



How a Faculty Mentoring Program Has Enhanced Professional Advancement and Research Productivity

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How do we support, empower and retain women and minority research faculty?

Women full professors at IUPUI – 23% in 2011*; National Center for Education Statistics– 29%

Minority full professors at IUPUI – 17% in 2011.* National Center for Education Statistics – 15.5%

Focus group with senior women faculty: #1 request was for mentoring.

U.S. Department of Health and Human Services Office of Research Integrity recognizes mentoring as a key institutional strategy for fostering responsible conduct among future generations of scientists. *

**Steneck, H.J. (2004). Introduction to the responsible conduct of research, Washington, D.C.; U.S. Government Printing Office in Zellers, D.F., Howard, V.M., Barcic, M.A., Faculty Mentoring Programs: Reinventing Rather than Reinventing the Wheel, Review of Educational Research, Vol. 78, No. 3 (Sept. 2008)*

Research indicates formal mentoring programs especially beneficial for women and minorities.*

**Ragins, B.R., & Cotton, J.L. 1999. Mentor functions and outcomes: A comparison of men and women in formal and informal mentoring relationships. Journal of Applied Psychology, 4: 529-550*

Faculty with mentors more likely to have a productive research career.

Carr, P.L., Bickel, J., and Inui, T.S. (2003). Taking root in a forest clearing: A resource guide for medical faculty. Boston: Boston University School of Medicine., p. 558

*IUPUI Information Management and Institutional Research, "Minority and Gender Representation among Academic Appointments" Oct. 2011

EMPOWER

Enhanced Mentoring Program with Opportunities for Ways to Excel in Research

Desired Outcomes for Women and URM Faculty

- Become more productive researchers
- Be promoted and tenured
- Pursue and receive external funding for research & scholarship

Organizational Benefits

- Retention of women and URM faculty
- Support of cultural and gender diversity
- Development of researcher/scientists and researcher/scholars
- Increase in external funding for university

Program Structure

- Complements informal mentoring or departmental mentoring
- Time-limited
- Incentivized
- Intentional and Purposeful
- Structured
- Fosters Accountability
- Designated Outcomes

Sponsored by the Office of the Vice Chancellor for Research and the Office for Women, established September 2011

EMPOWER Program Implementation

Two Categories

- Assistant Professors and untenured Associate Professors in tenure-track faculty positions
- Associate Professors in tenured faculty positions

Application process and matching

- Brief overview of research, strengths/skills, specific research and professional development needs and preferred mentor arrangement

Duration & Funding

- 2011-16: Mentees, \$5000 (phased allocation); Mentors, \$1000
- 2016 +: Mentees \$10,000 (phased allocation); Mentors, \$2000

EMPOWER Program Implementation

Post-Award

- Orientation, goals/ objectives/plan, meet 30 hours, mid-program gathering, end-of-program gathering, and final report
- Activity logs/postings in IU Box required beginning with 2016-17 cohort

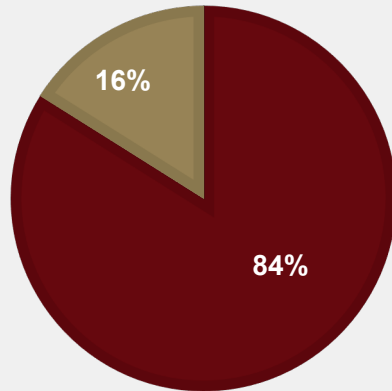
Support & Resources

- Consultations, professional development opportunities, funding opportunities, networking, and access to mentoring tools

