The LEADER Consortium is Looking for a Few Good Mentors

Good mentoring is a valuable tool in promoting faculty success. Sharing our expertise and experience with colleagues is a “win-win” for mentors and mentees.

Here at the LEADER Consortium, we want to learn more about how our faculty have succeeded through mentoring, either formally or informally. We also hope to recognize those who give so much of their time to support their colleagues’ professional success. We invite you to nominate your colleagues who have given their time to mentor you or others in your institution. Nominees will be recognized in upcoming editions of the Ledger and on our website.

Share your mentoring success stories with us at: leader@wright.edu.

LEADER Mini-grants Program RFP

Deadline for Submission—October 26th

The LEADER Consortium is pleased to announce its fourth annual Mini-Grants Program. This program provides up to $5,000 (per award) in support of Institutional Programming and Faculty Research activities that further the Consortium’s mission to promote the recruitment, retention, and advancement of tenure-track women STEM faculty, and to create a workplace environment fostering these goals.

Institutional Programming awards support activities that include (but are not limited to): convening workshops for regional STEM women, hosting speakers or visiting scholars; and regional networking activities targeted at STEM women faculty.

Faculty Research awards support any faculty research activity aligned with our mission, including: attending a specialized workshop; hosting a speaker or scholar; attending a conference for professional development; or purchasing equipment and supplies.

Proposals for activities to occur between Jan-Dec 2013 are welcome from individuals or groups (including academic units), within or across institutions.

The Mini-grants RFP and proposal forms may be found at the LEADER website: http://www.wright.edu/leader. Proposal requirements include a 3-pg narrative, a budget/justification, 2-pg bio-sketch, and one letter of support.

Proposals should be submitted by October 26, 2012 via e-mail to: leader@wright.edu. Questions regarding the Mini-grants program may be directed to Dr. Stephanie Goodwin at: leader@wright.edu.
The Value of Mentoring Networks

Quick, close your eyes and imagine you are playing a game of Pictionary with friends—your word is “mentor.” What would you draw? If you are like most people, the images that come to mind when you think about mentoring likely involve two people, one who is senior in status and age (the mentor) and who takes the other (the junior protege) “under the wing,” gently guiding and protecting the person through a period of professional or personal development.

While this traditional model of mentoring can work well for some, researchers and practitioners alike who study mentoring and faculty development are coming to recognize the value of mentoring networks in supporting faculty success. In studies of junior and senior faculty members, those who have multiple mentoring contacts report higher career and job satisfaction (van Emmerik, 2004) and greater career success (Peleuchette & Jeanquart, 2000).

These data beg the question of why mentoring networks may be more helpful to faculty in today’s academy? The increased complexity and demands of faculty roles may be one explanation for the efficacy of mentoring networks. As faculty members’ roles have broadened and demands for productivity and success have intensified over time, the breadth of skills and expertise needed to succeed in today’s academy has likewise intensified. To the extent no one person can be “expert” at every aspect of faculty life, no one person can be expected to be an ideal mentor. Moreover, increased demands on faculty time may limit any one person’s ability to offer a “one-stop-mentoring” relationship to a junior colleague. Having multiple mentors broadens the range of functional expertise available to protégés while also increasing the potential that mentors are available to provide support.

Faculty development programs at universities around the country are promoting mentoring networks and reaping the benefits. As a case in point, Dr. Mary Deane Soricelli and her colleagues at the University of Massachusetts implemented a program (with support from the Mellon Foundation) to promote, implement and evaluate faculty mentoring networks. Their Mutual Mentoring program empowers faculty to develop their own plans for identifying professional development needs and the resources—including mentoring—to meet those needs. For example, some junior faculty seek support for their research from peers as well as senior colleagues, including colleagues beyond their home departments or even their own institutions. The goal is to think outside the box when identifying the best strategies to support faculty development. After implementing the program for several years, their evaluation data support the benefits of broad mentoring networks; faculty who participate in the program report a range of positive career experiences, including feeling better prepared for and less stressed over promotion and tenure review.

In previous years, research conducted at the LEADER Consortium’s four partner institutions has identified mentoring as both a valued resource and an area of need for STEM faculty. This year, we begin our season of programming with a half-day mini-conference (9/27) dedicated to practical resources for creating and sustaining successful mentoring strategies (see event information p. 3). We have invited Dr. Soricelli to present a practical workshop for faculty based on her own program’s success. Faculty will leave with a plan of action for implementing their own mentoring networks.

