

FACULTY MENTORING AND CAREER DEVELOPMENT

Multiple Resources for Support and Advancement

During the past five years, Berkeley has developed a number of new resources, partnerships, and projects in support of faculty mentoring and career development. The goal of this work has been two-fold:

- » Provide general support for faculty success and advancement throughout the campus
- » Ensure the retention and advancement of women and underrepresented minority faculty members

The efforts have been multifaceted and incorporated individual and collective elements — both within departments and at a broader, campuswide level. The work has included the creation of a cross-campus thematic mentoring initiative, along with the development of online mentoring resources, professional development workshops, faculty affinity networks, and departmental mentoring plans. In addition to campus-based efforts, Berkeley has also built connections with University of California systemwide partners and national mentoring organizations to support faculty success, productivity, advancement, and well-being. Critical to success has been the collaboration of the Division of Equity & Inclusion, the Office for Faculty Equity and Welfare, the Office of the Vice Provost for the Faculty, and the new special assistant for faculty mentoring. Funding for these faculty mentoring efforts has been provided by the Evelyn & Walter Haas, Jr. Fund as part of the Berkeley Initiative for Equity, Inclusion, and Diversity.

While formal projects such as these are designed to impact all faculty, they often have an especially important benefit for women and minority faculty who may be left out of informal mentoring activities or social circles in their departments and fields. In particular, participation in Berkeley's campuswide workshops and affinity networks has been broad and diverse, both in terms of discipline and in terms of gender and ethnic background.

Program Highlights and Accomplishments

- » **Enhanced online materials and resources for faculty mentoring:** New resources include Berkeley's guide to Principles and Best Practices for Faculty Mentoring, along with links to a range of articles on mentor and mentee experiences, advancement strategies, and best practices from peer institutions.
- » **Thematic mentoring teams with campuswide reach:** Led by the special assistant for faculty mentoring, this initiative has involved the creation of cross-campus workshops and mentor teams on key topics of interest to assistant and associate professors such as book writing, journal article publication, and grant writing. For each topic, two campuswide workshops are held, led by senior faculty mentors/advisers with deep experience in the subject areas. After the workshops, the mentors agree to be available for further individual consultation as needed during the academic year. Since the launch of this effort, six workshops have been held, serving approximately 100 attendees. Workshops are co-hosted by the Office for Faculty Equity and Welfare and the Division of Equity & Inclusion.

- » **Other professional development workshops:** Each year, the Office for Faculty Equity and Welfare, in collaboration with the Office of the Vice Provost for the Faculty and the Academic Personnel Office provides tenure workshops for assistant professors and associate professor workshops for mid-career faculty. The tenure workshops are held twice a year, with approximately 80-100 faculty members attending. The associate professor workshop is held once a year, with approximately 60 faculty members attending. These workshops serve as an opportunity to provide important information to faculty, but also for faculty to share ideas and for mentoring on career progression, success, and satisfaction.
- » **External professional development support:** Since 2013, the Berkeley campus has partnered with the National Center for Faculty Development and Diversity (NCFDD), a national organization providing professional development and networking resources for faculty members, post-docs, and graduate students. NCFDD's offerings cover a broad range of mentoring topics. The center also has a special focus and expertise on diversity. As an institutional member, Berkeley offers all faculty complimentary access to the organization's online workshops and resources.
- » **Departmental mentoring plans:** As part of the strategic planning initiative on equity, inclusion, and diversity, departments are encouraged to update or create their own internal mentoring plans. In addition to pairing junior faculty members with senior faculty members for general support and advice, some of the components of these plans include: annual or semi-annual check-ins on research, teaching, and service; monitoring administrative and other responsibilities to ensure they do not unduly detract from research and writing; providing support on the writing and publishing process; hosting ongoing junior faculty discussion forums; and networking support.
- » **Faculty of color network:** Each year, the vice chancellor for equity and inclusion meets with a representative group of faculty of color to discuss mentoring and career development needs. This is done in collaboration with Stiles Hall, a nonprofit university partner focused on community service, equity issues, and campus access for underserved groups. These networking sessions encompass both business and social elements. This combination encourages the creation of strong relationships and provides a place to share concerns, celebrate successes, and engage in senior-junior peer mentoring.
- » **Special assistant for faculty mentoring.** From 2013-2015 Professor Kurt C. Organista of the School of Social Welfare served as a special assistant for faculty mentoring. This position, created with funding from the Evelyn & Walter Haas Jr Fund, was designed to draw on the expertise of a senior faculty member in improving the mentoring of faculty from all departments in scholarly and promotion-relevant ways.

Moving forward, the Office for Faculty Equity and Welfare will continue to offer a range of workshops for assistant and associate professors. The Division of Equity & Inclusion will continue to convene the Faculty of Color Network, and thematic mentoring teams will remain available for consultation and support.