

Date: August 19, 2010

To: Drs. Jayne Robinson & Peggy DesAutels, Leader Mentoring committee

From: Dr. Tamera Schneider and Emily Polander

Subject: Mentoring summary from the consortium baseline climate survey

1. The overall percent of men and women that currently have career mentors:  
 Men: 25/152 = **16.4%**      Women: 16/62 = **25.8%**
  
2. The overall percent, by rank, who have career mentors:  
 Assistant: 16/70 = **22.9%**      Associate: 14/89 = **15.7%**      Full: 13/82 = **15.9%**

Table 1

*Number (%) of Tenure-track Faculty Mentees by STEM, Rank, and Gender*

	<b>STEM</b>	<b>SBS</b>	<b>Other</b>	<b>Total</b>
<b>Assistant</b>	<b>13 (81.2)</b>	<b>0 ( 0.0 )</b>	<b>3 (18.8)</b>	<b>16 (36.4)</b>
Male	9 (69.2)	0 ( 0.0)	0 ( 0.0)	9 (56.3)
Female	3 (23.1)	0 ( 0.0)	3 (100.0)	6 (37.5)
<b>Associate</b>	<b>8 (57.1)</b>	<b>6 (42.9)</b>	<b>0 ( 0.0)</b>	<b>14 (31.8)</b>
Male	5 (62.5)	1 (16.7)	0 ( 0.0)	6 (42.9)
Female	2 (25.0)	5 (83.3)	0 ( 0.0)	7 (50.0)
<b>Full</b>	<b>11 (84.6)</b>	<b>1 ( 7.7)</b>	<b>1 ( 7.7)</b>	<b>13 (29.5)</b>
Male	9 (81.8)	0 ( 0.0)	1 (100.0)	10 (76.9)
Female	2 (18.2)	1 (100.0)	0 ( 0.0)	3 (23.1)
<b>Total</b>	<b>33 (75.0)</b>	<b>7 (15.9)</b>	<b>4 ( 9.1)</b>	<b>44 (100.0)</b>

### Those reporting having a mentor:

#### Areas Mentoring is *Already Provided* (see Figure 1)

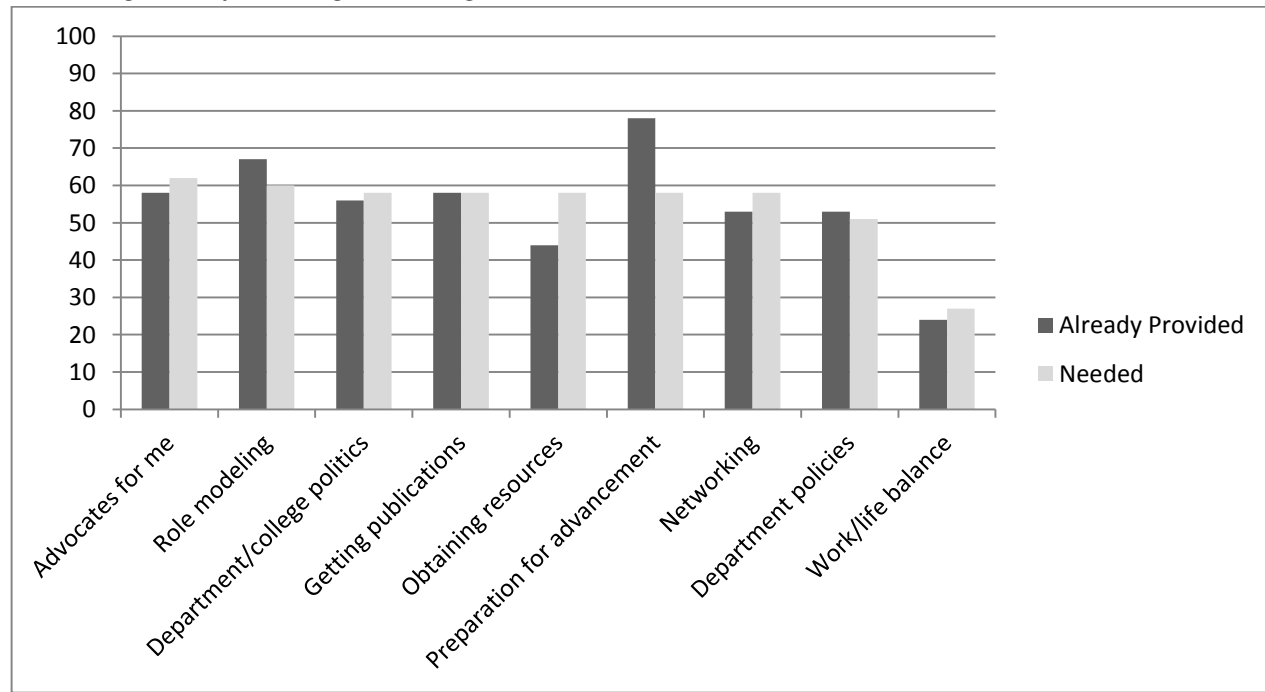
Preparation for advancement- 35/45 (78%)  
 Mentoring through role modeling- 30/45 (67%)  
 Advocates for me- 26/45 (58%)  
 Getting publications- 26/45 (58%)  
 Department/college politics- 25/45 (56%)  
 Department policies- 24/45 (53%)  
 Promotes my career through networking- 24/45 (53%)  
 Obtaining resources- 20/45 (44%)  
 Work/life balance- 11/45 (24%)

