

Peer Support through

Community Building

GOAL



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



Our proposed FMP broadened the framework of mentoring to include:



one-on-one



group



peer-to-peer

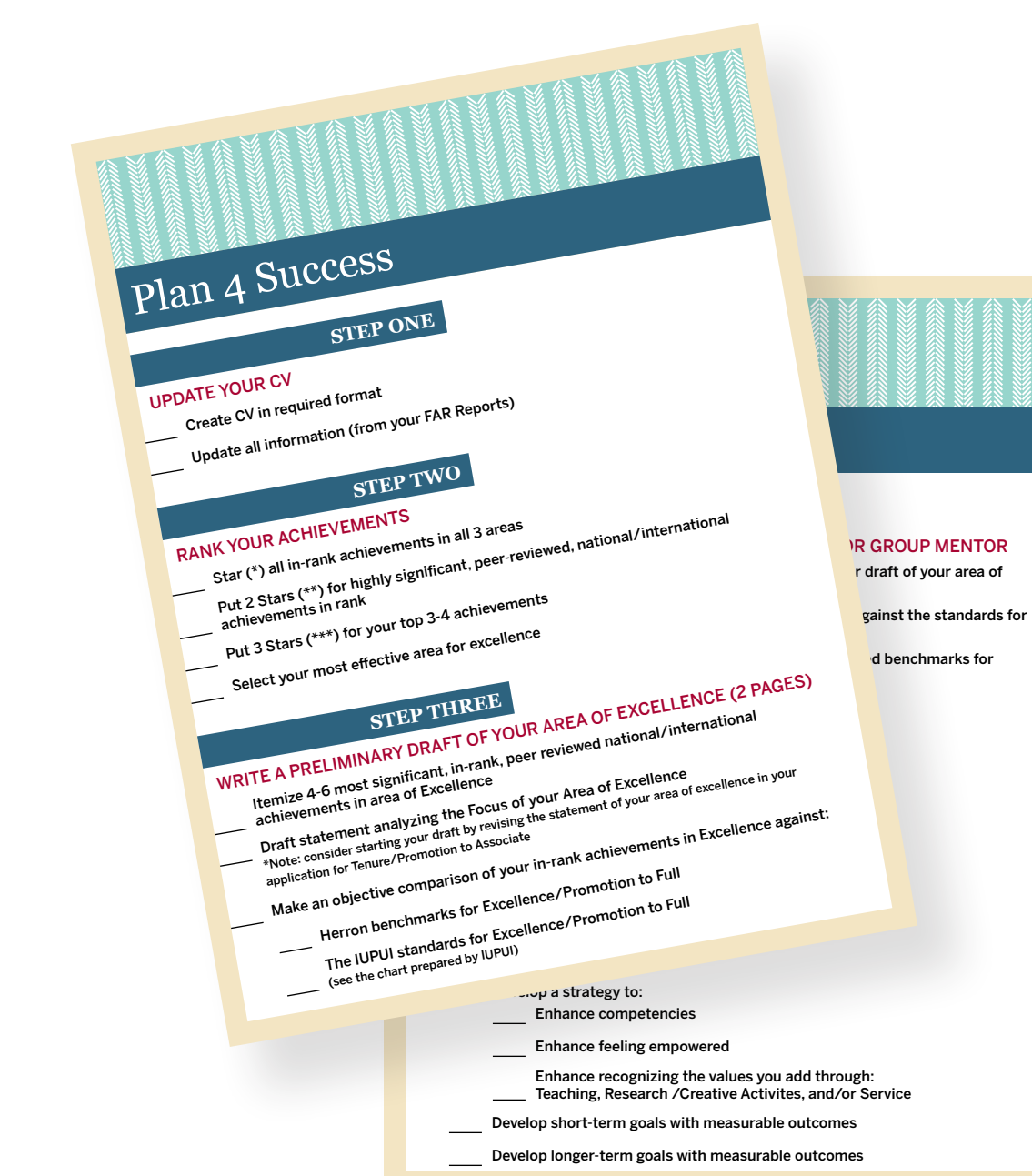


LESSONS LEARNED

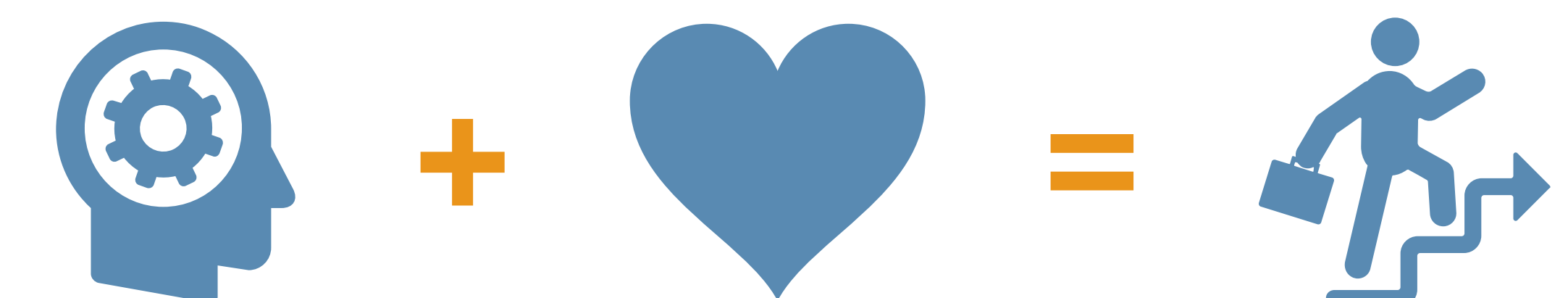
Faculty value the newly provided structural/organizational support in achieving full rank though they do not value all proposed components of the new FMP, especially the concept of peer-to-peer or group, as framed. Faculty stated the need for more support in general and that they want to **develop a 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.

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.



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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.

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”

