



Stanford University

A Guide to Mentoring Programs and Resources

- ❖ University Policy
Faculty Handbook, Chapter 2, Section 2.8.A: Junior Faculty Counseling and Mentoring (<http://facultyhandbook.stanford.edu/ch2.html#juniorf>)
- ❖ Formal, Structured Mentoring Programs at the School or Department
Examples include:
 - **School of Earth Sciences Faculty Mentoring Program**
(<https://pangea.stanford.edu/faculty-and-staff/gateways-faculty/faculty-mentoring-program>)
 - Formal, voluntary (mentors volunteer, and are open to being selected by protégés), open to all long-term faculty, not only Academic Council members
 - **School of Medicine, Academic Affairs, Mentoring and Annual Counseling**
(<http://med.stanford.edu/academicaffairs/newfaculty/counseling.html>)
 - Guidelines on annual counseling with chair, counseling after reappointment or promotion, mentoring
 - **Department of Pediatrics, School of Medicine, Mentoring Program**
(<http://spectrumchildhealth.stanford.edu/mentoring/>)
 - Formal, provides structure, training, tools, selected group of faculty mentors who are specialists in specific areas: Clinical/Teaching, Research, Work/Life Balance, and Academic
- ❖ Mentoring Workshops, Networks, and Consultation Organized by VPFDD, for all faculty
 - **Faculty Scholars (Associate Professors)**
 - Peer/cohort-based
 - Structured activities
 - **Lessons Learned Lunches**
 - Topics: lab management, working with mentors, strategies to prepare for tenure
 - Peer and near-peer mentoring
 - **Management and Leadership Skills Workshops**
 - Topics: communication, media, negotiation, and mentoring
 - **Individual Faculty Coaching**
- ❖ VPFDD-Sponsored Faculty Participation in Off-Campus Programs
 - **Faculty Success Program**
(<https://facultydevelopment.stanford.edu/faculty-success-program>)
 - 12-week peer mentoring program, structured, online
 - **Minority Faculty Career Development Seminar**
(<https://www.aamc.org/members/leadership/catalog/323116/minorityfacultycareerdevelopmentseminar.html>)
 - **Early Career Women Faculty Professional Development Seminar**
(<https://www.aamc.org/members/leadership/catalog/323134/earlycareerwomenfacultyprofessionaldevelopmentseminar.html>)
 - **Mid Career Women Faculty Professional Development Seminar**
(<https://www.aamc.org/members/leadership/catalog/323118/mid-careerwomenfacultyprofessionaldevelopmentseminar.html>)
- ❖ Informal Mentoring Networks
 - **CCSRE Network**
 - **Faculty Women's Forum**
 - **School of Engineering Women Faculty**
 - **Gabilan Fellows**
 - **African Diaspora**
 - **Thirsty Thursdays (Assistant Professors)**
- ❖ Readings
 - *Survive and Thrive: A Guide for Untenured Faculty*. By Wendy Crone. Mogan & Claypool Publishers. 2010. **FREE copy for new faculty through VPFDD.**
 - *Advice for New Faculty Members*. By Robert Boice. Pearson. 2000.
 - *Making the Right Moves: A Practical Guide to Scientific Management for Postdocs and New Faculty, Second Edition*. Howard Hughes Medical Institute and Burroughs Wellcome Fund. 2006. **FREE through VPFDD or online at <http://www.hhmi.org/labmanagement>.**
 - *Getting the Most out of Your Mentoring Relationships: A Handbook for Women in STEM*. By Donna J. Dean. Springer. 2009.
 - *The Academic Medicine Handbook: A Guide to Achievement and Fulfillment for Academic Faculty*. Edited by Laura Weiss Roberts. Springer. 2013.
 - *Tomorrow's Professor: Preparing for Academic Careers in Science and Engineering*. By Richard Reis. IEEE Press and Wiley. 1996 and 2012.
 - *At the Helm: A Laboratory Navigator*. By Kathy Barker. Cold Spring Harbor Laboratory Press. 2002.
 - *Mentoring for Academic Careers in Engineering: Proceedings of the PAESMEM/Stanford School of Engineering Workshop*. 2005. (<http://paesmem.stanford.edu/proceedings.pdf>)