Develop a new Faculty Mentoring Program (FMP) to encourage Associate Professors to seek full rank.

GOAL
Our proposed FMP broadened the framework of mentoring to include:
- one-on-one
- group
- peer-to-peer

LESSONS LEARNED
Faculty value the newly provided structural/organizational support in achieving full rank though they do not value all proposed components of the new FMP, especially the concept of peer-to-peer or group, as framed. Faculty stated the need for more support in general and that they want to develop a stronger sense of community within Herron. Consequently, rather than structured “mentoring” activities, re-framing interactions as community building may be helpful in achieving FMP goals.

The initial FMP structure needs to be re-evaluated in order to identify opportunities for cultivating peer support through community building.

INTERVIEW INSIGHTS
- Increased awareness of Herron’s need for full professors
- Anticipated increase in the number of faculty who will seek full rank
- We project that our efforts will foster a culture where faculty expect to seek promotion beyond tenure
- Time is a valuable, limited resource
- The “Plan 4 Success” and organization of materials is valued
- Faculty perceive the term “mentor” to imply a greater level of experience and knowledge, something a peer couldn’t provide specific to the P&T process
- It may be helpful to re-frame the FMP to be more of a “peer support program” rather than a “peer mentoring program”

PROGRESS SO FAR
We initially developed the "Plan 4 Success," a guide outlining the specific action steps essential in preparing for promotion. A meeting was held with associate professors to get feedback on the plan and to introduce the FMP.

Twice we arranged to host a workshop: Head + Heart = Hustle, focusing on work/life balance and group mentoring. Unfortunately due to busy schedules and lack of interest, these events had to be canceled.

When the group mentoring events didn’t attract sufficient participation, individual interviews were conducted to deepen our understanding of faculty perceptions around P&T and the new FMP.

out of 18 associate professors were interviewed.