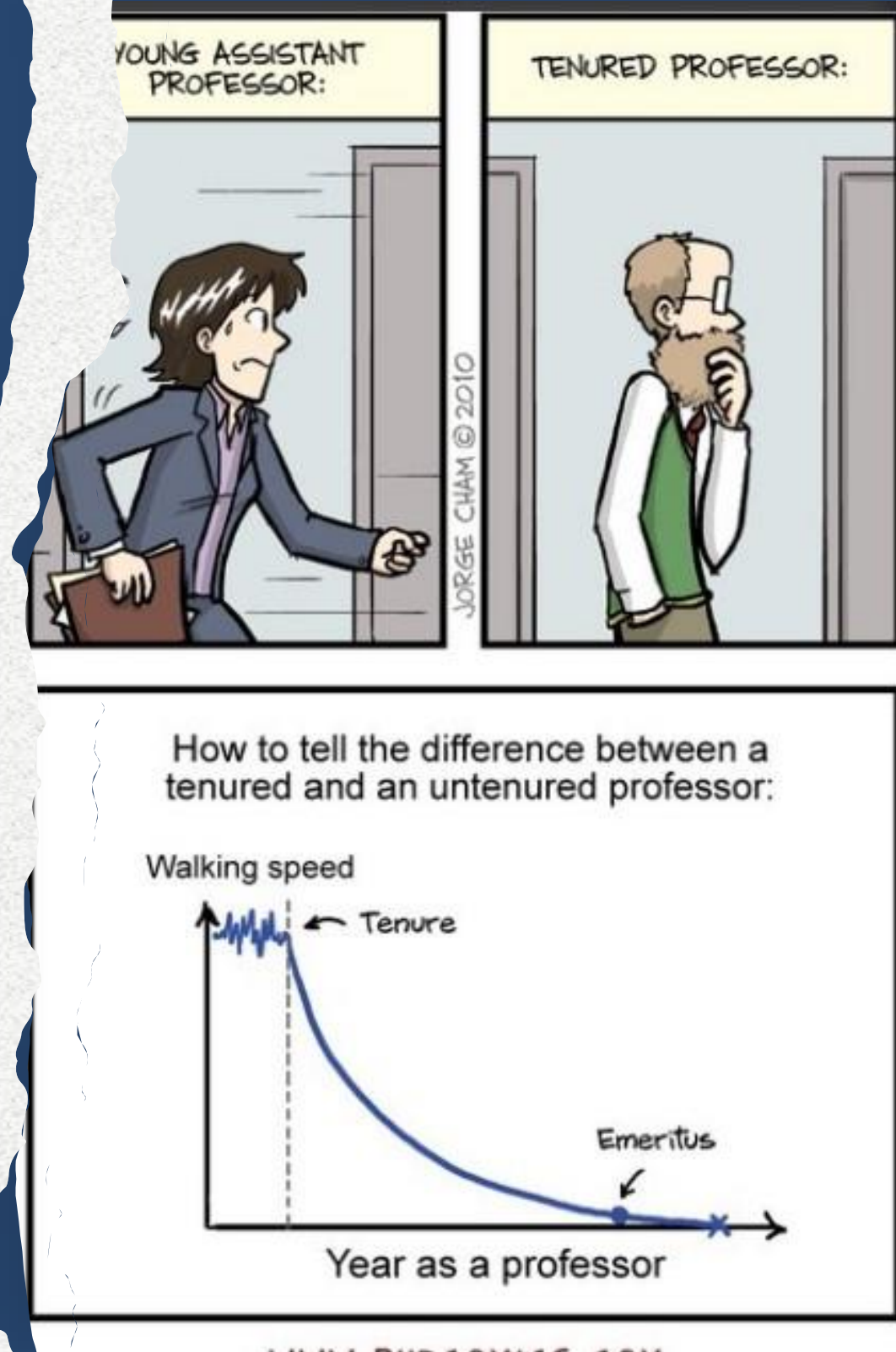


FACULTY DEVELOPMENT FOR STUDENT SUCCESS


JSU's New Faculty Mentoring Program

Fall 2025 Kickoff | September 17, 2025





Session Overview

	
Welcome + Warm-Up	Why Mentoring Matters
	
Mentoring Program Overview	Tenure and Promotion Essentials
	
Goals & Deliverables	Q&A + Next Steps

Chat Warm-Up

① Prompt 1:

What's been your biggest challenge since starting at JSU?

