Dr. Kathrin Engisch

College of Science & Mathematics

Wright State University
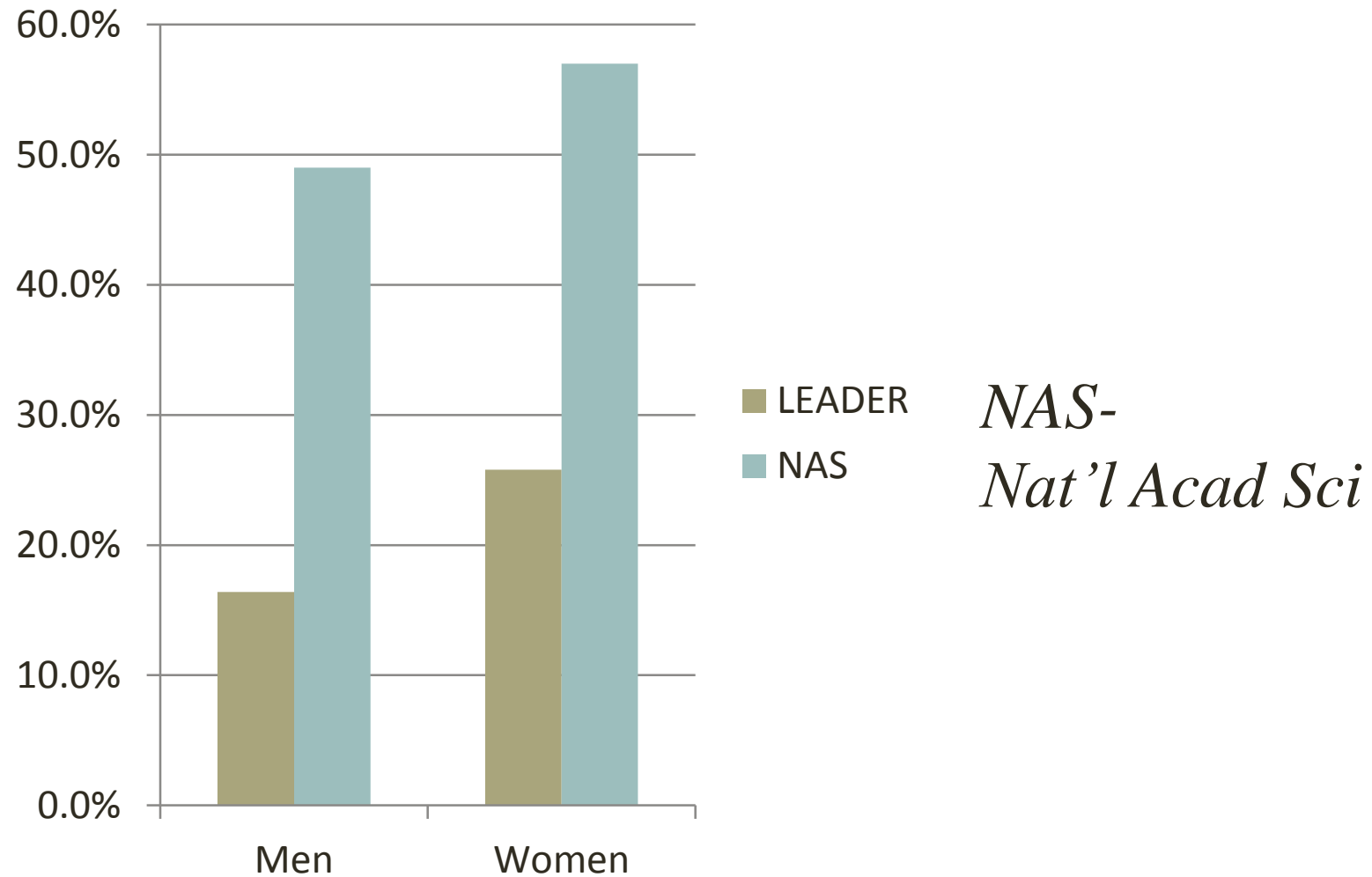
NSF ADVANCE GRANT, 2008-2013