#### Areas Mentoring is *Needed* (largest percent is first; see Figure 1)

Advocates for me- 28/45 (62%)  
 Mentoring through role modeling- 27/45 (60%)  
 Department/college politics- 26/45 (58%)  
 Getting publications- 26/45 (58%)  
 Obtaining resources- 26/45 (58%)  
 Preparation for advancement- 26/45 (58%)  
 Promotes my career through networking- 26/45 (58%)  
 Department policies- 23/45 (51%)  
 Work/life balance- 12/45 (27%)

Figure 1

Percentages of faculty *who already receive* mentoring in the following areas (black bars) or would like mentoring in the following areas (lighter bars)



Note. N = 45

**Those reporting *not* having a mentor:**

**Areas Mentoring is Needed (largest percent is first; see Figure 2)**

Preparation for advancement- 88/182 (48%)

Promotes my career through networking- 71/182 (39%)

Advocates for me- 69/182 (38%)

Obtaining resources- 66/182 (36%)

Mentoring through role modeling- 65/182 (36%)

Getting publications- 61/182 (34%)

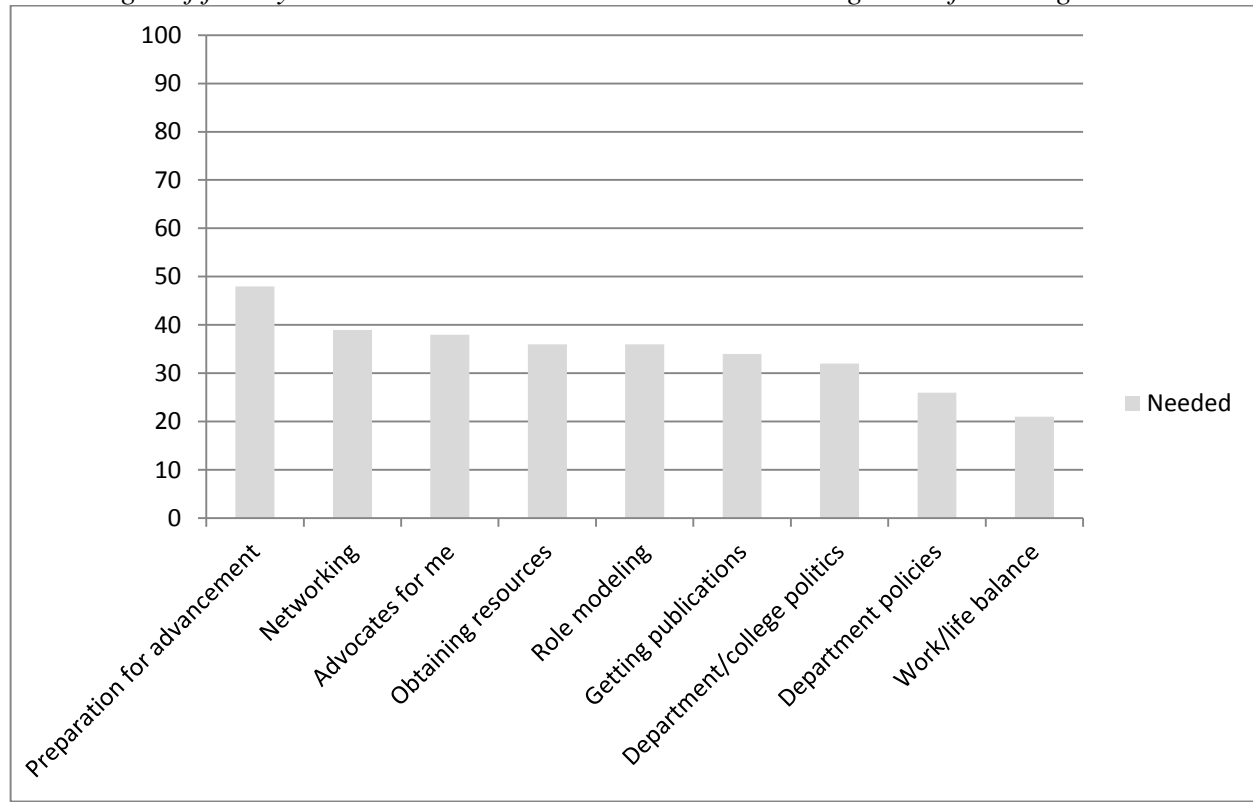
Department/college politics- 59/182 (32%)

Department policies- 47/182 (26%)

Work/life balance- 38/182 (21%)

Figure 2

*Percentages of faculty **without** a mentor who would like mentoring in the following areas*



Note. N=182

**For those who have mentors, does the evidence suggest satisfaction or dissatisfaction with the current mentoring situation?**

On a scale of 1 to 5, where 5 is most satisfied, the average satisfaction is 4.5.

**Below are listed additional comments about mentoring from both individuals with and without mentors. The following were requests about other areas of mentoring that they wanted, but were not included as a specific item:**

- Need advice about funding opportunities
- Need advice about research projects
- Need advice about how to manage a research lab and mentor students
- Need to feel a sense of connectedness to department or college
- Need advice on obtaining research funding
- Need advice on recruiting research students
- Need mentor to be a 'sounding board'
- Need collaboration on research projects and shared lab equipment
- Need advice on dealing with department chair