

## EXECUTIVE SUMMARY

# Building CANR's Faculty Mentoring Infrastructure

How faculty insight, institutional alignment, and iterative co-creation built a sustainable college-wide approach.

**CANR Faculty Mentoring Website:** [www.canr.msu.edu/facultystaff/Faculty-Mentoring-in-CANR/canr](http://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. The issue was therefore not simply whether mentoring existed, but whether faculty had equitable access to mentoring opportunities and resources.

## What enabled the work

- **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 work produced

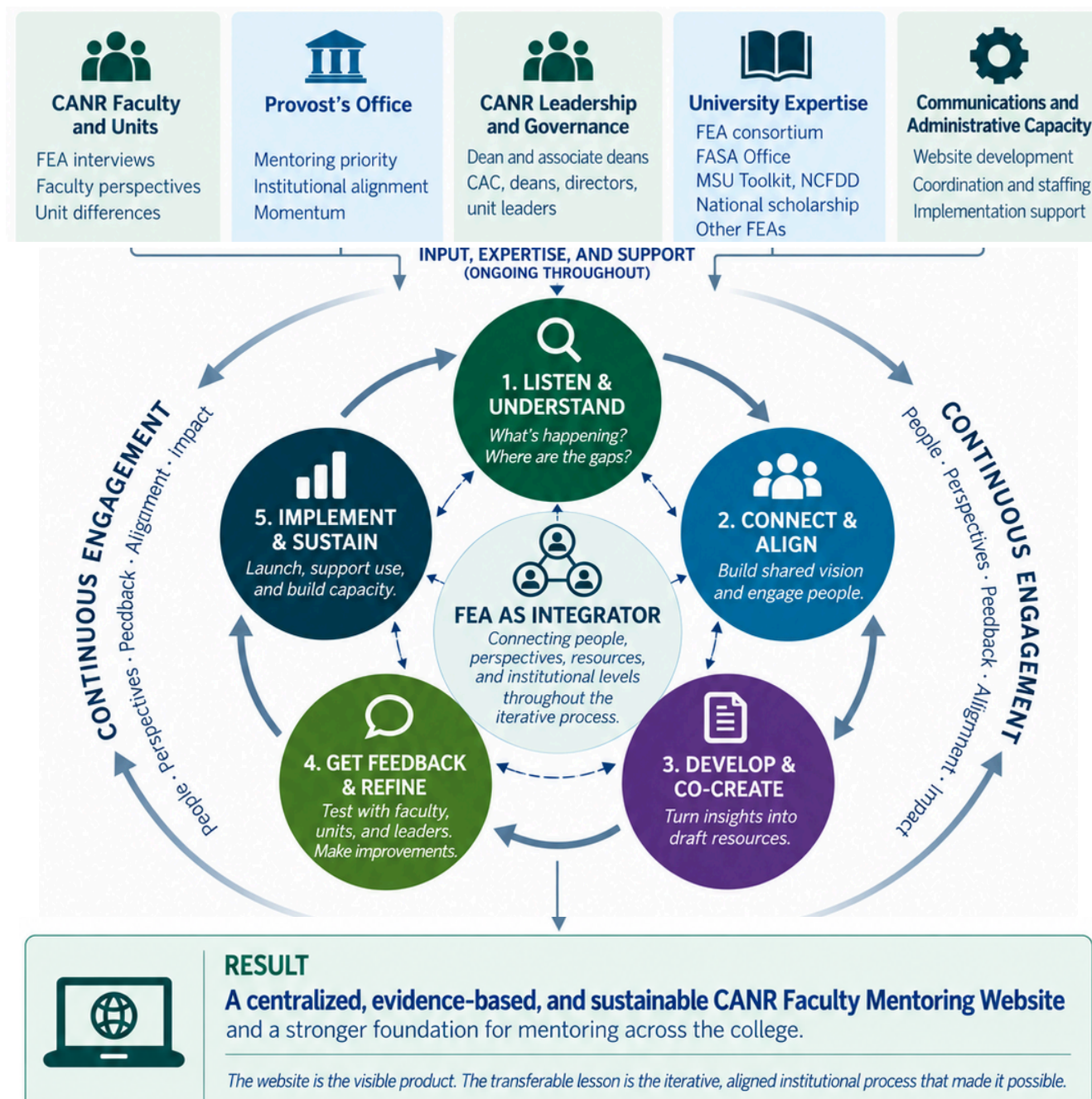
- **A centralized resource:** One accessible website bringing together policy, scholarship, implementation guidance, and practical tools for faculty, mentors, mentees, committees, and units.
- **Broader institutional infrastructure:** Revised policy and bylaw guidance, clearer roles for units and the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

