Background and Context of the Mentoring Committee
In response to rapidly changing composition of Rossier faculty through hiring of new faculty as well as low morale among existing faculty, the Faculty Council of Rossier School of Education convened an ad hoc committee on mentoring in 2010. The Mentoring Committee became a standing committee of the Faculty Council in 2012, consisting of representatives of all full-time faculty, both ladder-rank and NTT. In 2015, the committee will be expanded to include part-time faculty.

Goal of the Mentoring Committee: Promote a Culture of Mentoring
The primary and overarching goal of the Mentoring Committee is to promote a culture of mentoring within Rossier by:

1. Focusing on mentoring from a strength-based approach and asking what can we offer each other from our strengths toward our collective development and growth.

2. Focusing on mentoring from a mission-centered perspective and using mentoring as a means to enhancing our effectiveness in meeting the goals and mission of Rossier.

3. Integrating mentoring into the fabric of RSOE by placing emphasis on mentoring in faculty meetings as well as working in collaboration with other committees, programs, and concentrations.

4. Establishing a formal mentoring program.

5. Conducting assessment of mentoring NEEDS and RESOURCES among the faculty.

6. Conducting workshops and training around topics of interest as identified by the faculty.

7. Identifying and compiling resources on mentoring.
**Summary and Highlights of the Activities of the Mentoring Committee**

- Established formal mentoring program (opt-in)
- Conducted survey of mentoring needs and resources
- Established “Take a Mentor/Mentee to Lunch” program
- Created “Mentoring Minute” email newsletter with mentoring tips
- Conducted workshops in collaboration with Diversity and Inclusion Committee on:
  - “Difficult Dialogues” for how to facilitate difficult dialogues in the classroom
  - “Lessons from Little Rock” with speaker Terrence Roberts, who is one of the Little Rock Nine, on diversity and inclusion.
- Collaborated with SPT committee to provide support and mentoring for NTT faculty going up for promotion. Identified promotion “coaches” as possible consultants.
- Conducted workshop co-sponsored with CET on Flipped Classroom
- Established internal Rossier Mentoring Awards paralleling the Mellon awards
- Refined Faculty Peer Teaching Observation Guide to promote mentoring and collaboration around teaching effectiveness (see attached)
- Will be introducing the Faculty Peer Teaching Observation Guide at final faculty meeting in April 2015, with full workshop in Fall 2015 on using the guide.