

**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](http://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.

<b>Beth Osikiewicz</b>	<a href="mailto:bosikiew@kent.edu">bosikiew@kent.edu</a> Tuscarawas Handbook, TT Union/CBA information
<b>Dave Graff</b>	<a href="mailto:dgraff@kent.edu">dgraff@kent.edu</a> 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.

<b>Division of Research and Sponsored Programs</b>	<a href="http://www.kent.edu/research">www.kent.edu/research</a>
<b>University Teaching Council</b>	<a href="http://www.kent.edu/utc">www.kent.edu/utc</a>
<b>Center for Teaching and Learning</b>	<a href="http://www.kent.edu/ctl">www.kent.edu/ctl</a>

# 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.

Jason Ruegsegger	<a href="mailto:jruegseg@kent.edu">jruegseg@kent.edu</a> Educational Technology
Cheri Bronkar	<a href="mailto:cbronkar@kent.edu">cbronkar@kent.edu</a> Library/Research/ CourseGuides/ Makerspace
Lori Bears	<a href="mailto:lbears@kent.edu">lbears@kent.edu</a> QM, Regional College
Sue Hoffman	<a href="mailto:schoffma@kent.edu">schoffma@kent.edu</a> Bb, Regional College
Jean Engohang-Ndong	<a href="mailto:jengohan@kent.edu">jengohan@kent.edu</a> 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](mailto:nwilley@kent.edu)) or Dave Graff ([dgraff@kent.edu](mailto: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	<a href="mailto:kwanosik@kent.edu">kwanosik@kent.edu</a>
Lisa Brindley, Senior Lecturer, ECED	<a href="mailto:lbrindle@kent.edu">lbrindle@kent.edu</a>
Mary Cameron, Lecturer, Nursing	<a href="mailto:mcamero3@kent.edu">mcamero3@kent.edu</a>
Todd Hartline, Lecturer, History	<a href="mailto:thartlin@kent.edu">thartlin@kent.edu</a>
Amanda Hayes, Assistant Professor, English	<a href="mailto:ahayes24@kent.edu">ahayes24@kent.edu</a>
Adrian Jones, Associate Professor, Sociology	<a href="mailto:amjones4@kent.edu">amjones4@kent.edu</a>
Beth Osikiewicz, Associate Professor, Mathematics	<a href="mailto:bosikiew@kent.edu">bosikiew@kent.edu</a>

# 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	<a href="mailto:nwilley@kent.edu">nwilley@kent.edu</a> Writing Groups
Jean Engohang-Ndong	<a href="mailto:jengohan@kent.edu">jengohan@kent.edu</a> Research Timelines
Scott Keiller	<a href="mailto:skeiller@kent.edu">skeiller@kent.edu</a> 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.

<b>TT Mentor</b>	<b>Nicole Willey</b> <a href="mailto:nwilley@kent.edu">nwilley@kent.edu</a>
<b>NTT Mentor</b>	<b>Dave Graff</b> <a href="mailto:dgraff@kent.edu">dgraff@kent.edu</a>

# 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 <a href="mailto:pdykshoo@kent.edu">pdykshoo@kent.edu</a>
Nursing Technology	Joan Lappin <a href="mailto:jelappin@kent.edu">jelappin@kent.edu</a>
Veterinary Technology	Kimberly Huston <a href="mailto:khuston4@kent.edu">khuston4@kent.edu</a>

## Academic Coordinators

Honors Coordinator	Lovejoy Das <a href="mailto:ldas@kent.edu">ldas@kent.edu</a>
Natural Sciences Coordinator	Jean Engohang-Ndong <a href="mailto:jengohan@kent.edu">jengohan@kent.edu</a>
Justice/Sociology Coordinator	Dave Graff <a href="mailto:dgraff@kent.edu">dgraff@kent.edu</a>
English Coordinator	Kathy Davis Patterson <a href="mailto:ksdavis@kent.edu">ksdavis@kent.edu</a>
ITAP	John Baker <a href="mailto:jbaker96@kent.edu">jbaker96@kent.edu</a>

## Advising and Coordination

ECET	Lisa Brindley <a href="mailto:lbrindle@kent.edu">lbrindle@kent.edu</a>
ECED	Sandra Pech <a href="mailto:spech@kent.edu">spech@kent.edu</a>
COMT	Sue Hoffman <a href="mailto:schoffma@kent.edu">schoffma@kent.edu</a>
BMRT	Edward Newman <a href="mailto:enewman@kent.edu">enewman@kent.edu</a>

