

Mentoring Plan
for the
Department of Reading, Foundations, & Technology

Missouri State University

The faculty members within the Department of Reading, Foundations, and Technology at Missouri State University have designed this mentoring plan to support and encourage faculty members with the intention of positive enculturation and the strengthening of our community of learners. The plan provides the process by which a variety of mentoring experiences will be developed and sustained.

Mentors

At the beginning of each fall semester, all interested faculty members in the Department of Reading, Foundations, and Technology may be asked to serve as a mentor. Mentors will counsel the faculty members they are mentoring on professional topics. Mentors will be assigned within the first two weeks of the semester.

Faculty to be Mentored

All non-tenured Reading, Foundations, and Technology faculty will be assigned a mentor. Any tenured faculty member who is assigned new teaching responsibilities may also work with a mentor. This is a good idea for those teaching online for the first time.

Assigning Mentors

At the beginning of each fall semester, the department head will visit individually with faculty to be mentored about the process of assigning mentors. The new faculty member will be asked if anyone has already been helping them whom they view as a potential mentor. If a person or two are named, the mentor coordinator will go to the first tenured faculty member and ask if he or she would be willing to serve as a mentor for that person. If the first person is not able to serve as mentor for some reason, the second person will be asked. The mentor coordinator will make a list of non-tenured faculty members and the possible mentors and will discuss the list with the department head. Depending on the situation, a mentor may be someone within the faculty members program area or someone outside of the program. The mentor assignments are flexible and may be changed if necessary.