

# Mentoring Your Faculty

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Mentoring Your Faculty

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Investing in Your Faculty

# A little bit about us...



1995 Sc.B. Brown University

2001 Ph.D. Princeton University

2001 Postdoc, Columbia University

2003 Assistant Professor, Univ of Wisconsin-Madison

2009 Associate Professor

2014 Professor

1998 B.Sc. University of Miami

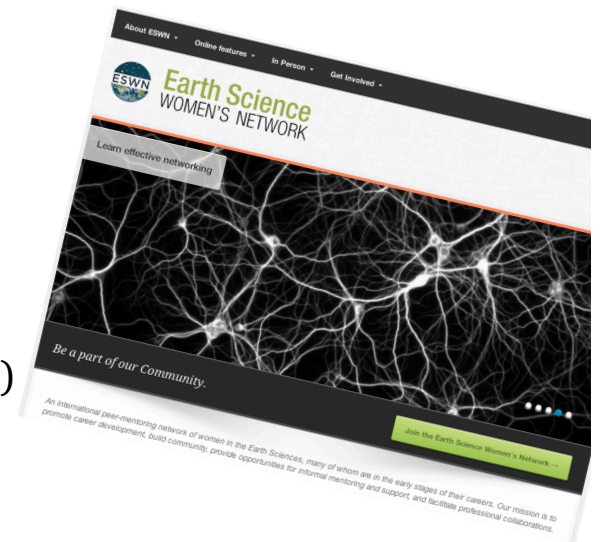
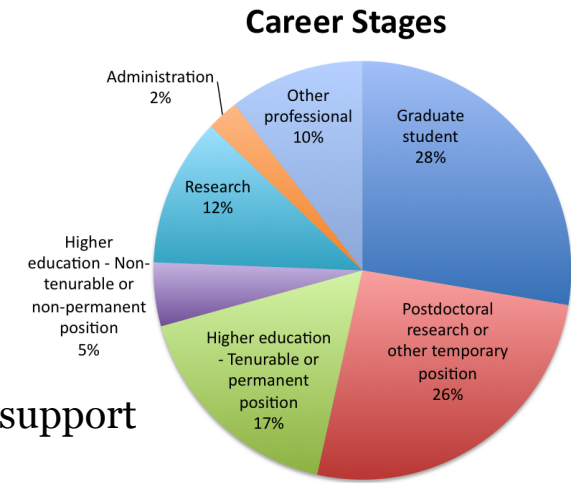
2004 Ph.D. Princeton University

