

Guidance for Global Arts and Humanities Discovery Theme Mentors

Thank you for considering being a mentor to a new GAH (Global Arts and Humanities) faculty member. This is a great way to provide support and guidance to a new faculty while also providing a broader service to our Discovery Theme.

GAH Discovery Themes faculty are jointly hired and supported by their own department and GAH and are expected to participate in a variety of scholarly and/or creative activities that contribute to the realization of its mission. To support their success, GAH encourages all their faculty to build their own mentoring teams during their first year. *An effective mentoring team is essential to help faculty members achieve a high level of synergy between GAH and their department.*

Guidelines for Mentors:

- **As a mentor, we ask that you judiciously give your time and support** by providing sound, thoughtful advice to your mentee regarding how he or she can best achieve his or her own scholarly or creative ambitions and also meet the expectations of being an OSU faculty member and a joint departmental/GAH hire.
- **We encourage our faculty to seek assistance from their mentoring teams** in establishing contacts; finding potential collaborators; navigating GAH and the OSU campus, community and resources; and providing feedback to them in setting their goals for research, teaching, and other scholarly and creative activities. These goals are intended to help faculty satisfy their expected GAH contribution by developing disciplinary expertise in topics related to the arts and/or humanities and engaging in interdisciplinary activities.
- **An additional role of GAH mentors is to provide input into the annual review of GAH faculty.** The faculty director provides the department chair with an annual summary and assessment of each GAH faculty member's contributions to GAH and progress towards his or her goals over the past year. The Faculty Director annual review begins during the second year. Given the multi-disciplinary scope of GAH, it is necessary to seek additional input from faculty who are familiar with the specific disciplinary and interdisciplinary achievements.
 - **Towards this end, you will receive an email in January/February beginning the second year with a link to a brief survey with several open-ended questions** along the lines of: *Based on your own knowledge, what are the ways in which this person is contributing to the overall mission of GAH? In your view, what are the most substantial contributions that this person has made to GAH over the past year? Are this person's GAH goals appropriate for supporting his or her future intellectual growth as a faculty member in department X and as a part of GAH?*

If the mentee's department already has a mentorship program established, then we encourage blending the two. This eases coordination and provides opportunities for communication among all mentors. We recommend that the Chair consult with the mentee to facilitate the composition of a blended mentoring committee.

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- **The commitment to be a mentor is open-ended** and may continue as long as the mentee and mentor both agree the relationship is providing value and working well.
- **GAH will assist in scheduling an annual meeting for mentees and their mentoring team.** We also encourage mentees to reach out directly to arrange additional group or one-on-one meetings, and to use their mentors in ways that will bring the most value to them while also respecting their time and many commitments. We will also provide occasional opportunities for other networking throughout the year.

The commitment to be a GAH mentor is a meaningful one, and we hope that you will make a purposeful decision. If you have any questions regarding this commitment, please feel free to reach out to GAH faculty director, Wendy Hesford (Hesford.1) or program coordinator Puja Batra-Wells (Batra-Wells.1) at any time.