



MENTORING ACADEMY



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# MENTORING MEMORANDUM

## Background

The IUPUI Mentoring Academy was launched in April of 2014 with the goal to foster a culture of mentoring at IUPUI through the development and implementation of school-level mentoring programs. This initiative is supported by the Office of the Executive Vice Chancellor and Chief Academic Officer and was vetted by the Deans Council. The goal of the Mentoring Academy aligns with IUPUI Strategic Plan to position IUPUI as an “employer of choice” with faculty and staff talent development among its highest priorities. The Mentoring Academy focused its initial efforts on faculty mentoring program development. Since its inception, the Mentoring Academy has held several events including the following:

- [Organizational Meeting](#), September 2014
- [Mentoring Symposium](#), October 2014 featuring keynote speaker, Dr. Lillian Eby
- [Workgroup Session](#), November 2015
- [Top Five Proposal Presentations](#), April 2015

## Funded Proposals

The IUPUI Mentoring Academy has received 16 school mentoring proposals thus far. Ten school proposals have been funded with dispersals to date of nearly \$85,000. The target group varies among the proposals and includes a variety of faculty ranks and career stages. All proposals required matching funds from their respective schools. Funded proposals with implemented programs include:

- [Herron School of Art and Design](#)
- [IUPUI-Columbus](#)
- [McKinney School of Law](#)
- [School of Dentistry](#)
- [School of Health & Rehabilitation Sciences](#)
- [School of Liberal Arts](#)
- [School of Nursing](#)
- [School of Science](#)
- [School of Social Work](#)
- [University Library](#)

## Submission Deadlines

The Mentoring Academy Planning Committee along with Interim Executive Vice Chancellor, Dr. Kathy Johnson and Interim Senior Associate Vice Chancellor, Dr. Margie Ferguson, have invited schools that submitted a proposal but were not funded to resubmit and schools that have not yet submitted a proposal to do so. Up to \$10,000 is available per proposal with matching funds from the school. Deadlines for resubmissions and new submissions are as follows:

**Resubmitted Proposals:** August 15, 2016

**New Proposals:** February 13, 2017

The Mentoring Academy Planning Committee would be glad to meet with School representatives to discuss expectations and to provide guidance. Various resources are available on the [Mentoring Academy Webpage](#) including the [RFP](#) form to assist in proposal development. Please contact [Gail Williamson](#), Committee Chair, with questions or to arrange a meeting.

## Mentoring Exchange

The IUPUI Faculty Mentoring Exchange was created by the School of Informatics and Computing on behalf of the Mentoring Academy to facilitate matching faculty looking for mentors (mentees) with faculty offering to serve as mentors. Once mentees and mentors are matched, they are free to work out the details of their mentoring relationship. The process is voluntary and the Exchange is open to any faculty member of IUPUI. Take advantage of the [Exchange](#) by creating an account as either a mentee or mentor. The Exchange requires access through the central authentication service system.

## Fall Mentoring Symposium

Friday  
September 16, 2016



### Mentoring Academy Planning Committee

#### Chair:

Gail F. Williamson,  
Director of Faculty  
Enhancement

#### Members:

Margie Ferguson, ISAVC,  
Academic Affairs

Janet S. Carpenter,  
School of Nursing

Dominique Galli, School  
of Dentistry

Kathleen Grove, IUPUI  
Office for Women

Wayne Hilson, Jr., Office  
of Diversity, Equity and  
Inclusion

Norman D. Lees, School  
of Science

Carol McGarry, Faculty  
Appointments and Ad-  
vancement

Thomas Upton, School of  
Liberal Arts

Julie Welch, School of  
Medicine



# Fall Mentoring Symposium ♦ Friday, September 16, 2016 ♦ CE 450

## Symposium Preview

The Fall Mentoring Symposium will feature a morning workshop entitled, *Re-Thinking Mentoring: How to Build Communities of Inclusion, Support & Accountability*. This half-day workshop is designed to start a new type of discussion about mentoring by describing the common problems that pre-tenure and post-tenure faculty members experience and why traditional mentoring programs fail to meet those needs. An alternative framework for mentoring that focuses on needs assessment will be presented which shifts the idea of mentoring from a relationship between two faculty members towards building a broad network of support, community and accountability. The workshop concludes with a presentation of best practices in mentoring pre-tenure, under-represented and mid-career faculty.



Mindi Thompson, PhD, HSP, from the [National Center for Faculty Development & Diversity \(NCFDD\)](#) will be presenting the workshop. Dr. Thompson is a professor at the University of Wisconsin-Madison and a licensed and registered Health Service Psychologist. She is also the Head Coach for the Faculty Success Program. She has published more than 20

peer-reviewed empirical journal articles using qualitative and quantitative methods, written five book chapters, and coauthored a research design textbook entitled *Research Design in Counseling (4th Ed.)*. She presents several different workshops on mentoring for the NCFDD.

## Poster Session

The Mentoring Academy Planning Committee continues its work to finalize the program for the symposium but does plan to include a poster session. The poster session will feature funded proposal poster presentations including the progress of funded mentoring plans and outcomes to date. The Mentoring Academy Planning Committee will be extending invitations to the respective school representatives soon and will provide details regarding the poster session.

## Proposal Development Information Session

During the symposium, the Mentoring Planning Committee will provide an informational session for schools interested in developing proposals for submission in February 2017. The Committee will provide guidance, support materials and answer questions to help facilitate the development of fundable mentoring proposals.

## Invitations

Invitations to attend the Fall Mentoring Academy Symposium will be extended to Mentoring Academy representatives and their constituents as well as other invited guests later this spring.

## Proposal Progress Report

The Mentoring Academy Planning Committee has prepared a reporting instrument to gather information regarding the progress of the currently funded mentoring proposals and to identify any unexpected obstacles encountered in the implementation of the programs. The feedback from the school representatives will help the Committee assess its goal and inform the process. It is expected that the evaluation will be issued yet this month.

## Other News

The Mentoring Academy Planning Committee is currently considering the addition of a new constituency to the Academy. Talks are underway to consider the development of a mentoring proposal for professional staff at IUPUI. This concept is in the early stages of discussion. More to come later...

## Questions or Comment?

For further information, questions or comments about the IUPUI Mentoring Academy or the Mentoring Memorandum, please contact the Mentoring Academy Planning Committee Chair, [Gail Williamson](#).



**Mentoring Academy Webpage** <http://academicaffairs.iupui.edu/AcademicCommunity/Mentoring-Academy>



**M E N T O R I N G A C A D E M Y**