2005 Postdoc, University of Washington

2008 Assistant Professor, Brown University  
(currently in the tenure process)



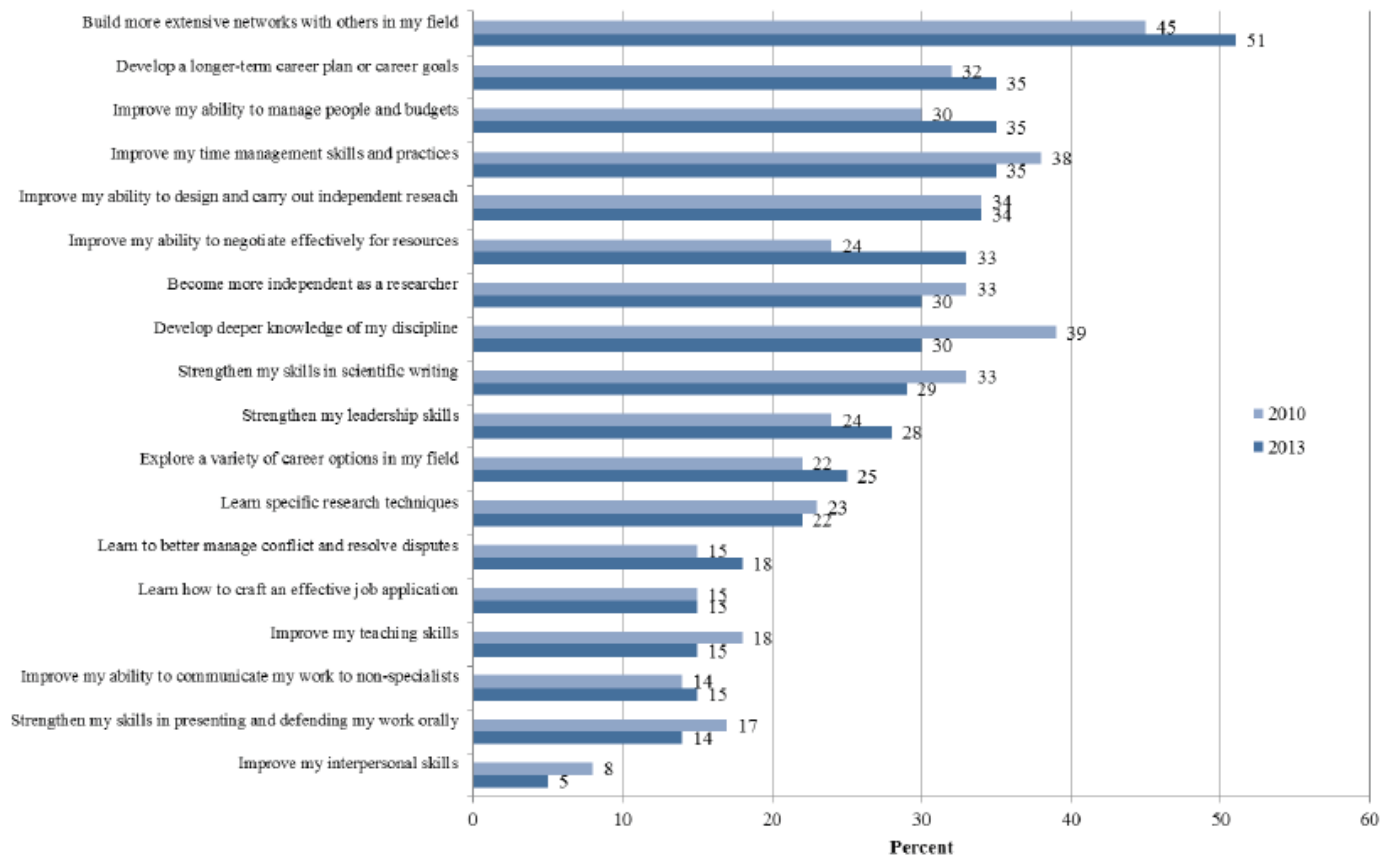
- The Earth Science Women's Network was founded in 2002
- From 2002-2008 we supported activities largely through in-kind support
- From 2008-2013 we were supported by ~\$1M from NSF
- In 2014 we became a non-profit
- Our mission is to connect women in the Earth sciences to promote career development, build community, provide informal mentoring and support, and facilitate professional collaborations.
- Initial cohort = 6, Today = 2,049 and counting  
(representing all research areas of AGU and 52 countries)
- Members are predominately early-career
- We support and facilitate
  - ✓ Online connections: ESWNOnline.org (~2,000 members)  
ES\_JOBS\_Net Listserv (~4,000 members)
  - ✓ In-person networking events
  - ✓ Professional Development Workshops



[www.eswnonline.org](http://www.eswnonline.org)

# What do your faculty need?

**Figure 2.17: Professional Growth Needs of ESWN Members by Survey Year**



Survey data by S. Laursen and T. Archie, *Ethnography & Evaluation Research*, UC-Boulder  
<http://www.colorado.edu/eer/research/womenpartner.html#networks>

