

Propelling Rise of Faculty (PRoF)

Mentee Guidance

Purpose: The long-term goal of PRoF is to propel the advancement in faculty rank of early career faculty. Faculty promotion requires meeting specific criteria, but knowing how to navigate the academic system to meet these criteria is not always clear.

Academic promotion relies heavily on productive scholarship, which requires knowing how to: 1) formulate a scholarly project, 2) establish collaborations, 3) gain sponsorship by senior faculty, and 4) manage work-life balance.

To gain insights and guidance into these factors, PRoF facilitates the matching of an early career faculty Mentee with a senior faculty Mentor. PRoF matches Mentors and Mentees based on responses to surveys on goals and preferences. Prior Mentees said they felt that they could be more open with a Mentor outside of their department; thus, every Mentee is matched with a Mentor from outside of the Mentee's department.

A core focus of PRoF is community building. PRoF will also facilitate regular community gatherings between early career and senior faculty, as well as among peer groups.

Mentee Expectations: Mentees are expected to be proactive and initiate contact. The "PRoF Mentoring Roadmap Worksheet" is intended to be a self-directed guide for Mentees to fill out, to start the conversation between Mentors and Mentees.

- Mentees are requested to commit to 1 year and meet with Mentors at least 4 times.
- Additional meetings are welcome and should be mutually agreed upon by both parties.
- Mentorship can continue beyond the 1-year PRoF program as long as there is mutual interest.

Although Mentors *may* be able to solve your problem (e.g., identify research projects, find collaborators), you should not expect your Mentor to solve your problems; Mentors are there to listen, provide guidance, and empower *you* to problem solve.

Potential Mentor Reactions: Based on prior feedback from Focus Groups, Mentors did not feel that they were helpful to their Mentees and/or their guidance was not valuable. Many thought their responsibilities were to set up projects, find grants, etc, and that even discussion of work-life balance was not relevant. It is important for Mentees to give feedback on what they are receiving from Mentors; even a small expression of appreciation could go a long way.