

## New Faculty Mentoring Process for the School of Music

The nature of the School of Music requires faculty to work together more frequently than other departments on campus. Faculty performance ensembles, collaborative projects, recruiting activities, and numerous faculty sub-committees all lead to a highly collegial environment with a lot of interaction. This reality shapes the mentoring process from the start.

The School of Music has a faculty retreat each year before the start of school in August. During this time, all faculty are retrained in policy, curriculum, accreditation, assessment, health and safety protocols, and advising procedures. In order to acclimate new faculty, we have scheduled sessions aimed specifically at the new faculty, so they can be free to ask questions and get familiar with classroom technology, syllabi creation, department policies, recruiting methods, and U.achieve.

In order to assimilate the new faculty throughout the first year, we assign a “faculty mentor” to officially be available to help and answer questions as the year progresses. This has worked well in the past and usually is handled somewhat informally like going out to lunch or having meetings before big events like audition days and scholarship meetings.

As a benefit to the faculty members serving as “mentors” these faculty members receive credit on their Faculty Activity Reports. In years past, these mentors were given a small stipend for their work, but this was eliminated a few years ago with budget cuts.