② Prompt 2:

What's been your best experience so far?

Please share in the chat!

Why Mentoring? Why Now?

First Year Foundation

The first year sets the tone for your entire tenure journey.

Guided Success

Mentors help you clarify your goals, avoid common missteps, and stay on track.

Comprehensive Support

This program is designed to prevent isolation, provide practical support, and help you make visible progress.

You are mentored, supported, and checked on—because faculty success is a shared responsibility.

❑ **Tenure is winnable, but not automatic**—and it requires consistent engagement from year one.

Early investment in your writing, publishing, and professional network pays off in every stage of your academic career.



How the Program Works



Mentoring Structure: Each new faculty member is paired in a **1 mentor : 2 mentee** group for personalized support and shared accountability.



Monthly Check-Ins: Meet regularly with your mentor—both one-on-one and in your small group—to track progress and discuss challenges.



Core Deliverable: Complete a **3-Year Career Plan** with realistic goals for research, teaching, and service.



Tailored Programming: Attend workshops and sessions designed specifically for early-career, tenure-track faculty.



Canvas Course Access: All program materials—including checklists, templates, workshop recordings, and resources—are housed in Canvas.



Ongoing Support + Feedback: Receive structured feedback on your goals and progress throughout the year—including an end-of-year reflection and mentor input.

What You'll Receive



Mentor Meeting Checklist

A simple guide to help you structure productive, goal-focused conversations with your mentor.



Sample 3-Year Plans

Real examples from past faculty to help you craft a focused, achievable plan of your own.



Canvas Course Access

Central hub for everything you need: promotion & tenure resources, templates, checklists, and announcements.



Optional Deliverables Menu

A flexible list of project options to support your professional growth—plus the ability to propose your own.



Fall and Spring Workshop Calendar

Targeted sessions to help you write, plan, collaborate, and balance your career priorities.

All resources are available in the Canvas mentoring site—updated regularly throughout the year.

Chat Prompt – Mentoring Needs

Let's Hear From You: What kind of support do you most want from a mentor this year?

Type your response in the chat. We'll take a moment to read a few aloud and reflect together.

Your answer helps us match you thoughtfully and shape the support you'll receive throughout the year.





Tenure Timelines

Overview of Key Milestones:



Annual Evaluations (Years 1–5)

Submit yearly documentation of teaching, research, and service activities to your department chair.



3rd Year Review (Mid-Tenure Review)

A comprehensive evaluation by a faculty committee. This is a critical checkpoint to assess your progress toward tenure.



Tenure & Promotion Review (Year 6)

Full review of your contributions in all areas. External letters are included. The decision is based on documented excellence.

Tenure is winnable—but it starts now. Your first-year activities matter.

Minimum Expectations

To be considered for tenure and promotion, you must demonstrate:



Scholarly Productivity:

At least 3 peer-reviewed publications for undergraduate faculty and 4 for graduate faculty.



Funding Efforts:

Evidence of pursuing internal and/or external grants appropriate to your discipline.



Effective Teaching:

Strong course evaluations, peer reviews of teaching, and documentation of instructional development.



Service Contributions:

Active participation in departmental, university, and disciplinary service (committees, student mentoring, conferences, etc.).

⚠ Note: Minimum expectations are the baseline, not the goal. The strongest tenure cases go beyond the minimum to show impact, leadership, and trajectory.



Annual Reviews & Documentation

1

Why Annual Documentation Matters:

- Each year's evaluation builds the foundation for your third-year review and tenure case.
- Consistent, clear documentation shows growth, impact, and trajectory—not just activity.

