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IUPUC Faculty Mentoring Program

Brief Description and Goals

- Pilot program 2015-16: Career Self-Efficacy for Pre-Promotion, Underrepresented Faculty
 - Background
 - IUPUC demographics informed selection of target population
 - Needs assessment identified demand for developing career self-efficacy (CSE) with emphasis on promotion and tenure
 - Goals
 - Increase availability of mentoring for pre-promotion, underrepresented faculty.
 - Enhance CSE to increase performance, promotion and tenure success.
 - Practices
 - Assigned 10 mentoring pairs based on mentees' interests and mentors' expertise.
 - Employed a traditional, dyadic, holistic mentoring model.



Outcomes and Ongoing Efforts

- Pilot program outcomes:
 - Assessment instruments demonstrated increases in CSE.
 - Focus groups called for diversification and sustainability.
- Ongoing efforts: Permanent program launched fall, 2016
 - Diversified program to include all faculty and mentoring goals.
 - Enhanced sustainability by:
 - Replacing mentoring dyads with a “mentor bureau” that provides networked mentoring.
 - Establishing a peer-mentoring program.
 - 2016-17 Outcomes
 - Sustained high participation rate: 15 mentors, 11 mentees (40% of faculty)
 - Objective accomplishments: e.g., degree program proposal, interdisciplinary publication
 - Subjective accomplishments: relationship building, belonging, self-esteem, morale, faculty culture
 - New for fall, 2017
 - Writing group
 - More social events

