

Georgia State University  
College of Education and Human Development

Policy: Faculty Support Network

- A. Purpose: To provide mentoring support by drawing on the advice and guidance of colleagues who are successfully navigating the roles and responsibilities of tenured and clinical professors in the College of Education and Human Development at Georgia State University. Particular consideration will be given to early career faculty of underrepresented groups.

Advice and guidance includes, but not limited to a) establishing a national scholarly reputation, b) understanding the elements of the process of and requirements for promotion and/or tenure, c) using a range of instructional techniques, and technologies, d) establishing a line of focused independent research, e) establishing oneself as a member of an interdisciplinary team, f) balancing the professional expectations of teaching, research, and service, g) understanding the functions and avenues of acquiring external funding for professional projects, h) maintaining a balanced personal and professional life for health and well-being, i) understanding the professional culture of the academy.

- B. Mentors. A key relationship within the Faculty Support Network is that of a faculty member and a mentor. A mentor is an experienced and trusted colleague who counsels new members of our faculty.
- (1) Faculty who hold a permanent, full-time appointment may request a mentor. Mentors may also be assigned by a department chair or the Dean.
  - (2) In our Network a faculty member is encouraged to consider up to three mentors for discussions and counsel, each serving one or more function:
    - a. for practical navigation of the role of a faculty member, to include department, college and university expectations, standards, and principles; and progression through the systems of promotion and tenure.
    - b. for cultural affinity, e.g., the challenges that may be encountered within the academy, and Georgia State University, this College, and a specific department, by a member of an underrepresented group.
    - c. for discipline specific perspectives, e.g., roles, functions, and development within national professional organizations, developing a national reputation as a scholar in the discipline.
  - (3) Mentors for cultural affinity and/or discipline specific perspective may be selected from outside the department of appointment with consent of the department chair, and from outside the College or Georgia State University with consent of the Dean.
  - (4) Elements of a support relationship.
    - a. Mentor and mentee discussions will include, e.g., activities, outcomes, elements of support, timelines, meeting schedules.

- b. an update of the department chair will be included in the faculty member's annual review.
- c. service as a faculty mentor shall be considered service to the department and the College.
- d. mentors will be encouraged to attend training sessions for mentors sponsored by the College and/or University.

C. Specialized support for faculty of underrepresented groups.

In general members of underrepresented groups are those recognized by federal and state law and by Georgia State University. A member of the faculty not covered under these recognitions, or their department chair, given the structural nature of a particular department desire to be so recognized, may apply to the Dean for individual recognition.

- a. faculty member and their mentor may request of the Dean additional forms of consideration, e.g., program or conference attendance, specific equipment or material,
- b. if mentor is located outside Georgia State University the faculty member may request one in-person meeting per year.
- c. the CEHD Faculty Affairs and Diversity committees will host jointly one relevant meeting/conversation per semester
- d. the Office of the Dean will host one meeting/conversation per academic year
- e. a joint committee of the Faculty Affairs and Diversity Committees, appointed by the Dean, will develop and deploy every two years a system for evaluating the Faculty Support Network and prepare an analysis of results and suggestions.

D. Program Coordination

Coordination of the Faculty Support Network is a responsibility of the Associate Deans, led by the Associate Dean for School, Community, and International Partnerships. The Associate Dean will supervise program implementation and will work with the joint committee of Faculty Affairs and Diversity on evaluating the effectiveness of the Faculty Support Network. The Associate Dean and joint committee will be responsible for communication with the faculty concerning the Faculty Support Network. As part of this communication, the purpose and structure of the Faculty Support Network will be distributed in writing to each member of the faculty at their annual review and will be introduced at the College and Department new faculty orientation programs.

Approved by CEHD College Council March 14, 2016.