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Mentoring with Discernment

An Ignatian Model of Faculty Development toward Tenure and Promotion

Overview and Rationale

The process that leads toward the institutional decision for tenure and promotion is frequently engaged as if it were a fairly one-sided six-year probationary period with a series of tests that a candidate passes or fails. My Mission Action Plan (MAP) that serves as the concrete outcome of my participation in the first cohort of the Ignatian Colleagues Program seeks to reconceive mentoring toward tenure and promotion as a process of mutual discernment on the part of both candidate and institution about their respective vocations. My MAP elaborates and capitalizes on similarities between faculty mentoring and the type of spiritual direction characteristic of the Spiritual Exercises of St. Ignatius of Loyola.

Elements

- A white paper on resonances between Ignatian spiritual direction and best practices in faculty mentoring toward tenure and promotion to serve as a basis for further conversations.
- Convening a small working group of experienced faculty mentors to design a training program for faculty mentors within the Bellarmine College of Liberal Arts.
- Coordination with LMU's new Director of Faculty Development so that college-wide resources can be leveraged with university-wide resources to support faculty mentoring efforts most effectively.
- Workshops on faculty mentoring as discernment, offered in conjunction with LMU's Center for Teaching Excellence.

Challenges and Indications of Success

The project is currently at too early a stage of development to specify these.