

External Mentor Rubric

Generally, meeting three rubric elements is needed to indicate that a faculty member qualifies for an external mentor.

1. Access to Internal Mentorship

- **Limited Access to Senior Faculty:** Does the faculty member belong to an academic unit with a clear shortage of senior faculty to provide mentorship? Are internal mentorship options inadequate or unavailable?

2. Professional Development Needs

- **Specific Mentorship Gaps:** Does the faculty member demonstrate clear professional development needs that cannot be met through internal resources
- **Pedagogical support:** Although CITL can support the implementation of all pedagogies, additional assistance navigating implementation politics may be necessary.

3. Disciplinary or Interdisciplinary Needs

- **Interdisciplinary Support:** Is the faculty member's research interdisciplinary or niche, requiring external expertise unavailable within Bates?
- **External Field Expertise:** Does a lack of faculty within the same field or discipline at Bates necessitate external mentorship?

4. Equity and Access Considerations

- **Equitable Access to Resources:** Is the faculty member from an underrepresented group in their discipline or field, where external mentorship might be particularly valuable for ensuring equitable access to professional development?
- **Barriers to Traditional Mentorship:** Are there any barriers (e.g., gender, race, or other diversity considerations) that make external mentorship an essential support for this faculty member?

5. Consultation with the Dean's Office

- **Previous Discussions with the Dean's Office:** Has the faculty member consulted the Dean of the Faculty's Office to ensure alignment between their mentorship needs and the program's objectives?
- **Mentorship Plan:** Has the faculty member articulated a clear plan, including specific goals and objectives, for how they would benefit from external mentorship?

6. History of Mentorship Access

- **Lack of Previous Mentorship:** Has the faculty member had limited or no access to formal mentorship in their current or previous positions? Would an external mentor provide the structured guidance they may have missed in their career?
- **Impact of Mentorship Deficit:** Is there evidence that a lack of prior mentorship has hindered their professional growth, such as slower research progress, fewer publications, or limited network connections?