Thomas Upton, Associate Dean for Faculty Affairs

Jeff Wilson, Associate Dean for Research

Kristy Sheeler, Associate Dean for Academic Programs

IU School of Liberal Arts at IUPUI

PACES: Promoting Advancement through a Culture of Encouragement & Support

IUPUI

Brief Description and Goals

Provide mentoring, encouragement and support to Associate Professors to facilitate progress toward promotion to Full Professor.

1. Offer five *Reassignment for Research* grants
   - **Time**: one course release
   - **Money**: $2,000 of professional development funds
   - **Mentoring**: requires commitment to (a) meet regularly with a mentor and to meet twice with a 'panel of mentors', (b) develop a plan for promotion, and (c) participate in at least two campus professional development workshops.
2. Foster mentoring and other professional development relationships and activities that will lead to achievement of excellence in scholarly agendas and attainment of other academic career goals
   - Regularly offer workshops and brown bags on topics of interest and facilitate peer groups that support professional development and facilitate networking
3. Provide models of successful P&T statements, sabbatical leave proposals, and grant proposals

Outcomes and Ongoing Efforts

1. Five 'Reassignment for Research' grants awarded.
   - All say that the <u>mentoring relationships</u> that have been established have been at least as valuable to them as the time and money that came with the grants
     - "Mentor motivates and supports me … holds me accountable."
     - My mentor provides me with "discipline and accountability, leading to the realistic setting and accomplishing of goals."

2. Multiple workshops, brown bags & discussions organized, including:
   - Proposal Development & Submission for Humanities Scholars: Top 10 Successes and Blunders
   - Documenting Student Learning
   - Developing Your Proposal to Turn Ideas into Funding
   - Data Collection and Analysis Support
   - Quantitative Research Discussion Group

3. Compilation of model statements and proposals
   - (Publishing of distribution site still in progress.)