# What do your faculty need?

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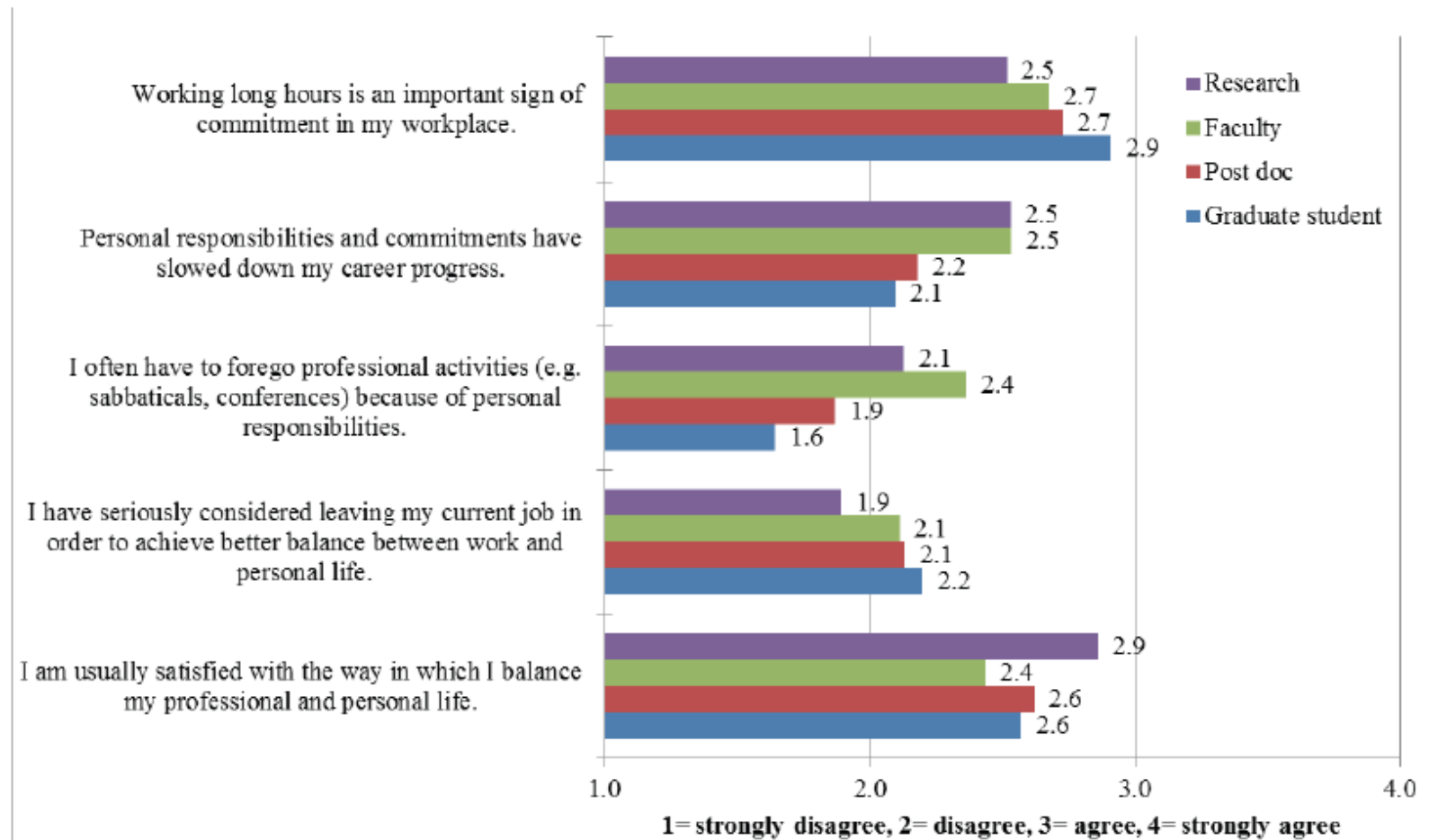


- **Most important needs identified by faculty**

**Improve my ability to manage people, budgets**  
**Improve time