

TO: CNU Department Chairs

FROM: T. Nathaniel "Nate" French  
Faculty Senate Mentoring Committee Chair

SUBJECT: CNU Faculty Mentoring Pilot

DATE: August 27, 2008

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Welcome back,

I trust that your summer was fulfilling even if not quite long enough. I wanted to solicit your cooperation with a piloting of the newly organized CNU Faculty Mentor Program.

The CNU Faculty Mentor Program is intended to ease the transition of new faculty into the culture of Christopher Newport. Junior faculty often report clarity in departmental requirements and expectations while simultaneously reporting that they are somewhat unaware of larger institutional dynamics. Moreover, some junior faculty indicate that they feel uncomfortable asking some questions of departmental colleagues. Based on this information, this university wide mentoring of junior faculty will be by individuals outside of their department. It will not change any departmental programs already in place.

Mentors are intended to guide new faculty in their transition to CNU by sharing their knowledge and experience as peers. Mentors will not serve on their mentee's DRC or in any other way provide information for evaluations of the mentee. This provision is necessary in order to provide a relationship that inspires confidential and frank consultation between the mentor and the mentee. It is also important to note that service as a mentor is not without recognition. Commitment to the faculty mentoring program will be accorded recognition as service to the University equal to that accorded for service on a University committee.

We believe this program will be critical in retaining faculty and are asking that each department encourage *at least* two tenured faculty members to join the Faculty Mentor Program.