“Be the change you want to see in the world”

—Gandhi



Teaching Academy

New Mexico State University

ADVANCE Faculty Mentoring Program

2013-2014

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Teaching Academy





Growing Academic Careers by Fostering A Supportive Climate

The ADVANCE Faculty Mentoring Program is a loosely structured program based on self-directed mentoring relationships. The program is designed to help build a climate in which faculty receive support and encouragement in achieving tenure, promotion, and the transition to leadership roles at NMSU. More than 100 faculty members from across the University participate in this program. Mentors are chosen by a committee of faculty members, and are selected from a department that is different than but related to the mentee's department. Mentoring pairs determine their own meeting schedule and topics. Workshops and informal mixers are scheduled throughout the year to address career concerns and provide networking opportunities.


The program has three tracks:

Pre-Tenure Faculty Members are paired with tenured faculty, and participate until tenure is achieved.

Post-Tenure Faculty Members who are interested in promotion to full professor or exploring careers in administration are paired with full professors or established administrators. They participate until their career goals are met.

College-Track Faculty Members who are interested in promotion and/or professional development are paired with mentors who are also college-track faculty.

If you are interested in participating, please register for the "ADVANCE Faculty Mentoring Program" at teaching@nmsu.edu.



The Mentoring Relationship

The mentor and mentee are professional partners. As in all successful partnerships, both parties must want the relationship to work and be willing to commit time and energy to the process.

Successful mentoring relationships are built on mutual respect and appreciation. A single mentor is unlikely to meet all the mentee's needs. This is why the ADVANCE Mentoring Program hosts events throughout the year where participants can network with other mentors and mentees in the program.


The greatest challenges to a mentoring relationship are:

- Finding time and energy
- Selecting goals and objectives
- Keeping momentum going
- Giving effective feedback

Throughout the life of a mentoring relationship, it is important to clarify expectations:

- Determine the frequency of contact, the availability, and the accessibility of the mentor and mentee.
- Define the amount and kind of support needed by the mentee and available from the mentor.
- Explore the various roles that the mentor and mentee find comfortable.

Participants in the ADVANCE Faculty Mentoring Program earn Teaching Academy membership and receive invitations to the Teaching Academy Gala.



Special Events

FALL 2013:

ADVANCE Mentoring Orientation Luncheon: Mentoring Roles and Rewards

September 10 12-1:30pm Milton Room 50

Fall P&T Event: Promotion to Associate Professor

October 21 2-5pm Milton Room 50

ADVANCE Mentoring Fall Luncheon:

"Yes, And"...Improving Customer Service and Collaboration

November 14 12-1:30pm Milton Room 50

SPRING 2014:

ADVANCE Mentoring Spring Luncheon:

Don't Burn Out! Burn Bright!

February 5 12-1:30pm Milton Room 50

Spring P&T Event: Promotion for College Track Faculty

March 17 2-5pm Milton Room 50

ADVANCE Mentoring End of the Year Mixer

April 17 4-6:30pm St. Clair Bistro