management skills and practices**  
**Build more extensive networks**  
**Strengthen my leadership skills**

# Work/life balance by career stage

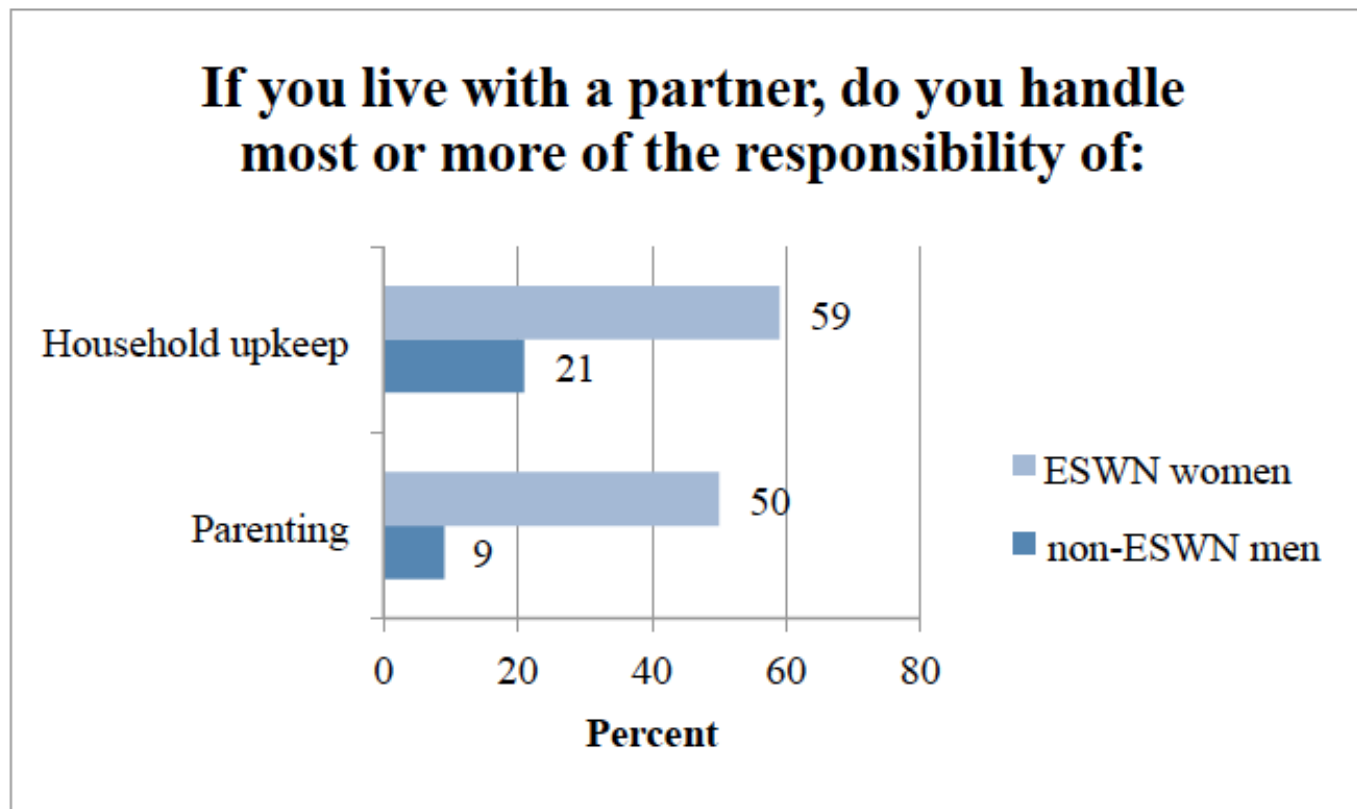
**Figure 7.4: Mean Work/life Balance Ratings by Career Stage**