LEADER :

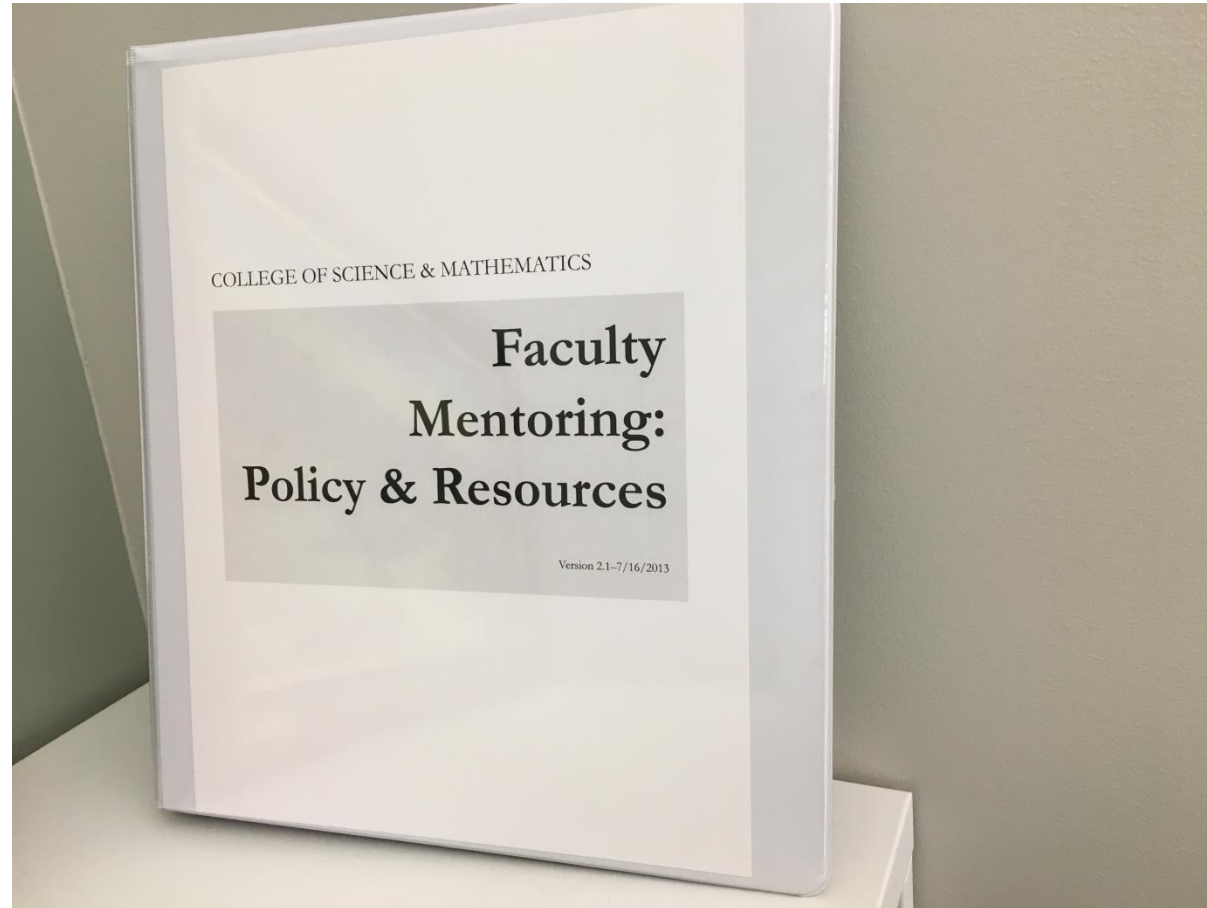LAUNCHING EQUITY IN THE ACADEMY ACROSS THE DAYTON ENTREPRENEURIAL REGION

Assessment indicates that STEM Faculty at LEADER lack mentoring

NAS-
Nat'l Acad Sci

Dean of College of Science and Mathematics pushes to establish Faculty Mentoring Policy

