# ELNET Mentoring Framework Guidelines

**Mentorship**

We welcome faculty who would value having a mentor and to enjoy the possibility of one-on-one confidential support and guidance as they transition to new roles, reappointment, tenure and promotion process, or changes in their work/life balance.

Please note: The ELNET, as well as CTLT (at UBC-V, <https://ctlt.ubc.ca>) and CTL (at UBC-O , <https://ctl.ok.ubc.ca/>), mentoring programs are designed to complement existing departmental or Faculty mentorship opportunities. Check with your department, unit, or Faculty if they offer a mentoring program, and please consider whether you would also like to engage in a mentoring relationship with an experienced faculty member from outside your unit or faculty. Contact the ELNET Mentorship Coordinator(s) for more information about the ELNET mentoring framework.

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# Mentorship Models

There are a number of possible mentorship models. At ELNET we provide informal one-on-one dyadic partnerships, which are based on clear expectations. Other types of mentoring models may work best for you. Consider whether one-on-one mentoring, group-to-group mentoring, or networking events where multiple mentors work as a team, or other approach, meets your needs the best. Feel free to reach out to the mentor coordinator to discuss possible options and/or discuss specifically with your mentor once connected.

# Role of the Mentee(s) or Protégé(s)

* Communicate mentoring goals with mentoring partners;
* Reflect on ways mentoring partners could help your professional development and career advancement goals;
* Reflect on ways mentoring partners could help your teaching practice;
* Recognize the time constraints of mentoring partners;
* Take responsibility: proactively seek input and advice from mentoring partners when needed;
* Follow through on referrals and offers of networking connections from mentors;

# Role of the Mentor(s)

* Reach out and coordinate the first meeting once the mentee has been paired with you
* Be prepared to be an advisor, role model, coach and advocate;
* Share institutional information and EL, and teaching career experiences with mentoring partner;
* Listen actively and without judgment to what is said and how it is said;
* Express positive expectations through the mentoring process;
* Ask open and supportive questions;
* Offer constructive feedback on teaching materials, dossiers and CVs;
* Be accessible and available while clearly communicating your time availability;
* Support and facilitate networking and brokering.

# Measuring Success

* Members of a mentoring partnership should review the relationship on a regular basis to ensure it is providing value to all partners
* Establish the objectives and desired outcomes of the mentoring partnership.

*Seeking NEW Mentors*

*ELNET is looking for experienced faculty members who wish to assist junior faculty looking for feedback on their teaching dossier, EL opportunities, and more in general, for advice as they transition to new roles and/or go through promotion and tenure*. Please contact Sally, Luisa, or Robert (emails indicated above)

*Thank you for your interest. Mentoring is a form of EL and a very impactful experience.*

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