

KENT STATE TUSCARAWAS

FACULTY MENTORING RESOURCES



KENT STATE
UNIVERSITY

TUSCARAWAS

MENTORING COMMITTEES

At Kent State University Tuscarawas, we recognize that all faculty can make use of personal and professional mentoring at various points in their career. Because mentoring probationary faculty is the most critical in terms of RTP, we assign official one-on-one mentors for each new faculty member.

In addition to that relationship, successful probationary faculty realize that one mentor is usually not enough. We encourage all faculty to fill out their own personal mentoring map, as some areas need to be peopled with non-university names, particularly in the areas of Safe Space and Emotional Support.

Please take the time to fill out your own personal mentoring map to see if you are in need of additional mentoring. This packet will follow the personal mentoring map for local resources.

Additionally, most of us need to find mentors in our Intellectual Communities by discipline, whether that means within our home departments/colleges or in our professional organizations. In order to help faculty make helpful connections, we are providing a variety of resources, many of them campus faculty, who can help in a variety of areas.

EMOTIONAL SUPPORT

Ideally, Kent State Tuscarawas will become your professional home, a place where you feel supported in your work and celebrated in your successes.

Hopefully, you will also make some friends along the way. Obviously friendships cannot be mandated, but the Morale and Recreation Committee, chaired by the Vice Chair of Faculty Council, is poised to offer several social occasions each academic year.

For those issues that need more professional counseling and therapeutic help, IMPACT is a source for more support:

www.kent.edu/kent/news/learn-more-about-our-impact-employee-assistance-program.



POLICY/HANDBOOK/ UNION CONCERNS

This group has a lot of knowledge and experience in dealing with matters of University Policy as they relate to our CBAs and Handbooks. Practical questions regarding any of these areas should be directed locally to our union representatives along with the people below.

Beth Osikiewicz	bosikiew@kent.edu Tuscarawas Handbook, TT Union/CBA information
Dave Graff	dgraff@kent.edu NTT Union/CBA

ACCESS TO OPPORTUNITIES

In general, your mentors, Mentor Coordinators, Department Chairs, and Sponsors within your discipline should be able to help you keep an eye on upcoming opportunities. Additionally, Kent has several excellent resources for help with internal and external funding.

Division of Research and Sponsored Programs	www.kent.edu/research
University Teaching Council	www.kent.edu/utc
Center for Teaching and Learning	www.kent.edu/ctl

MENTORING COMMITTEES

This group is largely concerned with “nuts and bolts” issues related to Blackboard, Flashfolio, Quality Matters/Online teaching, and other areas that have to do with specific knowledge related to utilizing KSU-specific programming.

Lori Bears	lbears@kent.edu QM, Regional College
Sue Hoffman	schoffma@kent.edu Bb, Regional College
Jean Engohang-Ndong	jengohan@kent.edu Flashfolio

ROLE MODELS

This group is made up of people who are invested in our mentoring program, and also those who have created materials worthy of replication. We can provide hard copies of some model files for consultation to those working on dossiers.

All junior faculty should feel free to ask for sample materials from their home departments, and we have many excellent files from people on our campus as well.

TTs and NTTs can ask for hard copies of relevant file samples. Additionally, we have Google docs spaces where we archive and share samples of various documents needed for RTP and other personnel actions.

Please see Nicole Willey (nwilley@kent.edu) or Dave Graff (dgraff@kent.edu) for copies of models or a request to be added to the Google Docs space.

MENTORING TASK FORCE

Kingsly Berlin, Lecturer, Veterinary, Technology	kwanosik@kent.edu
Mary Cameron, Lecturer, Nursing	mcamero3@kent.edu
Todd Hartline, Lecturer, History	thartlin@kent.edu
Amanda Hayes, Assistant Professor, English	ahayes24@kent.edu
Adrian Jones, Associate Professor, Sociology	amjones4@kent.edu
Beth Osikiewicz, Associate Professor, Mathematics	bosikiew@kent.edu

INTELLECTUAL COMMUNITY

Faculty will largely need to find disciplinary colleagues from other regional campuses, their departments, and their professional organizations to round out needs for mentoring in this area.

However, there are some local supports as well. Nicole Willey leads a writing group to provide an intellectual community and some accountability for scholarly pursuits.

Additionally, people with recent successes in RTP can help provide a laser view of what type of research aims and timelines will lead to ultimate success. While this group may seem more applicable to tenure stream faculty, anyone pursuing scholarship is welcome.

Nicole Willey	nwilley@kent.edu Writing Groups
Jean Engohang-Ndong	jengohan@kent.edu Research Timelines
Scott Keiller	skeiller@kent.edu Undergraduate Research/IRB

SPONSORSHIP

This group will rotate based on individual mentors. This is the group of people who should be advocates for the file and the candidate. Ideally they will know the candidate and the file well, and they will provide feedback at the RTP table. (Sometimes that feedback may take the form of written comments provided to the Faculty Chair.)

TT and NTT Mentor Coordinators will always be asked to attend RTP meetings, so they will always be a voice for the candidate. Faculty should also consider who might advocate for them at the department or college level, and who else locally might be able to help if they are privy to file materials and situations prior to the vote.

Faculty should see who is on the Representative FC to help make decisions about individuals to go to for feedback and sponsorship.