2011-2018 Demographics

MENTEE GENDER

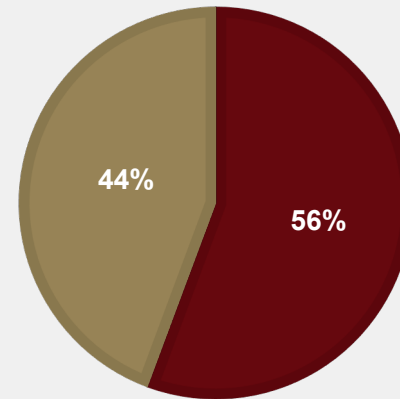
■ Mentee Female ■ Mentee Male



N= 106

MENTOR GENDER

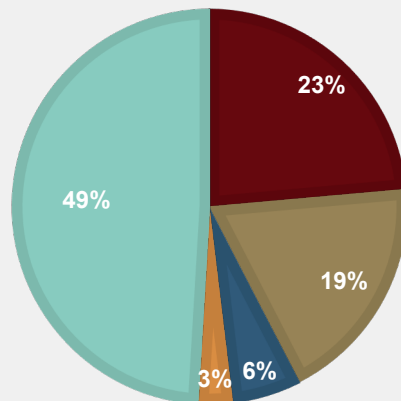
■ Mentor Female ■ Mentor Male



N = 106

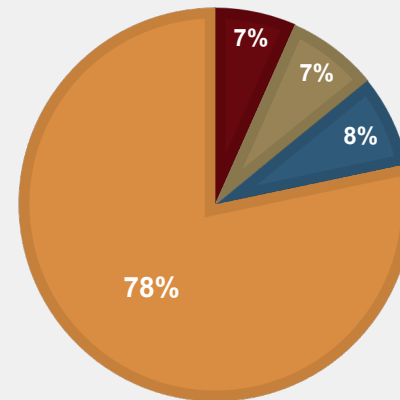
MENTEE ETHNICITY

■ Asian ■ Black Afr Amer ■ Hispanic/Latino
■ Two or More Races ■ White

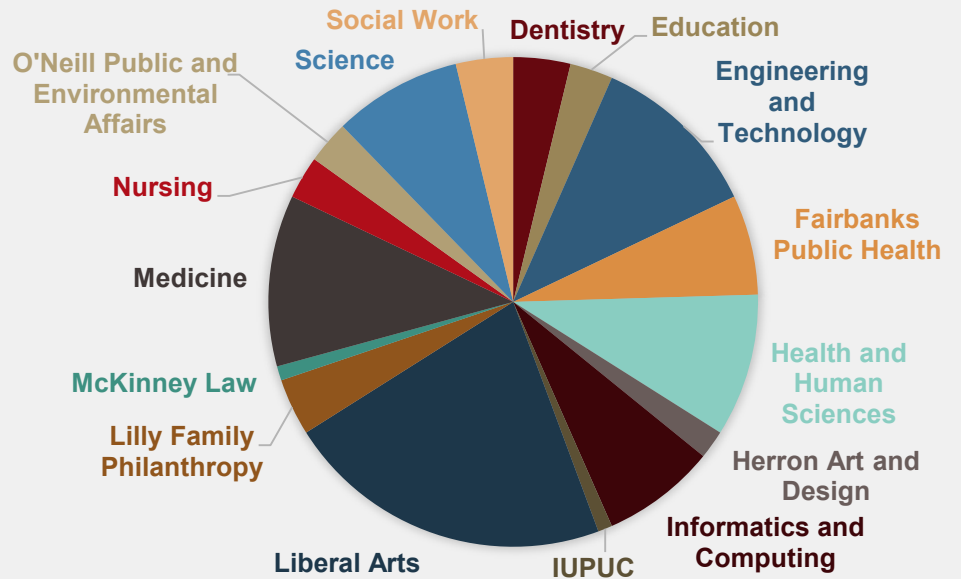


MENTOR ETHNICITY

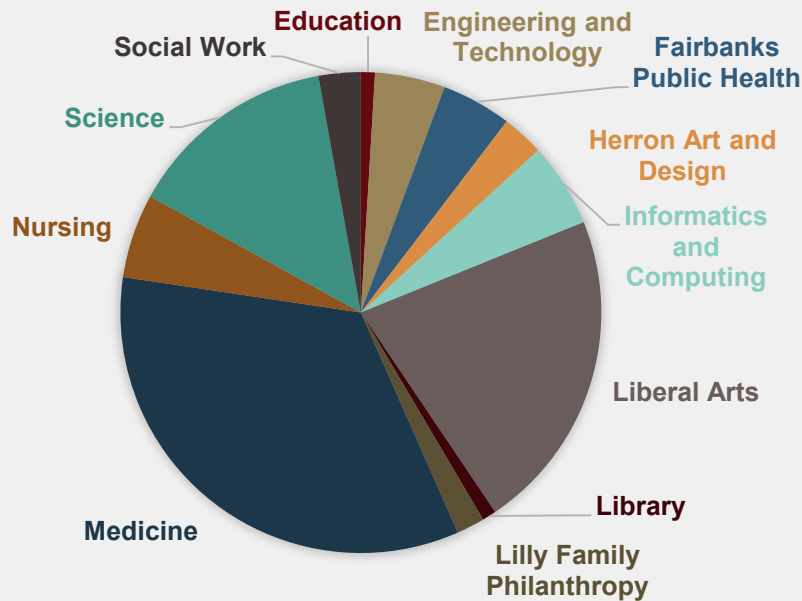
■ Asian ■ Black Afr Amer ■ Hispanic/Latino ■ White