## Lead Faculty

Engineering	Chitra Rajagopal <a href="mailto:crajagop@kent.edu">crajagop@kent.edu</a> Jill Chen <a href="mailto:jchen@kent.edu">jchen@kent.edu</a>
MAGC	Lori Bears <a href="mailto:lbears@kent.edu">lbears@kent.edu</a>

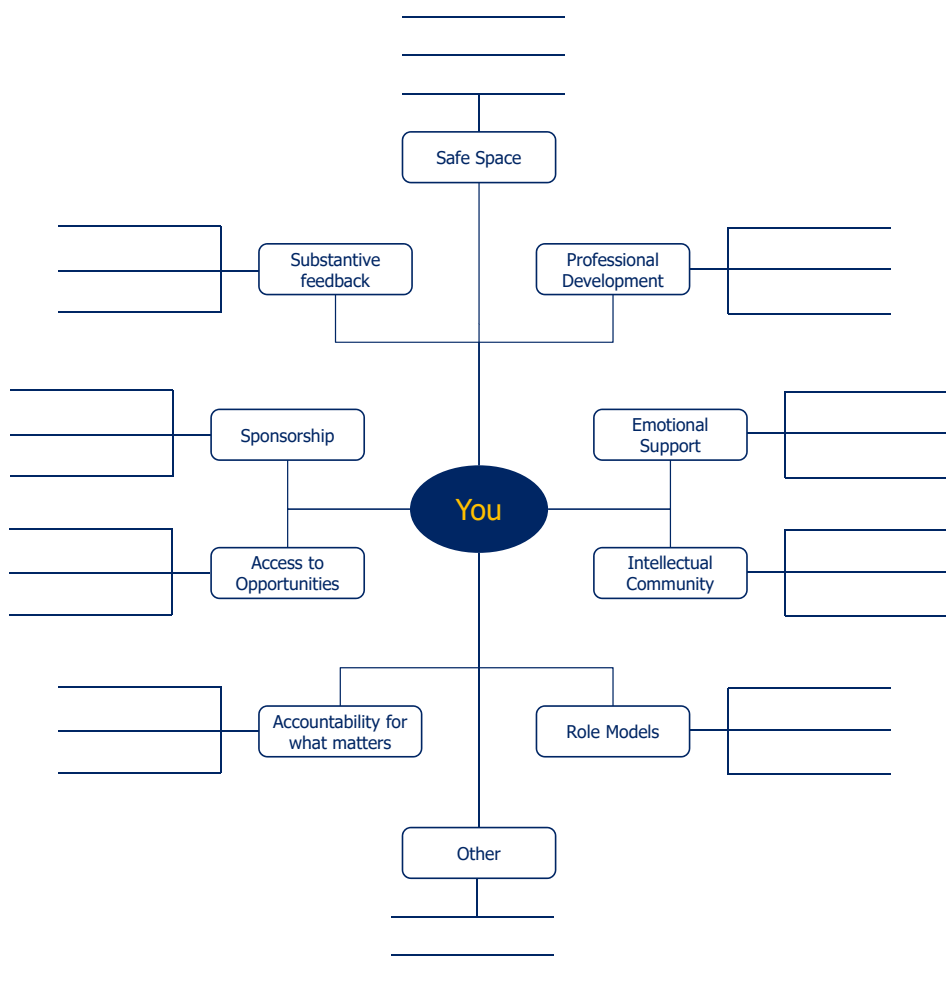
# SUBSTANTIVE FEEDBACK

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	<a href="mailto:nwilley@kent.edu">nwilley@kent.edu</a> Humanities, Flashfolio
NTT Mentor, Dave Graff	<a href="mailto:dgraff@kent.edu">dgraff@kent.edu</a> Arts and Sciences, NTT Promotions
Don Gerbig	<a href="mailto:dgerbig@kent.edu">dgerbig@kent.edu</a> Sciences Nursing
Jeff Osikiewicz	<a href="mailto:jolikiew@kent.edu">jolikiew@kent.edu</a> SSI Charts and Tables, Formatting
Lisa Brindley	<a href="mailto:lbrindle@kent.edu">lbrindle@kent.edu</a> Regional College, NTT Promotions
Lori Bears	<a href="mailto:lbears@kent.edu">lbears@kent.edu</a> Regional College, Online Course Representation
Kathy Davis Patterson	<a href="mailto:ksdavis@kent.edu">ksdavis@kent.edu</a> Humanities, Aesthetics, Tone
Hongshan Li	<a href="mailto:hli@kent.edu">hli@kent.edu</a> 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](http://WWW.KENT.EDU/TUSC)**