

We are excited to announce the launch of the ISPP Mentoring Program.

### What is the ISPP Mentoring Program?

The ISPP Mentoring Program aims to pair junior faculty members with more senior colleagues who can provide advice and support during the early years of the mentee's career.

### Why be a part of the ISPP Mentoring Program?

Strong mentorship can give a junior faculty member invaluable boost at a crucial moment in his or her early career. Each mentor-mentee relationship is unique, of course, but common topics of conversation include: formulating job market and publishing strategies; managing teaching and service loads; navigating departmental and university politics; dealing with work/family conflicts; etc. Mentors also sometimes alert mentees to opportunities for funding, employment, or professional recognition.

Mentoring relationships carry rewards for the mentor as well as for the mentee. Mentors enjoy the satisfaction of nurturing a junior colleague, repaying the mentoring that they themselves received in the past. Equally importantly, mentors and mentees often build enduring collegial relationships that last well beyond the mentee's junior faculty years. And mentorship benefits the larger scholarly enterprise, too, creating webs of informal communication and mutual support that knit us together into a more robust and cohesive community.

Unfortunately, finding a good mentor (or mentee) on one's own is no small feat. Often, the best mentorships span institutional boundaries, because assistant professors are often (rightfully) reluctant to voice concerns and insecurities to senior colleagues who will eventually have to evaluate their junior colleague's performance. But identifying a like-minded mentor or mentee at another institution can be a daunting task.

The ISPP Mentoring Program is designed to address this issue by pairing mentors and mentees across institutional boundaries. We hope that you'll consider participating in the Mentorship Program, either now or in the future.

**Please read on if you are interested in participating in the program. We really need mentors to make this work, so if you are a senior scholar, please seriously consider volunteering. The amount of time is not too onerous and it really makes a difference to young scholars and, through their development, the section.**

We are only matching junior faculty members with PhDs at this point. If you are currently not employed as a full-time faculty member, please do not apply for the program. We will be monitoring the supply of mentors in order to see if we can expand the program in future years. Alternatively, you may consider attending the ECC Mentoring Lunch in the next annual meeting.

### New Participants—Mentors: How to sign up for mentorship

If you're interested in participating, [please fill out the brief questionnaire](#)

(<http://www.surveymoz.com/s3/3596053/mentor-survey>) **by 30 September**. Your answers will help us make the best possible matches.

You may ask to mentor a junior scholar for a brief period to provide mentorship on a specific issue or for a longer time –during the course of a semester or throughout the academic year.

The mentees are responsible for making the first contact with you within a month of receiving the email concerning their mentor match.

In terms of how to engage longer-term mentees, we have some advice. We recommend that you meet with your mentee over the phone or online once a month for the first term (i.e., a quarter or semester) that you are matched. This kind of regular, scheduled contact seems to help each person to get to know one another, develop the trust needed to have a strong mentoring relationship, and ensure that mentors and mentees stay in touch despite the rigors of everyday academic life. For mentors and mentees who will be in touch throughout the academic year, we recommend regularly scheduled phone or online meetings or at least regularly scheduled e-mail contacts after the first term.

#### New Participants—Mentees: How to find a mentor

Ideally, mentees would be paired in at the beginning of their first year as faculty members, but the program will also match assistant professors who have been at their institutions for longer periods.

We want to stress that you are in the “driver’s seat” in terms of making the first contact and engaging your mentor. We expect all mentees to make the initial contact with their mentors within a month of receiving the email concerning your mentor match. If you don’t have time to take advantage of a mentor, please do not ask to be matched (or e-mail [ISPPMentoringProg@ispp.org](mailto:ISPPMentoringProg@ispp.org) to discontinue your match when this becomes apparent to you). If you do ask for a match, please make sure you diligently follow-up with your mentor. If you are matched and the match is not working out, and hence you don’t want to follow-up with your mentor, please e-mail [ISPPMentoringProg@ispp.org](mailto:ISPPMentoringProg@ispp.org) so that you can be re-matched.

In terms of how to work with your mentor, we have some advice. Of course, you can negotiate whatever kind of arrangement satisfies both you and your mentor at your initial meeting. For longer term mentorships, we recommend that you meet with your mentee over the phone or online once a month for the first term (i.e., a quarter or semester) that you are matched. This kind of regular, scheduled contact seems to help each person to get to know one another, develop the trust needed to have a strong mentoring relationship, and ensure that mentors and mentees stay in touch despite the rigors of everyday academic life. For mentors and mentees who will be in touch throughout the academic year, we recommend regularly scheduled phone or online meetings or at least regularly scheduled e-mail contacts after the first term.

It is our hope that this program will be very useful to you and will aid in your professional development and success. We also hope that once you have benefited from the program as a mentee, you will agree to mentor others once you have tenure.

If you're interested in participating, [please fill out the brief questionnaire](http://www.surveymoz.com/s3/3596053/mentor-survey) (<http://www.surveymoz.com/s3/3596053/mentor-survey>) **by 30 September**. *Please note that you have to be a registered ISPP member to be able to take advantage of this program.*

Thanks again for your interest and participation

We look forward to hearing from you soon! Please send all communications to [ISPPMentoringProg@ispp.org](mailto:ISPPMentoringProg@ispp.org).

Best,

ISPP Mentoring Committee