Stephanie Goodwin, Program Director, LEADER

Yi Li, Dean, College of Science and Mathematics

Policy:

"….**Department Chairs are expected to ensure that junior faculty members develop a formal mentoring plan per the guidelines provided in this policy. Department chairs are further expected to ensure that junior faculty members receive continuing support for professional development, including mentoring, throughout the pre-tenure period.**"

Includes:

- Virtual Resources
- Planning Documents
- Reporting Documents

What questions are most important to you or faculty at your institution?

Planning Form-pg. 1

Junior Faculty Professional Development Planning Worksheet

Faculty Member's Name: Click here to enter text.
Date: Click here to enter text.

Mentoring Priority	Key Outcomes for Success	Professional Development
Getting to Know the Institution	Understanding the academic culture of the institution, schools/colleges, as well as the department; identifying resources to support research and teaching; creating a trusted network of junior and senior colleagues.	Click here to enter text.
Excelling at Research	Finding support for research; developing a research/writing plan; identifying sources of internal and external funding; soliciting feedback on manuscripts and grant proposals.	Click here to enter text.
Excelling at Teaching	Finding support for teaching, including developing new courses, teaching methods; learning about cutting-edge strategies for	Click here to enter text.

6 Mentoring Priorities

- Getting to Know the Institution
- Excelling at Research
- Excelling at Teaching
- Understanding Promotion & Tenure Processes
- Creating Work-Life Balance
- Developing Professional Networks

Meeting the needs of any one faculty member will require multiple resources and multiple mentors.

***Mentoring networks**– rather than a single mentor—and a range of resources should be considered.*

https://science-math.wright.edu/about/faculty-mentoring

How is it working, really?

- 8 departments, currently a total of 24 pre-tenure faculty
- 19 have gone through at least one round—filled out form, met with chair

  Who did not? 3 new faculty, 2 others

- 11 have had at least 2 rounds, 5 have had 3 rounds
- Departments have different approaches

Discussion

- Pitfalls and notable issues that have come up

- Contrasting different departments' approaches

- Positive outcomes, qualitatively

Pitfalls/notable issues

- Faculty and chairs still assume at first that mentoring means rigid one-to-one pairing
- Mentors tend to wait for mentees to ask for help
- Meetings do not happen unless someone in dean's office asks to have the plan completed and meetings scheduled; constant vigilance needed
- Unionized faculty cannot be required to participate
- Some faculty do not listen to advice

Different departments' approaches

- Department A: Associate chair is in charge of meetings for junior faculty, serves as mentor for all junior faculty
- Departments B and C: Mentors naturally self-identify from common research interests
- Department D: Mentors assigned by chair
- Department E: Senior faculty and chair resist formalizing mentoring, feel it is already happening
- In several departments, mentoring teams developed—groups of faculty who meet regularly with pre-tenure faculty member

Positive outcomes

- Faculty are getting more input on grant development and writing than in past
- Having the policy, and being mentored, promotes feelings of belonging
- Faculty being mentored avoid common mistakes
- Faculty identify sources of assistance early on—teaching center, grant writing workshops, compliance paperwork
- Recruitment tool—collegial culture

Faculty Mentoring Circles at WSU

- Modeled from *Every Other Thursday* group
  - Invited Ellen Daniel to present model, join groups at launch event

- Strong participation

- Preliminary Outcomes

From left to right: Dr. Shreya Bhandari, Dr. Subhashini Ganapathy, Dr. Amelia Hubbard, Dr. Paula Bubulya, and Dr. Nikki Rogers, WSU Mentoring Circles Founding Team