Mentoring Ourselves: 
Facing the Challenge of Tenure Collaboratively

**Problem Statement**

**Background:**

The Library at St. Cloud State University functions under Learning Resources & Technology Services (LR&TS), an organization that also includes academic computing and technology support as well as technology-related instructional services. The LR&TS faculty includes librarians, instructional technologists, and full time teaching faculty. Each faculty member within LR&TS teaches at least one credit-generating course per year through the Center for Information Media. All faculty report directly to the Dean of LR&TS.

**Problem:**

LR&TS will have several new faculty librarians starting this year while other faculty members have been at St. Cloud State University for many years. What is the best way to bridge the gap between the two groups? No formal mentoring program exists in LR&TS and heavy workloads create a challenge for both mentors and mentees.

**The Solution:**

Establish a peer-mentoring tenure support group for library faculty.

**Tenure Support Group Charge**

**Purpose:** To support untenured library faculty at LR&TS throughout the tenure process

**Goals:**

- Develop research collaborations.
- Share teaching tips.
- Create a sense of community among the untenured faculty.
- Acclimate new faculty to LR&TS.
- Demystify Professional Development Plans and Professional Development Reports (PDPs and PDRs).
- Receive feedback on writings and presentations.
- Familiarize faculty with the St. Cloud State University campus.

**Meeting frequency:**

The LR&TS Tenure Support Group will meet monthly or more often as necessary. Additionally, meetings for the Reading & Writing Hour will be scheduled throughout the year.


**Peer Mentoring Resources**

**The purpose of the Tenure Support Group is to support untenured library faculty at LR&TS throughout the tenure process.**