

ADVICE FROM FORMER SENIOR CONSULTANTS TO THEIR COLLEAGUES
(with quotes from Consultants' reports)
Excellence in Diversity Fellows Program 2006-07

Take the initiative to begin the process. Some Fellows hesitate to impose upon their Consultants' time. Confirm your interest in your Fellow's professional growth.

"It's essential to meet early and often, say three times before mid-October. It takes effort to begin and nurture any relationship. A friendly, welcoming overture on the part of the Consultant will make all the difference."

Set a regular meeting schedule for the entire semester. Meet at least once a month or two weeks, e.g., over lunch the first Tuesday of the month.

"Agree at the first meeting on the importance of regularly scheduled meetings...say, one per month at the minimum. Schedule a time to attend each other's class. The semester slips away quickly – it is important to put EDF events on the calendar at the beginning."

Assess your compatibility early. And let Dorothe Bach know immediately if you do not feel compatible; a new matching is always possible.

"If a conducive relationship is not by emerging by mid-October, I suggest considering the possibility of realignment or reassignment."

"Like any relationship, work at it. EDF program has attracted wonderful folks, but not all mentor relationships will work; we have to be ready and proactive to create new ones if the first ones aren't working well."

Confidentiality and trust. Everything the Fellow tells you is held in strictest confidence.

Cooperative work meetings. Former Consultants have found it productive to set an agenda for each meeting. About a week before these regular meetings, the Fellow shares questions, concerns, and issues of current interest; the Consultant "does her/his homework" to find the answers and/or other useful resources. The Consultant helps the Fellow prioritize the agenda for the consultations.

Clarify expectations early on and know your resources.

"I think trying to find others we know who have special expertise beyond our own that can help the Fellow is important. For example, if we are not good at – or if we don't do much – small group discussion, but this is something the Fellow wants or needs, then we need to provide a contact with someone who is good at this. "

Listen actively.

"Offer a sympathetic ear so that your Fellow can vent some of the frustrations with the operational side and, in some cases, ineptitude in the department. Listening skills are crucial. Remember that just being there can support a person."

(OVER)

Other strategies to help diverse junior colleagues navigate their first year(s) in academe:

- Recognize the hesitation of some Fellows to ask for help and try to move beyond it.
- Address critical incidents experienced by Fellows and assist with damage control.
- Disclose some of your own failures and confusions.
- Understand the typical cumulative disadvantages for those viewed as outsiders and/or token representatives of their culture or background.
- Help Fellows learn how to self-promote.
- Undertake instrumental, proactive mentoring.
- Realize that you are providing invaluable guidance and collegial support.

ACTIVITIES

Suggestions from University Confidants that may be useful for *all* Consultants as they help Fellows to get a sense of the broader university community.

Walking tour around grounds, including places connected to Fellows' academic and non-academic interest. Suggestions include these:

- Central Grounds
- Departments related to the Fellow's interests
- Women's Center
- Center for Global Health
- International Center
- Office of African-American Affairs
- Office of Equal Opportunity Programs
- Madison Hall
- Booker House
- Residential Colleagues
- Cabell Hall: Box office
- Sports facilities

Coffee or lunch at different locations around grounds such as these:

- Alderman Library Café
- Colonnade Club
- Colonnade Garden Room
- West Range Café

Introduce Fellows to people you think they should know:

- Colleagues who share their academic interests
- Administrators
- Anyone really you know and respect

Things to do together. Invite your Fellow to events such as these:

- Sports events he/she might be interested in
- Lecture of interest
- Music event
- Social event/ President's Reception
- Class you teach