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general well-being of faculty. While the benefits from a mentoring relationship for the more junior members of the faculty are obvious, CFS recognizes that mid-career and even those in the later stages of their career may have a need for advice and information, and therefore encourage requests for mentoring from all levels. Mentees are also encouraged to seek out their mentors. USF provides an ombudsman program for faculty, staff and administration (see appendix for history and other resources).

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