TT Mentor	Nicole Willey nwilley@kent.edu
NTT Mentor	Dave Graff dgraff@kent.edu

ACCOUNTABILITY FOR WHAT MATTERS

There are a number of ways to read the importance and focus of this group. Certainly, people need to be reminded about work/life balance (which probably falls under emotional support), as well as teaching standards (which may also fall under Professional Development). Additionally, TT probationary faculty in particular need to be aware of scholarship requirements in their disciplines. This group will change as Disciplinary Coordinators and Program Directors change.

When no Coordinator or Director is present, Department Chairs and the Assistant Dean of our campus may also be called upon.



ACCOUNTABILITY FOR WHAT MATTERS

Academic Program Directors

Engineering Technology	Paul Dykshoorn pdykshoo@kent.edu
Nursing Technology	Mariann Harding mhardi10@kent.edu
Veterinary Technology	Kimberly Huston khuston4@kent.edu
Honors Coordinator	Lovejoy Das ldas@kent.edu
Natural Sciences Coordinator	Jean Engohang-Ndong jengohan@kent.edu
Justice/Sociology Coordinator	Dave Graff dgraff@kent.edu
English Coordinator	Kathy Davis Patterson ksdavis@kent.edu
ITAP	John Baker jbaker96@kent.edu
ECET	TBD
ECED	Sandra Pech spech@kent.edu
COMT	Sue Hoffman schoffma@kent.edu
BMRT	TBD
Engineering	Chitra Rajagopal crajagop@kent.edu Jill Chen jchen@kent.edu
TMD	Lori Bears lbears@kent.edu

Academic Coordinators

Advising and Coordination

Lead Faculty

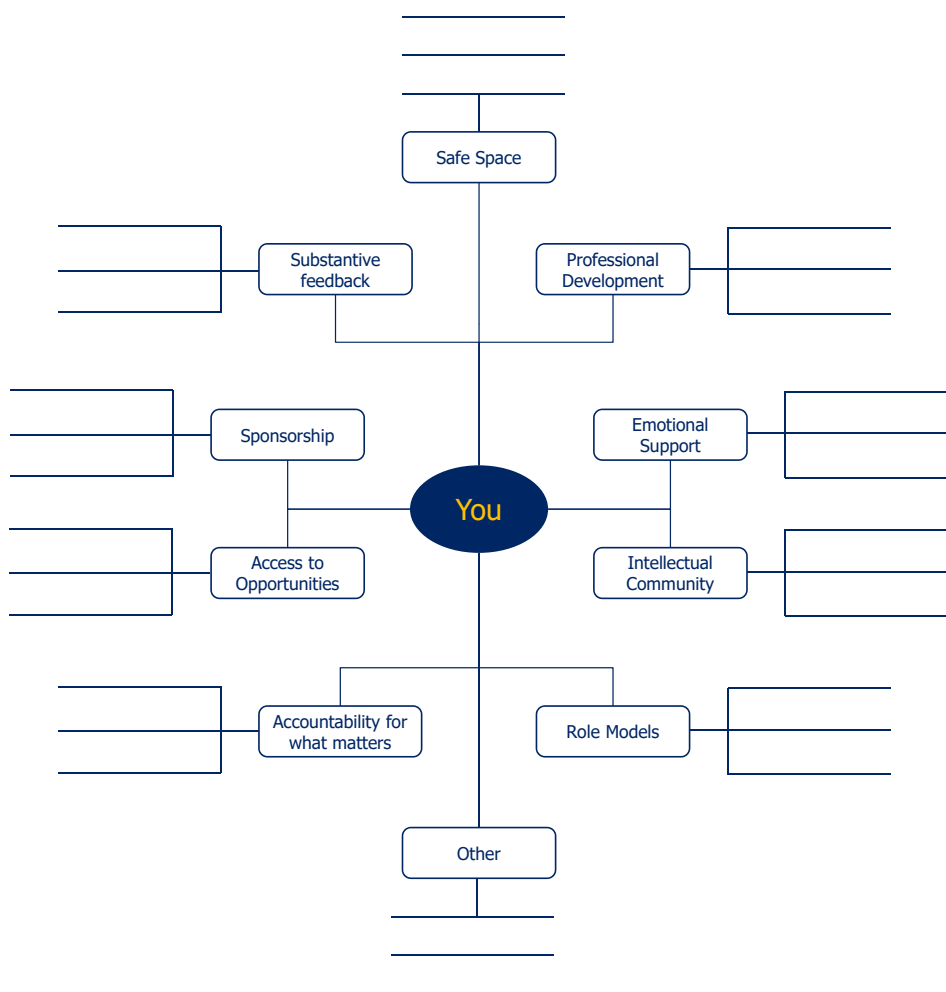
SUBSTANTIVE FEEDBACK

This group has given countless faculty members invaluable advice on file preparation through feedback on materials. To utilize this group, please check their availability and how much time they need to provide substantive feedback on your materials.

TT Mentor, Nicole Willey	nwilley@kent.edu Humanities, Flashfolio
NTT Mentor, Dave Graff	dgraff@kent.edu Arts and Sciences, NTT Promotions
Don Gerbig	dgerbig@kent.edu Sciences Nursing
Jeff Osikiewicz	josikiew@kent.edu SSI Charts and Tables, Formatting
Lori Bears	lbears@kent.edu Regional College, Online Course Representation
Kathy Davis Patterson	ksdavis@kent.edu Humanities, Aesthetics, Tone
Hongshan Li	hli@kent.edu Full Professor, Humanities

We hope this information helps you find your professional home here at Kent State Tuscarawas.

Personal Mentoring Map





TUSCARAWAS

**330 University Drive, NE
New Philadelphia, OH 44663**

330.339.3391

WWW.KENT.EDU/TUSC