MUSCLE: Mentoring Untenured Scholars for Clinical and Legal Excellence

The Puzzle

• How to support untenured legal scholars?
• How to grow their national reputations in their fields?

The Argument: Mentoring

Empirical literature on mentoring shows that people who have been mentored report: higher compensation, more promotions, greater career satisfaction, & greater commitment.

Solution: MUSCLE Program

The MUSCLE program combines modest organized programming around mentoring with a $1,500/year travel budget for participants to meet off-campus mentors.

FINDINGS: Program evaluations collected 1 year later show that MUSCLE is achieving its goals.

Versus 1 year ago, participants feel:
1) substantially better informed of the mentoring resources available to them within McKinney Law School & the IUPUI campus
2) greater confidence that they know how to effectively cultivate a network of mentors to help
3) they have the necessary resources to network
4) substantially stronger relationships with their mentors after the MUSCLE intervention

Implications and Suggestions

• Mentoring should be prioritized in the future
• Resources should be allocated for a 2-year extension of the program given its success

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