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

## PROCESS OF DEVELOPMENT

## An iterative, collaborative process

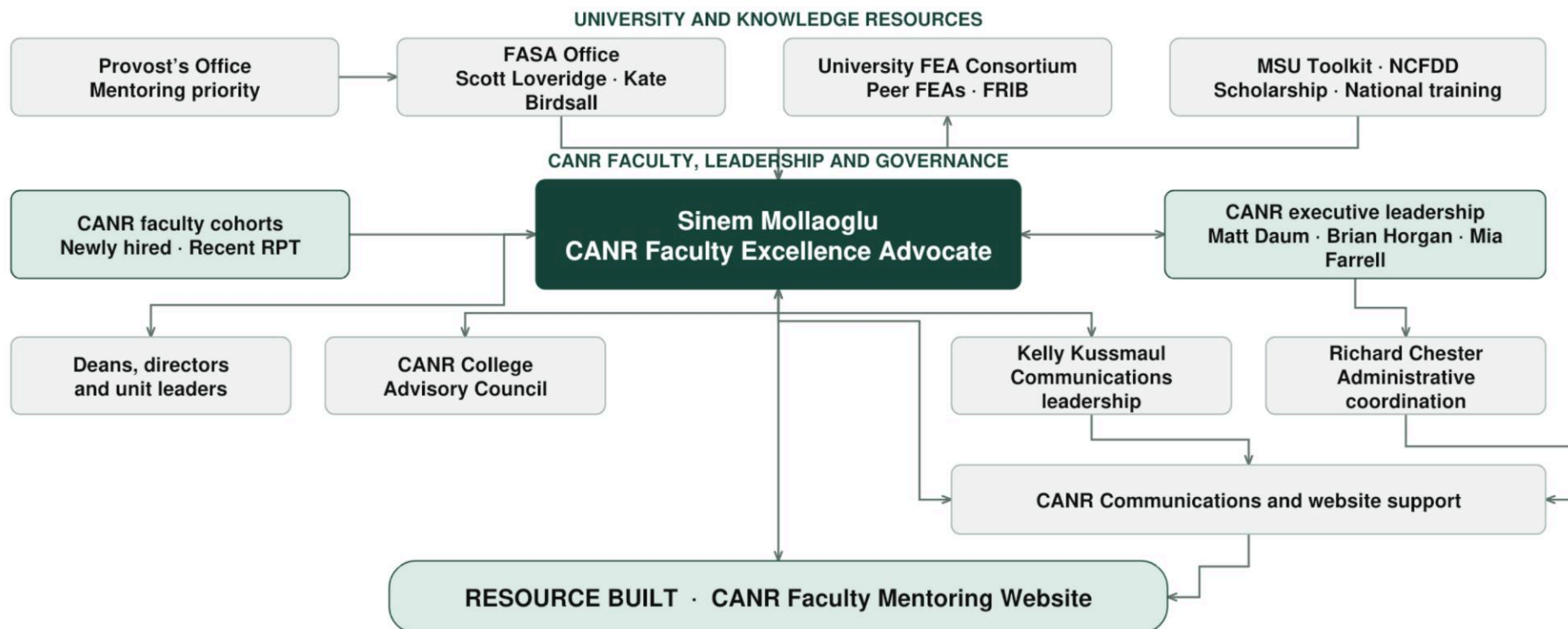
Listening, connecting, co-creating, testing, and refining to build sustainable mentoring resources and practices.



## NETWORK OF CONTRIBUTIONS

# The FEA role connected the system for change

Connecting faculty experience, CANR leadership and governance, institutional expertise, and implementation capacity.



The outcome is more than a website: a connected mentoring infrastructure designed to learn, adapt, and endure.