“Four Corners” Discussion Groups/Bright Ideas and Words of Wisdom

Mentoring
- You are not teaching a subject, you are teaching students
- Reinvent the job you are in
- Make time for collegial exchange
- Students can mentor faculty as much as faculty can mentor students
- Initiate learning with your students, many do not know that learning is an active process
- Late career faculty are not self-promoters; they help others achieve success
- What happens when there are no reliable mentors in your department? How do we seek out a mentor?
- Mentor students (even after retirement) through the GPS/K-State First program

Looking Forward (What is the best role for senior faculty?)
- Continued involvement
- Continue to teach and learn from new faculty
- Overcome perceptions (we still have something to offer!)
- We can’t afford to lose faculty that care about K-State, our students, and each other

Wisdom
- Share wisdom through learned teaching
- Wisdom = inspiration, drive, experience, a life journey
- Wisdom is personal and important
- Good judgment comes from experience
- Display wisdom through modeling
- Take time to take care of yourself
- Keep your mind active and learning
- Continue to renew your teaching
- Learn to use new technology
- Keep a healthy, positive attitude
- Think about solutions, don’t dwell on issues alone
- Be an authentic teacher, share your stories with students

Leadership
- Leadership is being able to delegate
- A good leader listens, empowers, is strong yet compassionate
- Accept that sometimes you will need to make unpopular decisions
- Find people who are best at completing specific tasks
- Leaders should be predictable and consistent
- 5 Things Every Leader Should Say Every Day: I’m sorry, Here’s what I’m thinking, Thank you, I was wrong. That was awesome!
- Leadership is characteristic, not a position
Feedback: What do we need from K-State?

✓ Technology (and tech terminology) training for senior faculty
✓ Social media training
✓ A feeling of appreciation from departments and K-State as a whole
✓ A faculty club or group, a place for mid to late career faculty
✓ Mentoring for invested faculty, not just new faculty
✓ Create a more formal, yet flexible mentoring program
✓ Collaboration with faculty in other disciplines and opportunities to create satisfying relationships with colleagues (but how?)
✓ Time to talk to mentors
✓ Something to offset TEVALs, i.e. peer mentoring, in class assessment
✓ Promotion and tenure process is too tedious, needs to be re-evaluated
✓ How do I phase into retirement?
✓ Collaboration with New Faculty Institute to create senior faculty and new faculty mentoring relationships
✓ Cross-generational communication
✓ Assess leadership – give training to faculty transitioning to department head/administrator
✓ Gather leadership experiences for junior faculty

Polling Questions/Audience Demographics

How old are you? (41 responses)
76% (55-70)
12% (50-54)
10% (76-80)
2% (Over 86)

Sex (47 responses)
55% Male
45% Female

How many years have you been at K-State? (32 responses)
28% (20-25)
28% (26-30)
16% (31-35)
19% (36-40)
9% (41+ years)

Do you feel you have wisdom to share? (30 responses)
84% Strongly Agree
16% Agree

Do you mentor anyone? (30 responses)
53% Mentoring more than one person
17% I am assigned as a faculty member