

EXECUTIVE SUMMARY

Developing CANR's Faculty Mentoring Resources

Key resources, relationships, and lessons from an iterative college-wide process

CANR Faculty Mentoring Website: www.canr.msu.edu/facultystaff/Faculty-Mentoring-in-CANR/canr

Core finding. Annual CANR FEA faculty interviews showed that mentoring existed across the college but varied considerably among units. This made mentoring an issue of equitable access to opportunities and resources, not simply the presence or absence of a program.

How the work moved forward

- **Evidence and institutional alignment:** FEA findings established the need, and the Provost's mentoring priority created momentum for action.
- **A dedicated FEA role:** The role provided access to faculty, unit leaders, college leadership, the FEA consortium, and FASA, along with the capacity and continuity to integrate their perspectives.
- **Executive sponsorship and stakeholder engagement:** Dean Matt Daum and Associate Deans Brian Horgan and Mia Farrell supported the work, enabled engagement with deans, directors, and unit leaders, and provided resources for implementation and professional development.
- **Governance and policy support:** The CANR College Advisory Council helped update the college mentoring policy and unit bylaw guidance, clarifying that units implement mentoring while CANR provides expectations, resources, and support.
- **Cross-level expertise:** The FEA consortium, FASA Office, Scott Loveridge, Kate Birdsall, NCFDD, the MSU Mentoring Toolkit, national training, scholarship, and resources developed by other FEAs strengthened the initiative.
- **Communications and administrative capacity:** Kelly Kussmaul helped shape the initial website framework. Richard Chester, CANR Communications, and the dean's office supported coordination, technical implementation, staffing, and sustainability.

What the network produced

- **A centralized resource:** One accessible website bringing together policy, scholarship, implementation guidance, and practical tools for faculty, mentors, mentees, committees, and units.
- **Broader institutional infrastructure:** Revised policy and bylaw guidance, clearer roles for units and the college, tools adapted to CANR, and a foundation for evidence-based mentor training.

The website is the visible product. The transferable lesson is the aligned institutional process that made it possible.

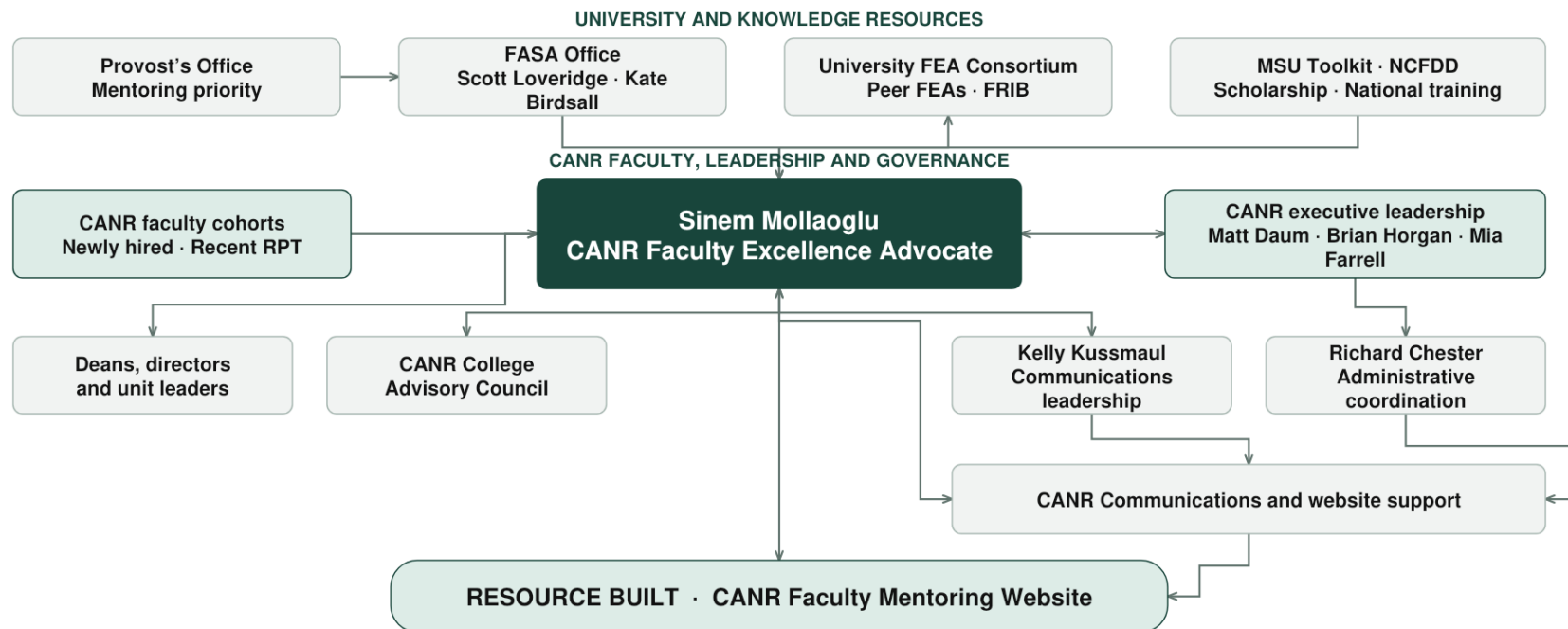
NETWORK OF CONTRIBUTIONS

How people, roles, and resources connected

The FEA role served as the integrating point across faculty experience, CANR leadership and governance, university expertise, and implementation support.

HOW THE WORK BECAME POSSIBLE

The FEA role connected the system for change



FEA integrates faculty insight, institutional guidance, governance, leadership support, and implementation capacity.

Figure 1. Network supporting the development of CANR's faculty mentoring resources.

- Faculty and unit perspectives informed the work from the grassroots.
- College and university relationships supplied authority, expertise, feedback, and accountability.
- Communications and administrative capacity translated the framework into a practical and sustainable resource.