Best Practices for Mentoring Academia Faculty Members

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Introduction

Current Faculty FTE Statistics

- 1,181 full time FTE faculty vacancies
- Average age= 51.7-61.3 years
- 600 retire by 2018
- 103 additional schools need additional faculty
Strategies To Consider

- Recruitment
- Retention
- Job Satisfaction
  - Stress
  - Commitment
  - Communication
  - Autonomy
Best Practices - Mentoring

Two Groups

- Educator with minimal clinical foundation
- Strong clinical foundation with minimal teaching
Best Practices – Mentoring

Activity Examples

- Face - To - Face
- Accordion folders
- Individualized action plans
- Establish goals- long and short term
- Timeframe with meetings at regular intervals
- Evaluations
Summary and Conclusions
Questions?