MENTEE SCHOOL



MENTOR SCHOOL



About Participant Relationship

- 61.7% of participants self-selected their mentor/mentee while 38% were selected for the participant
- 83.0% of participants still have a current professional relationship with their mentor/mentee
- 56.5% of participants had a mentee/mentor from their school/department

Evaluation Methodology – 5 year Review

Mixed Methods

Measures

- Individual semi-structured interviews with mentees
- Semi-structured focus groups with mentors
- Survey – Likert-scale and open-ended items

Analysis

- Descriptive statistics, constant comparative method (Glaser & Strauss, 1967; Lincoln & Guba, 1985)

Top Five Identified Areas of Support

All Respondents

	N
Writing grant proposals	28
Conducting research	26
Identifying research topics	26
Developing a plan for career advancement	23
Identifying funding opportunities	22

Participants

5 cohorts (2011-2012 through 2015-2016)

2011-2012: 11

2012-2013: 11

2013-2014: 8

2014-2015: 9

2015-2016: 8

44 respondents for survey

Gender:

Total: 15 (34.9%) male; 28 (65.1%) female

Mentors: 12 male (54.5%); 10 female (45.5%)

Mentees: 5 male (20.0%); 20 female (80.0%)

Race

Total: 30 white (66.7%); 5 African American/Black (11.1%); 6 Asian (13.3%); 3 (6.7%) Hispanic or Latino; 1 Other (2.2%)

Mentors: 18 (85.7%) white; 3 (14.3%) Hispanic or Latino

Mentees: 12 (50.0%) white; 5 (20.8%) African American/Black; 6 (25.0%) Asian; 1 (4.2%) Other

6 mentee interviews completed

2 mentor focus groups

Highest Rated Survey Items

(5 point Likert Scale)

Mentors

- “My mentee received my support, input, and feedback positively.” $M = 4.91$
- “I was able to provide my mentee with constructive feedback” $M = 4.82$
- “I was able to meet with my mentee on a consistent basis”
 $M = 4.77$

Mentees

- “I would recommend the EMPOWER Program to colleagues based on my experiences” $M = 4.67$
- “As a new faculty member, this program helped me feel welcomed and/or acclimated to the campus” $M = 4.50$

Direct Benefits

- Support in sponsored research/external funding and career advancement
- Structured/formalized mentoring
- Dedicated time and space
- Accountability for goals and deliverables
- Mentors provided encouragement and gave advice

Indirect Benefits

- Networking opportunities
- General professional development
- Acculturation to the IUPUI campus
- Resources and additional support

Outcomes

Participants 2011-2018

106 mentees

106 mentors

Evaluation: on a 5 point scale how likely to suggest program to others: **4.67**

External Funding 2011-2018

\$ 6 million received

83% of participants still have ongoing relationship with mentor after program

Most Rewarding Aspects

Open Ended Items and Interviews

Feelings of connectedness

“Felt that my concerns as a member of an underrepresented group were highly valued and respected. Felt that my experience was not out of the ordinary.”

Relationships with mentor/mentee and networking opportunities

“Creating, maintaining, and expanding professional relationships and networks”

“Watching the development of a young colleague and her accomplishments”

“I feel like I learned as much, if not more, than my mentee during this experience”

“What I think EMPOWER did help me with was meeting people... the more people who you know and who know you the closer you get to finding people you might collaborate with eventually”

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