In addition, we’ve invited Dr. Peg Boyle Single, former Mentoring Specialist with MentorNet, the online resource for mentoring STEM professionals. Dr. Single will present a workshop for chairs and other leaders emphasizing strategies for developing a departmental culture that supports effective mentoring.

Finally, both speakers will join faculty from around the Consortium to discuss how mentoring has shaped their own professional successes. The event is free and open to STEM and SBS faculty, but registration is required. We hope to see you there!

References


Faculty Mentoring for Success

A Keys to Academics’ Success Event
Thursday, September 27, 2012
University of Dayton, 1700 Patterson Rd

Register Now
http://events.signup4.net/keysmentoring

LEADER Consortium
Welcome Reception for STEM Women
8:30 AM

Mary Deane Sorcinelli, Ph.D.
Associate Provost for Faculty Development
Professor of Education Policy, Research & Administration
University of Massachusetts Amherst

Mutual Mentoring:
Moving Beyond One-Size-Fits-All Mentoring
9:15 AM - 11:45 AM

In this interactive session for faculty, participants will identify potential roadblocks to success in an academic career, explore both traditional and emerging models of mentoring, “map” their own mentoring networks, and discuss best practices in mentoring, including how to be your own best mentor.

Peg Boyle Single, Ph.D.
Author of “Demystifying Dissertation Writing”

Developing a Culture of Mentoring for STEM Faculty
9:45 AM - 11:45 AM

In this workshop for administrators and department chairs, Dr. Boyle will share her experience as director of faculty and graduate student mentoring programs and as the mentoring specialist for MentorNet, addressing what it takes to develop an effective faculty mentoring program.

Lunch Panel: Mentoring Success Stories
12:00 PM - 1:30 PM

Learn how individuals at your institution have succeeded through mentoring.

This event is free and open to all STEM & SSS Faculty & Administrators at AFIT, CSU, IU, and WSU.

To learn more about the LEADER Consortium contact:
Stephanie Goodwin, Ph.D., Program Director, LEADER Consortium
Email leader@wright.edu or visit www.wright.edu/leader
Funded by NSF Award #0810969
Welcome to the Consortium!

The LEADER Consortium would like to welcome the following individuals who have recently moved into new administrative roles at our partner institutions:

- **Dr. Kimberly Barrett**, VP for Multicultural Affairs and Community Outreach, WSU
- **Dr. Patrick Liverpool**, Interim Provost, CSU
- **Dr. Thomas Sudkamp**, Interim Provost, WSU
- **Dr. Sarah Twill**, Director, Center for Teaching and Learning, WSU

We look forward to working with you in the coming year!

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### September 2012

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**September LEADER Events**

**27 Keys to Academics’ Success: Faculty Mentoring for Success.** A half-day mini-conference, workshops and luncheon panel. Free and open to all STEM and SBS faculty at Consortium institutions. Registration required.

**Daily Grind**

**Making the Most of Informal Mentoring**

- **18** WSU—10-11am, Dixon Hearth Lounge, Student Union.
- **19** UD—noon-1pm, Alumni Hall, Women’s Center Conference Room.
- **AFIT**—2:30-3:30, Einstein’s Bagels, WPAFB.
- **20** CSU—10-11am, CENS Atrium.

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### October 2012

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**October LEADER Events**

**26 Mini-grant Program Proposal Submission Deadline.**

**Daily Grind**

**“You’ll Never Believe What My Student E-mailed Today!”: Responding to Digital Dilemmas**

- **9** WSU—10-11am, Dixon Hearth Lounge, Student Union.
- **10** UD—noon-1pm, Alumni Hall, Women’s Center Conference Room.
- **AFIT**—2:30-3:30, Einstein’s Bagels, WPAFB.
- **11** CSU—10-11am, CENS Atrium.

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### Coming Soon — Faculty Success Network

You asked for it and we’re delivering—a virtual social network for faculty across the Dayton region to communicate and collaborate online. This web-based tool will afford opportunities to join in discussion forums, create special interest groups, develop and share blogs, and much, much more.

*Invitations to join the Faculty Success Network coming to your inbox this fall!*