

# PACES: Promoting Advancement through a Culture of Encouragement & Support



IUPUI

SCHOOL OF LIBERAL ARTS

## OVERVIEW

The purpose of our program is to create a culture of mentored support and planned expectation for promotion, focusing primarily on associate professors. Recognizing that each faculty has different priorities, is motivated in different ways, wants different combinations of support and developmental opportunities, has different career goals, and faces different challenges in both their professional and personal lives, the school is developing mentoring and professional development opportunities that are variable and flexible.



## PROGRESS

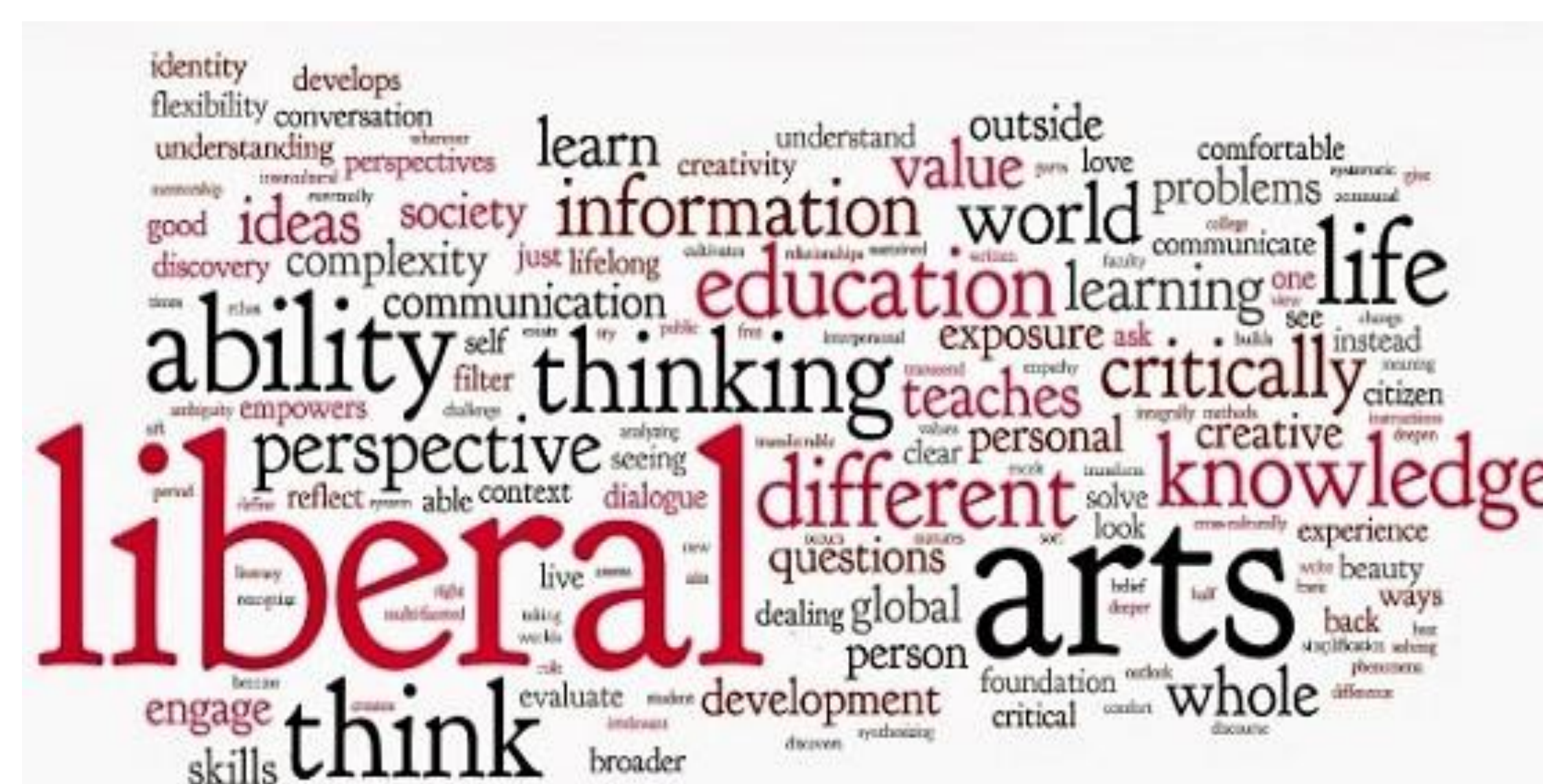
### Initiative 1: PACES Advancement Series

- Faculty Panel Discussions
  - Address needs and interests *expressed by faculty*
  - Four forums – 68 participants
- Promotion Workshops
  - Two workshops
  - 24 participants
- Writing Groups
  - Six informal writing groups
  - 20 participants

### Initiative 2: Release Time for Research Grants

#### Grants

- Grants for Associate Professors
  - One-course reduction in teaching for one semester
  - Professional development funds to support conference travel, etc.
- Three \$2,000 grants with course release awarded in AY 2015-16
- Plans for two additional awards in AY2016-17



### Initiative 3: Professional Development & Research Support Website

- Material and resources scattered in various places across the school website will be gathered into a central location. E.g.:
  - Successful P&T dossiers
  - Sabbatical leave proposals
  - Grant proposals



## LESSONS LEARNED

### What went well?

- A wide diversity of faculty have participated
- Participants greatly appreciated learning from colleagues across the school in a variety of disciplines.
- PACES Advancement Series has led to additional faculty suggestions for future events.
- Participation in this program has invigorated discussions about mentoring across the school.

### Challenges

- Different people led the PACES activities and we didn't coordinate the solicitation of participant evaluations.
- School fiscal problems short-circuited some efforts.
- Fifth-year review of associate professors tabled due to school deficits requiring tenured faculty to teach higher loads for near future.

## SCHOOL OF LIBERAL ARTS MENTORING COMMITTEE

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