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A Proposal to Enhance Mentoring at SPEA IUPUI

Brief Description and Goals

- SPEA IUPUI is a relatively small school with 23 TT faculty
- 4 Professors
- 3 long time Associate Professors
- Rest pre-tenure or recently promoted
- Very few in position to mentor
- Goals- provide effective TT mentoring with limited person power
- Activities
 - Year 1 group mentoring workshops and individual professional development plans
 - Year 2 additional workshops on mentoring but moving to individual mentoring as more are trained
 - Both years- guest speakers from other universities to facilitate research connections and get outside professional socialization



Outcomes and Ongoing Efforts

- A bit behind the original timeline due to shift in my role
- Planning two campus visits in Spring 18 and first set of workshops
- PDPs should be in place by Spring Break for calendar year 18.
- Will also be meeting with faculty to re-vamp mentoring process moving forward. Initial evidence suggests working for some and needs to be tweaked for others.
- Also working to foster idea that mentoring is a process with more than mentor.

