



Fostering Research Productivity through a Strategic Mentoring Program

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Introductions/Overview

Kathy Grove

➤ Institutional Context

Etta Ward

➤ EMPOWER Implementation

Alicia Gahimer

➤ EMPOWER Stats and Outcomes

INSTITUTIONAL CONTEXT

Challenge of a complex, decentralized urban research university

2 universities,
1 of 8 IU
campuses

Top 20 best non-
HBC for minorities

>30,000
students, 2,500
faculty

Responsibility
Centered
Management

Health & Life
Sciences Campus

How do we support, empower and retain women and minority research faculty?

Drop off in NIH funding applications for women in late postdoctoral and early faculty years.*

Focus group with senior women faculty: #1 request was for mentoring.

Research indicates formal mentoring programs especially beneficial for women and minorities.*

*Timothy J. Ley and Barton H. Hamilton, The Gender Gap in NIH Grant Applications, SCIENCE VOL 322 5 DECEMBER 2008, www.sciencemag.org

*Ragins, B.R., & Cotton, J.L. 1999. Mentor functions and outcomes: A comparison of men and women in formal and informal mentoring relationships. *Journal of Applied Psychology*, 4: 529-550

EMPOWER

Enhanced Mentoring Program with Opportunities for Ways to Excel in Research

Desired Outcomes for Women and URM Faculty

- Become more productive researchers
- Be promoted and tenured
- Pursue and receive external funding for research & scholarship

Organizational Benefits

- Retention of women and URM faculty
- Support of cultural diversity
- Development of researcher/scientists and researcher/scholars
- Increase in external funding for university

Program Structure

- Complements informal mentoring or departmental mentoring
- Time-limited
- Incentivized
- Intentional and Purposeful
- Structured
- Fosters Accountability
- Designated Outcomes

Sponsored by the Office of the Vice Chancellor for Research and the Office for Women, established September 2011

Genesis of the MENTORING ACADEMY

Associate Professor Survey

- 2010 Survey of Associate Professors
- Recommendations presented to Deans
- Outcomes presented at AAUP 2011



Professional Development Programs

- Professional Development Mentoring Programs for full rank
- Formed collaborative relationships with [OFAPD](#), [OFW](#), [OVCR](#)
- Joint sponsorship of some programs
- 2011-2012



Campus Mentoring Survey

- Outcomes triggered development of proposal for campus-wide Mentoring Academy 2012
- Mentoring Program for Chairs/Associate Deans 2013



IUPUI Mentoring Academy

- Funded by EVC and approved by Deans
- Launched Fall 2014
- 16 proposals submitted; 7 funded 2015

Questions or Comments

Q.Q.O.Q.C.C.P.
Comment?
Qui?
Quand? Quoi?
Combien? Pourquoi?

EMPOWER Program Implementation

Two Categories

- Assistant professors and untenured associate professors in tenure-track faculty positions
- Associate professors in tenured faculty positions

Application process and matching

- Brief overview of research, strengths/skills, specific research and professional development needs and preferred mentor arrangement

Duration & Funding

- 18 - 24 months
- Mentees \$5000 (phased allocation)
- Mentors \$1000

EMPOWER Program Implementation Cont.

Post-Award

- Orientation, final plan, meet 30 hours, mid-program gathering, end-of-program gathering, and final report

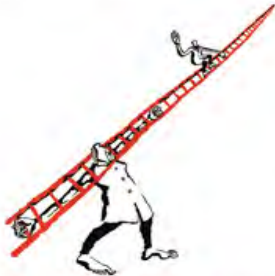
Support & Resources

- Consultations, professional development opportunities, funding opportunities, networking, access to mentoring tools, etc.

Sample Resource: IU School of Medicine

<http://faculty.medicine.iu.edu/mentoring>

Mentor's Toolkit



"Having a good mentor early in one's career can mean the difference between success and failure in any career."

Adrian Lee
Nature, June 2007

Qualities for Success

Roles & Responsibilities

Goal Setting

Meetings

Evaluation/Feedback

Mentee's Toolkit



"The wonderful thing about life is that you cannot succeed on your own (or fail on your own); others are essential in defining who you are."

