

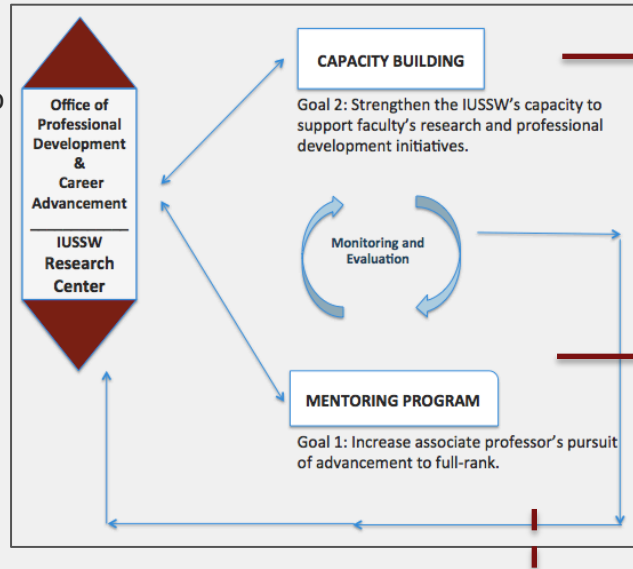
# Mid-career mentoring and capacity building strategies: A path to professional development and career advancement.



Jeffrey W. Thigpen, MSW, Ph.D. and Carmen Luca Sugawara, MSW, Ph.D.

**CENTRAL GOAL of the MENTORING INITIATIVE:** To increase Associate Professor rank faculty's advancement to full-rank and strengthen the school's capacity to support faculty professional development and research.

- At its launch in September 2015, 7 Associate Professors and 7 full Professors volunteered to participate.
- One hundred percent (100%) of Associate Professors have been matched with a full Professor.
- Six of the Associate Professors (87%) have submitted a Career Advancement Plan.



**OBJECTIVES:**

**2a:** Within the first year, OPDR will organize four professional development workshops and/or colloquia.

**2b:** Within the first year, OPDR will organize four professional development workshops and/or colloquia. .

**1a:** Within 3 months of program implementation, 100% of mid-career faculty participants will be matched with a full professor for mentoring.

**1b:** Within 1 year of program implementation, 75% of mid-career faculty participants will have a formalized career development plan (inclusive of clear milestones) for advancement to full-rank.

**SUSTAINABILITY /CHALLENGES:**

- ◆ High program recognition among IUSSW community.
- ◆ Beginning with fall 2016, the mentoring program has been expanded to assistant professors with recognizing interest for non-tenured and adjunct faculty mentoring program.
- ◆ Challenges of engaging faculty from regional campuses.
- ◆ OPDA has yet to become operational as an office.

**SPILLOVER BENEFITS:**

- ◆ National Presentation on IUSSW survey data collected during proposal development.

**Progress/ OUTCOMES:**

- ✓ 100% of program mentees matched;
- ✓ 87% of mentees submitted career development plans;
- ✓ IUSSW Research Center was enacted and is operational\*
- ✓ 1 Career development workshop delivered with three scheduled to take place before end of first year.

\* The center was developed in conjunction with multiple forces that pointed to the need of such structure to increase IUSSW research institutional capacity.