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Examples of Innovative Mentoring Policies and Practices:

Departmental/Interdepartmental/School/College Level

Harvard School of Public Health (department-based mentoring for junior faculty & director of junior faculty mentoring)

- <http://www.faculty.harvard.edu/sites/default/files/downloads/2.2.4%20HPSH%20-%20Junior%20Faculty%20Mentoring%20and%20Development%20Program.pdf>

Kansas State University College of Veterinary Medicine's Parallel Paths Initiative (college-level group mentoring program across career stages) *

- <http://www.vet.ksu.edu/faculty/advance/index.htm>

Tufts University School of Arts & Sciences (interdepartmental mentoring program for junior faculty)

- <http://as.tufts.edu/about/workingas/mentoringprogram.htm>

University of Toronto's Department of Physiology (individual mentorship committees for all incoming faculty)

- <http://www.physiology.utoronto.ca/res/mentor.htm>

Institutional Level

Michigan State University (university-wide faculty mentoring policy implemented at college level & faculty mentoring resource center) **

- <http://www.adapp-advance.msu.edu/faculty-mentoring-resource-center>

University of Rhode Island (university-wide faculty mentoring policy implemented at college level & mentoring resources) **

- <http://www.uri.edu/worklife/professional/mentoring.stmhl/>

University of Virginia (faculty mentoring initiative connects junior faculty with mentors outside of their department)

- http://trc.virginia.edu/Resources/Mentoring/Faculty_Mentoring_Initiative.htm

** NSF's ADVANCE: Increasing the Participation and Advancement of Women in Academic Science and Engineering Disciplines
<http://nsf.gov/funding/>

Cross-Institutional Mentoring

Drexel University (career development awards to develop national or international networks outside of institution)

- <http://www.drexel.edu/fde/CDAOverview.html>

Affinity Groups

Case Western Reserve ("Hotline Coaching" for all campus women faculty)

- <http://www.case.edu/admin/aces/hotline.htm>

Connecticut College (Johnson Seminar provides peer mentoring for incoming faculty)

- <http://www.conncoll.edu/centers/ctl/10191.htm>

Mentoring at Multiple Levels

University of Massachusetts Amherst (Mutual Mentoring at the department, interdepartmental, school/college, institutional, cross-institutional levels, and affinity groups)

- <http://www.umass.edu/ctfd/mentoring/index.shtml>

UMass Amherst Mentoring Guide:

- http://www.umass.edu/ctfd/mentoring/downloads/Mutual%20Mentoring%20Guide%20Final%2011_20.pdf

Please Note: We encourage the use of our mentoring model and practices; however, adaptation or replication of the Mellon Mutual Mentoring Initiative, in whole or in part, must be attributed to the Center for Teaching & Faculty Development at the University of Massachusetts Amherst and The Andrew W. Mellon Foundation.

Mary Deane Sorcinelli, North Dakota State University, November 8, 2012