Selected Bibliography:


Yun, J. & Sorcinelli, M. D. (2009). When mentoring is the medium: Lessons learned from a faculty development initiative. To Improve the Academy, 27, 365-384.


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%20Junior%20Faculty%20Mentoring%20and%20Development%20Program.pdf](http://www.faculty.harvard.edu/sites/default/files/downloads/2.2.4%20HPSH%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](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生理学.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:

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