2

Canvas for Annual Evaluations:

- You'll use a dedicated **Canvas P&T Shell** to organize and submit your materials each year.
- This will include teaching, research, service, awards, publications, and mentoring contributions.

3

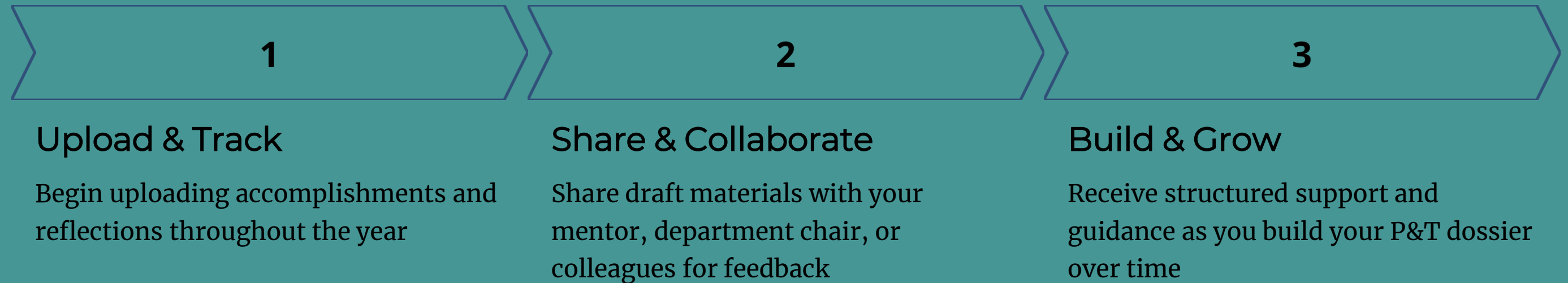
Tell Your Story Over Time:

- Good documentation isn't just a requirement—it's how you shape your professional narrative.
- Start now, reflect often, and build a case that shows not just what you did, but why it mattered.

Canvas P&T Shell

A Central Hub for Your Faculty Success

The Canvas P&T Shell is your personal space to **track progress, store documentation, and share key materials** for annual reviews and long-term career development.



As the first cohort using this system, you will: Begin uploading accomplishments and reflections throughout the year Share draft materials with your mentor, department chair, or colleagues for feedback Receive structured support and guidance as you build your P&T dossier over time

Think of it as a living portfolio—not just a place to report, but a space to grow.

Required & Optional Deliverables

✔ Required for All Mentees:

3-Year Career Plan

A strategic roadmap outlining your goals in teaching, research, and service—developed with feedback from your mentor and grounded in realistic milestones.

ℹ Optional Deliverables (Choose 1–2):

You'll receive a **two-page menu** of suggested deliverables—organized by research, teaching, service, grants, and professional development. These are just starting points.

You are **welcome to propose your own**, especially if they align with your discipline, interests, or goals.

Examples include:

- Abstract or conference proposal draft
- Scholarly writing schedule with reflection
- Collaboration prospectus
- P&T file
- Service time audit with reprioritization plan

These deliverables give you structure and help your mentor support you with clarity. The goal is not extra work—it's intentional progress.

Upcoming Fall Workshops

Mark your calendars — each session supports your growth and mentoring deliverables.



October 15

Building a Research Pipeline

Develop a sustainable writing and publication plan that aligns with your 3-Year Career Plan.



November 12

Collaborative Research at JSU

Explore interdisciplinary connections and build partnerships that can lead to joint projects, grants, or publications.



December 10

Balancing Service, Teaching, and Research

Learn practical strategies for managing your workload and protecting time for high-impact work.

Each session is designed to help you make meaningful progress toward tenure—one goal at a time.

What You'll Gain This Year

Clarity:

Define your short- and long-term goals with a strategic 3-Year Career Plan.

Momentum:

Make visible progress on writing, research, and professional growth—starting now, not later.

