

**Definition for Participants.** *Mentoring, provided to a junior recipient by a senior person, contains two dimensions: career-advancement interventions and social/psychological support. Below is other info found in my 44-page booklet on this topic. JoAnn Moody*

## **Mentoring of Early-Stage Faculty—Myths and Missing Elements**

### **GUIDELINES FOR MENTORS & MENTEES; PROVOSTS, DEANS, & DEPARTMENT CHAIRS; AND ORGANIZERS & EVALUATORS OF FORMAL MENTORING PROGRAMS**

*Copyright 2009, JoAnn Moody, PhD, JD* National Specialist in Faculty Recruitment, Retention, Mentorship, Evaluation, & Development [www.diversityoncampus.com](http://www.diversityoncampus.com)

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**Reactions to “Mentoring Early-Stage Faculty: Myths and Missing Elements”**

*This booklet reminds us of why we must add sessions on mentoring to all faculty-development programs. Dr. Moody’s publication should be read by graduate students, faculty, and administrators at various career stages.* **Earl Lewis, Provost, Emory University**

*As in her other work, JoAnn Moody demonstrates a keen understanding of the day-to-day challenges of faculty issues, drawing from careful research as well as from close connections to the issues facing pre-tenure faculty. She reminds us that effective mentoring is designed around a flexible set of approaches and cannot be based on what she appropriately labels “myths.”*

**Susan Carlson, Associate Provost for Faculty Advancement & Diversity, Iowa State University; P.I. of the campus’s ADVANCE-Institutional Transformation Program**

*A wide range of colleges, universities, and professional schools should use this comprehensive guide to strengthen faculty mentoring on their campuses.* **Chani Beeman, Director, Diversity, Equity & Compliance, Riverside (CA) Community College District**

*Many senior professors hesitate to deal with the special contexts and burdens experienced by women and under-represented minority colleagues. Dr. Moody in her newest booklet aims to reduce such hesitancy and discomfort and thereby substantially improve mentoring relationships and outcomes.* **Christopher K.R.T. Jones, Bill Guthridge Distinguished Professor, Mathematics, University of North Carolina-Chapel Hill**

*Thanks to Dr. Moody’s broad consulting practice, she can present a richness of real-life examples and zero in on what gaps should be addressed by colleges, universities, medical, law, and other professional schools.* **Peg Boyle Single, Academic Writing Coach; author of *Demystifying Dissertation Writing: A Streamlined Process from Choice of Topic to Final Text*; columnist for insidehighered.com.**

*“Mentoring of Early-Stage Faculty” is yet another essential work by JoAnn Moody. She recommends both the content and process to use in readiness workshops for mentors and mentees. She clears up misconceptions about mentoring relationships and programs. Her checklists for mentors, department chairs, deans, and provosts are invaluable. Highly recommended.* **Michael Reder, Director, Joy Shechtman Mankoff Center for Teaching & Learning, Connecticut College**

