**New Faculty Mentor Responsibilities – Hanover College**

Faculty mentors at Hanover College play a vital role in supporting the success and professional development of first-year faculty members. Each mentor is paired with a new colleague to offer guidance, encouragement, and institutional insight during the transition into the Hanover academic community. While the relationship is intended to be collegial and informal, it serves an important function in fostering a strong foundation for teaching, scholarship, and service.

Key responsibilities of a faculty mentor include:

* **Orientation and Integration**: Help the new faculty member become acclimated to the College’s culture, values, policies, and expectations. This includes offering insight into departmental and institutional norms, academic governance, and committee service.
* **Pedagogical Support**: Serve as a sounding board for course planning, classroom strategies, and student engagement. Share teaching resources, discuss effective practices, and observe classes when appropriate.
* **Professional Development**: Encourage the new faculty member’s scholarly and creative work by sharing advice about balancing teaching and research, identifying relevant conferences or networks, and navigating internal and external funding opportunities.
* **Evaluation Guidance**: Provide information about and offer context for the College’s evaluation and promotion process.
* **Regular Communication**: Meet regularly with the mentee, especially during the first year, to answer questions, discuss challenges, and celebrate milestones.
* **Confidential Support**: Offer a trusted and confidential space for conversation, separate from formal supervisory roles, to help new faculty navigate uncertainties or concerns.

Mentors are not expected to have all the answers but to serve as a welcoming and supportive presence. The mentoring relationship is intended to complement departmental support and contribute to the long-term success and satisfaction of new colleagues at Hanover College.