Support:

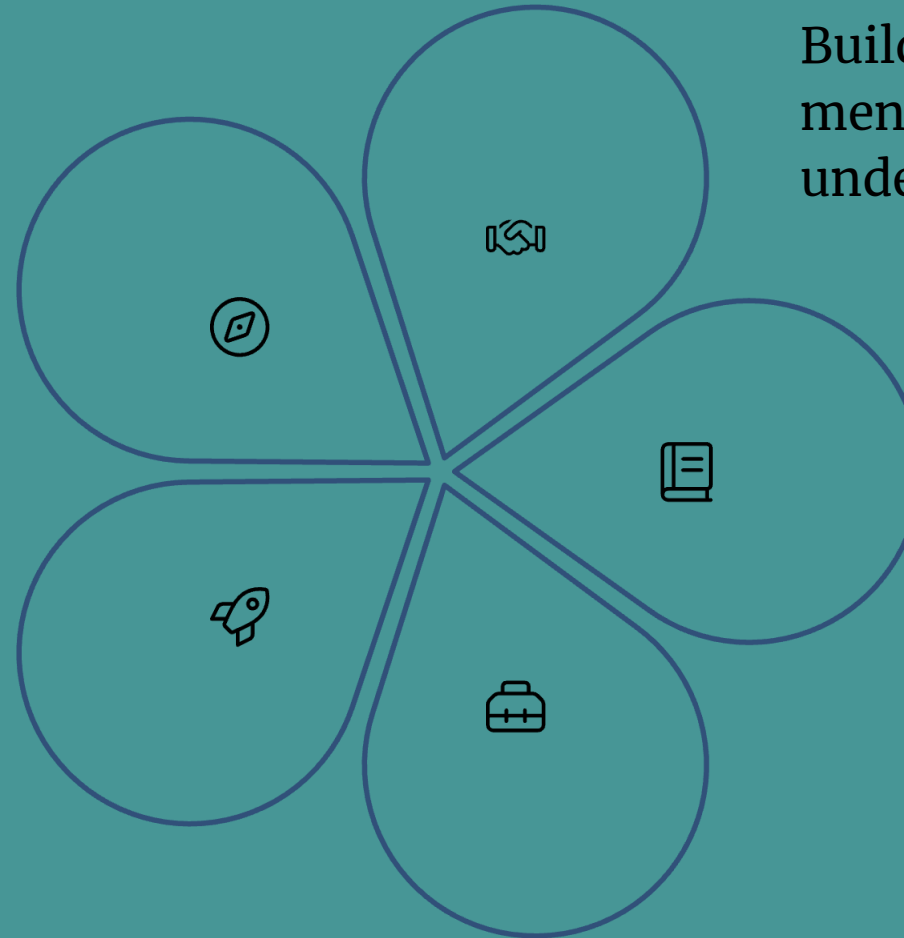
Build a meaningful relationship with a mentor—and a network of peers—who understand your challenges and ambitions.

Knowledge:

Gain insight into JSU's expectations for tenure and promotion, and learn how to document your impact effectively.

Resources:

Access tools, templates, and guidance tailored to the realities of early-career faculty life.



This isn't just about checking boxes. It's about setting the foundation for a career that reflects your values, goals, and strengths.



Immediate Next Steps



Submit Your Updated CV

If you haven't already, send it in to help us finalize your mentor pairing.



Check Canvas

All materials—including the deliverables menu, P&T info, and workshop calendar—are available in the Mentoring Canvas course.



Watch for Mentor Pairing Emails

You'll be matched soon! Your small-group meeting with your mentor will be scheduled shortly after.



Prepare for October's Workshop

Bring a **draft or outline** of the research section of your 3-Year Career Plan to the October 15 session.

These small steps now will make a big difference later.

Questions?

We want to hear from you. Feel free to unmute or drop your questions in the Zoom chat.

Stay Connected:

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You don't have to navigate the tenure track alone—reach out any time!

