

## **Context**

In 2022, DU was awarded NSF Organization Change for Gender Equity in STEM Academic Professions (ADVANCE) grant for their DU-MERISTEM proposal. The 3-year, nearly \$1 million grant builds on existing momentum to better support historically excluded faculty in the STEM fields at DU.

The goals of DU-MERISTEM are to 1) Improve hiring practices to increase diverse representation; 2) Increase support across the career trajectory, particularly ensuring that new hires have a pathway to career success; and 3) Make the climate more positive for women and other diverse hires through changes to departmental cultures.

As part of DU-DEVELOP (a mentor-training program with a focus on helping new hires succeed), a selected group of departments will commit to a pilot program to improve mentoring and support of faculty across their careers at DU, beginning with hiring. Mentoring liaisons will serve as coaches for these pilot departments, helping them implement research-based strategies to improve retention and thriving for historically excluded faculty (HEF). Liaisons will ensure the pilot programs progress toward their goals, engage best practices, and assess their work.

In addition, liaisons will support a broader culture of mentoring and support on campus, through adapting, creating, or arranging for faculty mentoring training. This training should help faculty better support other faculty, including peers. To support this work, liaisons will have access to a mentoring fund to compensate faculty, as well as funds for training facilitation.

Mentoring Liaisons will:

- Use existing models for mentoring to support inclusive faculty success, train, and provide ongoing support for DU mentors in STEM fields.
- Serve on and support the DU-DEVELOP subgroup of the DU-MERISTEM grant.
- Administer a “faculty mentoring fund” to support faculty who agree to be trained as mentors.
- Explore and implement innovative approaches to mentoring, such as peer-to-peer and micro-mentoring.
- Collaborate with VPFA Faculty Fellow for Mentoring Initiatives on developing a campus-wide culture of inclusive mentoring and support faculty engaged in peer mentoring.
- Work with departments/programs selected to pilot the DU-DEVELOP mentoring program to create concrete action plans for long-term sustainability of a mentoring program.
- Lead opportunities for faculty and staff to develop mentoring capacities.

## **Overview**

Two mentoring liaisons will serve as leaders on campus, selecting, training, and supporting faculty mentors in targeted departments and beyond. They will receive formal training in mentorship and use this and the MOARS model to create other mentors in at least three pilot departments, with the ultimate goal of establishing a sustainable mentorship program. This will serve as a pilot for mentoring programs that could be adopted across campus. With support from DU-DEVELOP, and funds to pay for outside facilitation and faculty participation, the mentoring liaisons will improve promotion and retention of HEF by expanding the number of faculty who are trained as mentors. They will, in collaboration with DU-DEVELOP, explore alternatives to “dyadic” mentoring, including but not limited to peer-to-peer and micro mentoring.

### **Minimum Qualifications**

Full time, tenure-track, or teaching and professional series faculty at the Associate level or higher may apply. (TPF eligibility pending conversation with their Dean; please contact search chair to discuss.)

### **Preferred Qualifications**

Demonstrated experience in developing and implementing effective peer and professional (faculty and staff) mentoring programs

- Experience with JEDI issues in STEM fields
- Some formal training in mentorship (e.g., CIMER Facilitating Entering Mentoring Training, DU Mentoring Community of Practice)

### **Application Process**

Applicants will be asked to please submit

- A concise summary that highlights why you are interested in this position and what experience, interests, or strengths you bring to this work. A bulleted list is appropriate.
- A current CV
- An email from your Chair indicating their support

### **Compensation, scope, and contract length**

Two one-year positions are available, with potential for renewal up to the length of the grant, which is three years.

Faculty will work with the NSF Advance grant Co-PIs and their department and unit leadership to negotiate course releases and/or stipends. The budgeted amount for this position is \$19,564 plus fringe for each of the years. The hope is that faculty could devote a serious amount of time to this work.

Preferably, Mentoring Liaisons would begin work in late Fall 2022 or early Winter 2023.

### **Yearly Deliverables**

Mentoring Liaisons will create a joint, yearly report to submit to the DU-MERISTEM leadership team, which will include:

- Description of training activities, including number of DU faculty trained as mentors, including contributing to the DU-DEVELOP NSF annual report
- Usage and impact of Faculty Mentoring Fund
- Update on pilot program, including summary of yearly progress report and concrete steps toward a sustainable mentoring program
- Report to be shared with Unit leadership on activities which have taken place and future activities in their areas, and other stakeholder engagement as appropriate