

Onboarding MENTOR Overview

The goal is to provide all new faculty with immediate guidance to the department and institution by matching each individual with a more experienced faculty member. The Onboarding Mentor will help new faculty become oriented and connected so that they may thrive in their new academic home and in the community. The first 3 months are critical and onboarding mentors have an impact on satisfaction, retention, and overall job performance. The year has three phases:

Welcoming (first month)	Settling in (through 9 months)	Moving forward (9 to 12 months)
Meet and Greet	Answer questions about how to get work done efficiently	Discuss ongoing interests
Introduce New Faculty to department members, important contacts	Refer for help for areas of specific interest	Consider potential mentors that the faculty has identified
Get to know their areas of interest and begin to introduce to individuals in those areas	Check in to be sure faculty member is finding supportive peers in the group and feeling connected to the Department	Consider with New Faculty the next steps and discuss ways of meeting them
Answer questions about the area/where things are/who to ask for help		Onboarding ends at 1 year (unless mutually agreed on to continue)