

ACS Guide for Mentors of Environmental Post-doctoral Fellows

Distinctly different from the large research university that produces PhDs, the liberal arts institution's most highly prized characteristic is perhaps its close-knit scholarly community, fostering ample opportunities for faculty-student interaction. Liberal arts professors excel at teaching, yet a rising PhD in any field is rarely trained to teach, nor is s/he trained to develop skills that balance and link teaching with research. For this reason, making the transition between graduate school and a faculty position at a liberal arts college can be a significant challenge.

Like all new PhDs, emerging Environmental Studies PhDs face the difficult task of learning to teach while simultaneously teaching and conducting research. In addition, their chosen field poses another challenge. By its very definition, Environmental Studies should be an interdisciplinary field, because environmental issues rarely affect one field alone. But ES is not always taught as interdisciplinary, even in the best graduate institutions. Nor are ES-related departments in research universities or liberal arts colleges always organized along interdisciplinary lines. This means that an ES scholar tends to receive an intensively focused education in primarily one single aspect of the environment. He or she then enters the world of academe as a *specialist* whose continued research, in order to be competitive, demands an ever-narrowing focus. On their own, new ES faculty can struggle to make vital connections that pull together environmental scholarship from various fields. Thus, environmental Post-docs face a double whammy: they are not taught to balance teaching with research, and they are not taught to be interdisciplinary scholars. The Environmental Fellow Mentoring Program was created to address these challenges facing the recent Environmental Studies PhD.

By providing a formal Mentor for each Environmental Fellow, participating ACS institutions will help these Post-docs become first-rate teachers capable of balancing research interests and linking them to courses taught. Mentors will also help Fellows learn the art of interdisciplinarity, and provide them with access to the vibrant interdisciplinary environmental community across the consortium via ACS workshops.

A Brief List of Online Mentoring Programs, Handbooks, Articles, Bibliographies, etc.

(This list is not meant to be exhaustive, but all sites have been reviewed and offer first rate assistance for those creating a new mentoring program. URLs functional as of 10/27/08)

Programs and Websites

Emory U Dept. of Medicine, mentoring program

<http://medicine.emory.edu/faculty/mentoring/index.cfm>

Marquette U, extensive website info on mentoring program

<http://www.marquette.edu/fmp/>

Michigan State, guide for faculty mentoring

<http://fod.msu.edu/LeadershipResources/mentoring/index.asp>

Northeastern U, mentoring program

http://www.facultymentoring.neu.edu/program_information/

Northern Illinois U, faculty mentoring program

<http://www.niu.edu/facdev/services/newfacmentoring.shtml>

Purdue U, faculty mentoring network

<http://www.teachingacademy.purdue.edu/programs/mentoring.asp>

Sacramento State, new faculty information

<http://wwwctl.csus.edu/newfaculty/newfaculty.html>

Tufts U, support for new Arts and Sciences faculty program

http://as.tufts.edu/1161609858463/Arts_Sciences-Page-Arts_Sciences_Level2_Template_New_Wide_With_Sidebar_1162394052187.html

U Michigan, resources on faculty mentoring, including discipline-specific

<http://www.crlt.umich.edu/faculty/facment.php>

UC San Francisco, Post-doc Affairs website

<http://graduate.ucsf.edu/postdocs>

UC San Diego, mentoring program

<http://academicaffairs.ucsd.edu/faculty/programs/fmp/default.htm>

U Wisconsin, Women faculty mentoring page

<http://www.provost.wisc.edu/women/mentor.html>

Washington State, faculty mentoring guidelines

http://provost.wsu.edu/faculty_mentoring/guidelines.html

Handbooks and Toolkits

Consortium for Faculty Diversity at Liberal Arts Colleges Guidelines on Mentoring

<http://www.depauw.edu/admin/acadaffairs/CFD/CFDMentoringGuidelines.pdf>

Hutchinson Cancer Center Post-doc Survival Guide

http://www.fhcrc.org/science/education/grad_postdoc/spac/handbook/index.html

Nat. Inst of Health postdoc handbook (72 pages, pdf is downloaded at site)

<http://www.training.nih.gov/handbook/>

National Postdoctoral Association guide for developing a mentoring handbook

<http://www.nationalpostdoc.org/site/c.eoJMIWOBIRH/b.1390015/apps/s/content.asp?ct=2014707>

Rollins College, handbook for new faculty

http://www.rollins.edu/deanoffaculty/New_faculty_handbook.HTM

Stanford U, Post-doc Handbook

<http://postdocs.stanford.edu/handbook/index.html>

Tufts U, mentoring toolkit (28 page booklet, including extensive bibliography of books, articles, and websites)

www.tufts.edu/hr/webcm/docs/handbooks/Mentoring_Toolkit.pdf

Studies and articles

American Psychological Assoc. article, faculty mentoring faculty

<http://www.apa.org/monitor/jan06/faculty.html>

National Teaching and Learning Forum (brief article about mentoring)

<http://www.ntlf.com/html/lib/bib/95-3dig.htm>

U of Southern California faculty paper on mentoring

www.usc.edu/programs/cet/private/pdfs/mentor/facultypaper.pdf

U Washington article on mentoring faculty

<http://faculty.washington.edu/olmstd/research/Mentoring.html>

Yale study on exemplary mentoring (50 pages, Full of great tips. reproduces virtually all of the major documents from each program it studies, so non-functioning website addresses are not as disappointing as they might otherwise be)

www.yale.edu/wff/pdf/ExemplaryJunior%20Faculty%20MentoringPrograms.pdf

Bibliographies

Harvard, brief bibliography of mentoring articles

<http://www.faculty.harvard.edu/03/034.html>

U Wisconsin, Mentoring Women in Higher Ed bibliography

<http://womenst.library.wisc.edu/bibliogs/mentor.html>