

E&W Mentoring Program

16 May 2019

Overview

- E&W 1-on-1 mentoring program summary
- Panel discussion
- Audience questions/discussion

Collaborators

- Karyn Sproles, Center for Teaching and Learning
- Jenelle Piepmeier, Weapons, Robotics, and Control

E&W: Gender Diversity

	Women	Men
Current	18	57
Hired in last 5 years	8	12

Motivation

- Personal experience
- Friends who resigned
- Faculty retention

E&W Division Mentoring timeline

Year\Activity	Class visits (mid-rank only)	Peer teaching evaluation (prior to P&T)	Candidate worksheet review	Group mentoring (1 st and 2 nd year)	1-on-1 mentoring (3 rd year)
AY15	X		X		
AY16	X		X	X	
AY17	X	X		X	
AY18	X	X		X (+PMPs)	X (+PMPs)
AY19	X	X		X (+PMPs)	X (+PMPs)

Peer Teaching Evaluation: Process

- Visiting pair: one from within department, one from outside department
- Process: Evaluators ...
 - Visit same lecture and perform independent evaluation
 - Meet afterwards to determine single evaluation
 - Debrief faculty member
- Mid Rank: One visit in the fall semester
- P&T: Two visits in the spring semester prior to submitting promotion materials

Peer Teaching Evaluation: Progress

- Goal for AY20 and beyond: Provide peer teaching evaluation like FACT
 - Need to recruit and train evaluators
 - Need to expand program slowly
- When does the department chair get involved in the process?
 - Mid-rank: Formative (candidate only)
 - Prior to P&T: Summative (candidate and department chair)

Group Mentoring

- Invite 1st and 2nd year tenure-track civilian and PMP faculty in E&W Division
- Meet bi-weekly as a group with Senior Prof and Division Senior Mentors
- Organized occasional Happy Hours for all Assistant Profs in Division

1-on-1 Mentoring Matching

- Offered to faculty in their 3rd year
- Data collection (HRPP approved)
 - Survey of mentors and mentees: comfort and interest over a range of academic areas
 - Short interview with Senior Prof and CTL Director
- Matching criteria
 - Mentor has comfort *and* interest in area(s) where mentee seeks improvement
 - Personal connection based on interview

Mentoring Process

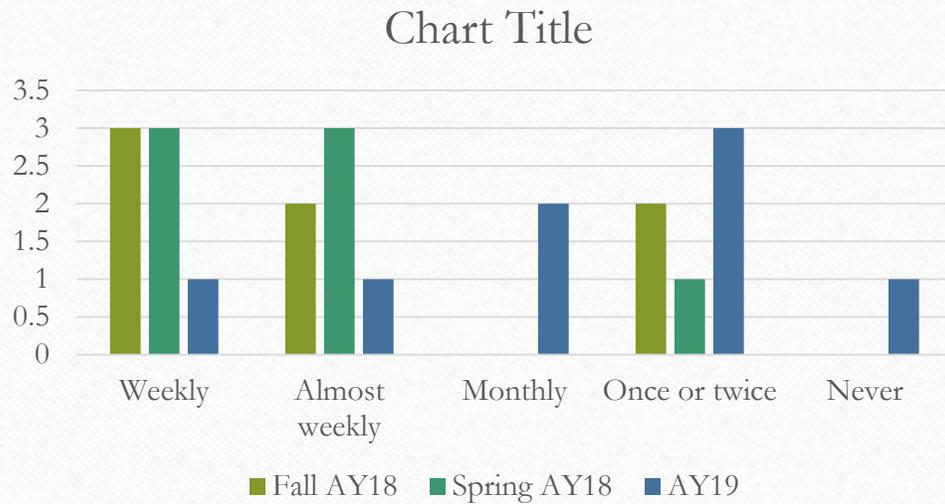
- Brief weekly meetings (adapted from Boice's brief daily writing concept)
 - Ideas stay fresh in the mind, less warm up time is required
 - Allows time for “near mentoring”, for noticing things that relate to the mentoring process
 - Weekly habit makes the work more welcome, less of a struggle
 - Shorter, less fatiguing sessions
 - Provide a realistic sense of doing enough, help reduce pressure to accomplish everything in a single meeting
 - Brief, weekly sessions fit into busy schedules, are more productive than less frequent, longer sessions

Mentoring: Results

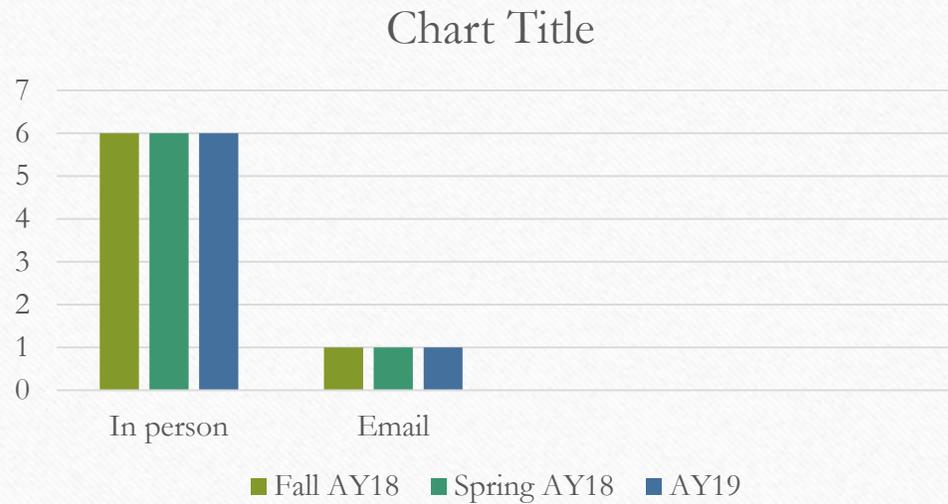
- All 8 Asst Profs in 1st mentoring class (AY15) were promoted in AY18 and AY19
- Historically (2004-2014): E&W had a 90% promotion rate

Feedback: Meetings

Frequency



Format



AY19: All respondents want to continue in mentoring program

Feedback: Content

AY18: Discussion Topics

- P&T
- Teaching philosophy
- In-class instruction ideas
- Research with midshipmen
- Research:
funding/publication/scholarly process

AY19: Goals

- Prioritization of tasks
- Preparing for P&T
- Journal publications

Feedback: What worked well

AY18

- Outside department POV
- In person meetings
- Informality, flexibility
- Class visits

AY19

- Accountability
- Getting to know mentor
- Expert knowledge

Feedback: What can be improved

AY18

- Program logistics
- Mentor training
- P&T vs career mentoring
- Scheduling

AY19

- Guidance on building a research team
- Assoc Profs as mentors
- Scheduling

Feedback: Mentoring impact on P&T

- Organization
- Prioritization
- Valuable resource/role model
- Feedback on P&T materials
- Continuum of mentoring
 - Informal mentoring
 - Departmental mentoring
 - Out-of-department mentoring

Challenges: Expanding the Program

- Recruit and train mentors
 - Peer teaching evaluation is a good entry point
 - Define best practices
 - Utilize Center for Creative Leadership coaching tools
- Track effectiveness of the program

Future Directions

- Transition peer teaching evaluation program to FACT-like resource
- Recruit and develop a cadre of mentors
- Support, collaborate with mentoring programs in other Divisions
- E&W: Expand one-on-one mentoring to recently promoted Assoc Profs

Panel Discussion

- Mentees

- Levi DeVries – WRC
- Jaye Falls – NAOE
- Mike Kutzer – WRC

- Mentors

- Rob Ives - ECE

Audience Questions and Discussion