Geoffrey Bellman
Author of *Getting Things Done When You Are Not In Charge*

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[Mentoring Toolkit](#)

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- [For Mentees](#)
- [Resources / Forms](#)

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EMPOWER

Stats and Outcomes

Matches

- 62 Matches
- 17 Assistant and Associate Professor
- 33 Assistant and Professor
- 12 Associate and Professor

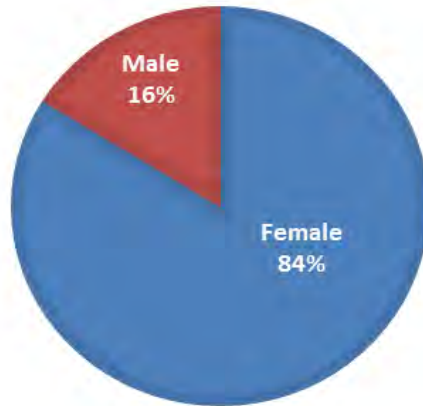
P & T

- Four promoted to Associate Professor – Social Work, Liberal Arts, Health and Rehabilitation Sciences, Art and Design

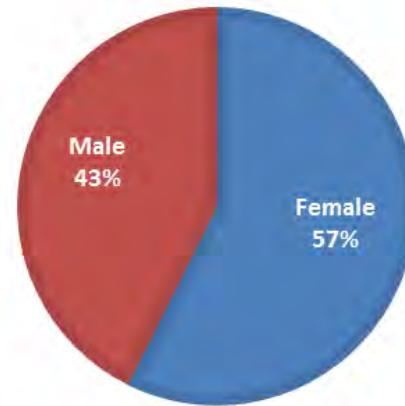
External Funding

- Total to date \$2.8m
- PCORI \$1.5m
- RWJF Harold Amos Medical Faculty Devel \$420,000
- Artprize \$300,000

MENTEE GENDER



MENTOR GENDER



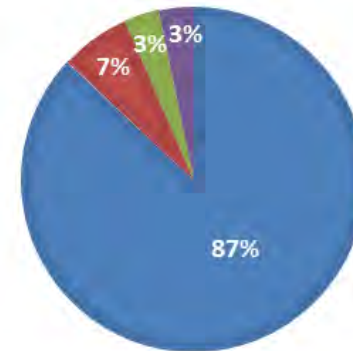
MENTEE ETHNICITY

■ White ■ Asian ■ Black/Afr ■ Latino/a

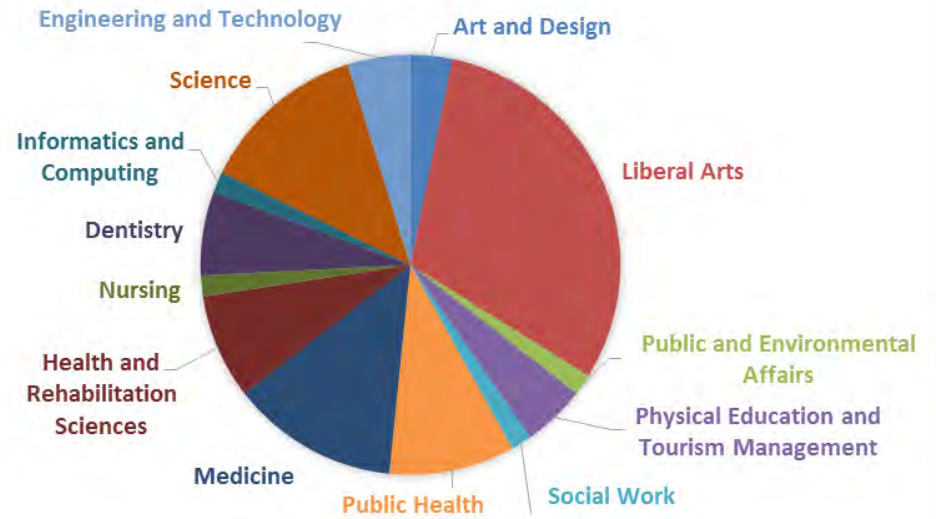


MENTOR ETHNICITY

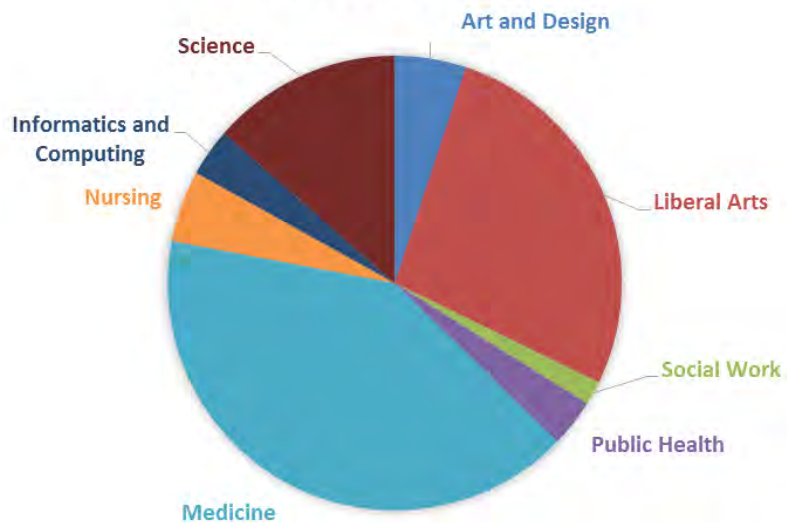
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MENTEE SCHOOL



MENTOR SCHOOL



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