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