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<http://www.colorado.edu/eer/research/womenpartner.html#networks>

# Parenting and household, by gender

**Figure 8.27: Parenting and Household Responsibilities, by Gender**

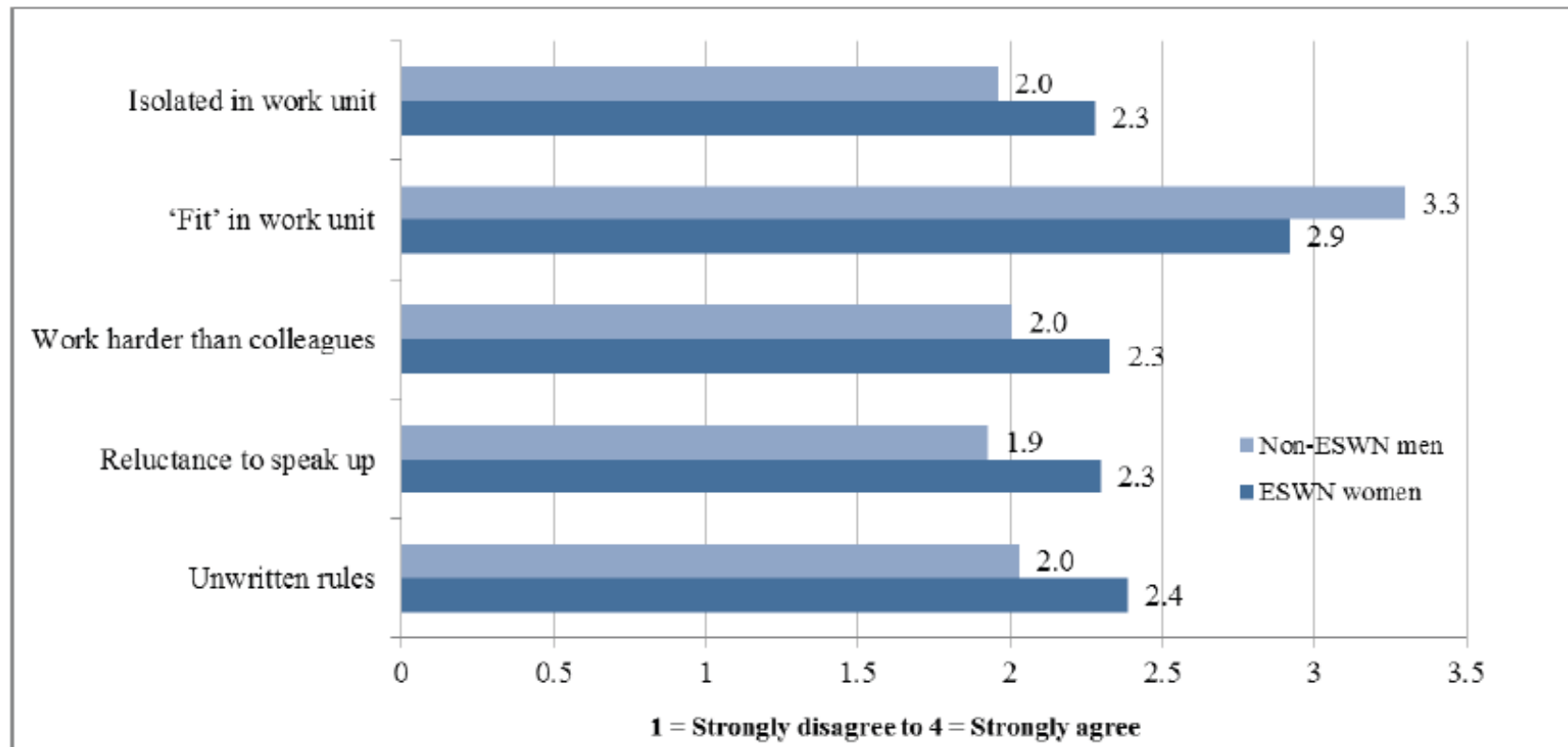


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<http://www.colorado.edu/eer/research/womenpartner.html#networks>



# Workplace climate, by gender

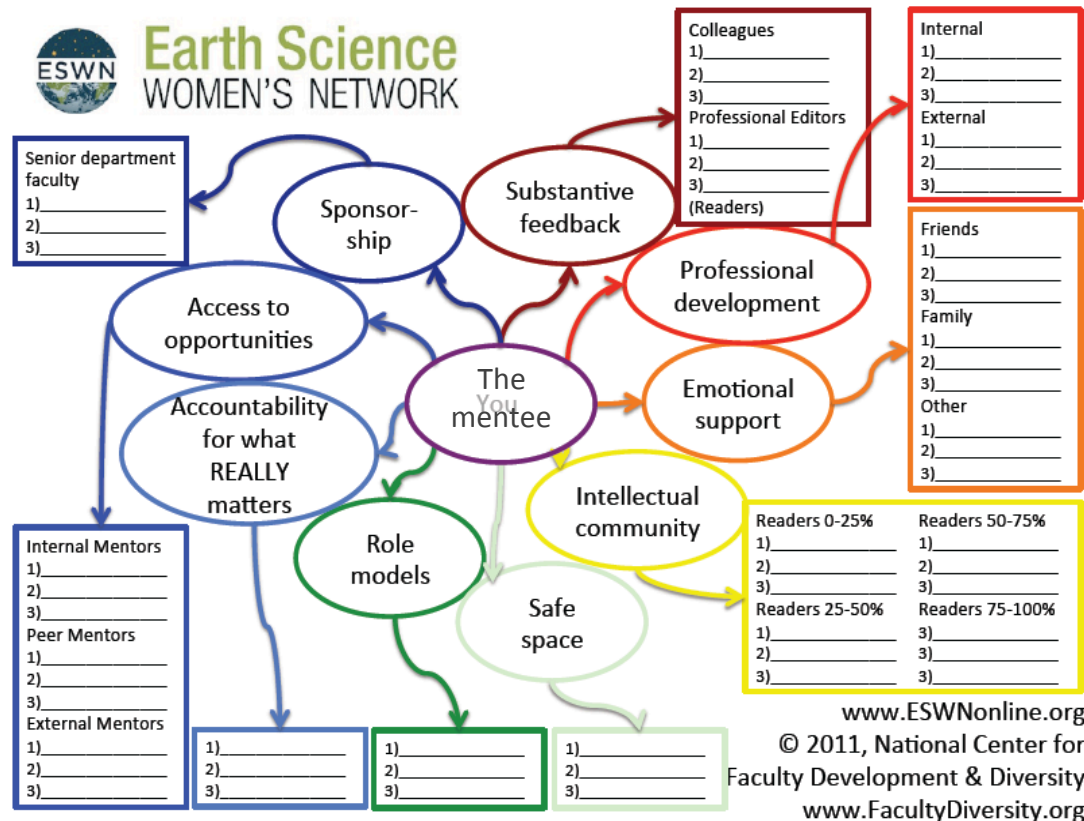
**Figure 8.28: Workplace Climate, by Gender**



Survey data by S. Laursen and T. Archie, *Ethnography & Evaluation Research*, UC-Boulder  
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# Mentoring Map

- Your faculty need:  
Sponsorship, Substantive feedback, Professional Development, Emotional Support, Intellectual Community, Safe Space, Role Models, Accountability, Access to Opportunities
- No one person can meet all of these needs!
- But, you can help your faculty use a framework like this and give them a start at identifying key people within the department, university or college, city, etc. that you think can be helpful and encourage them to get out there...



*Mentoring map (after Rockquomore, 2011, with permission)  
Available at [eswnonline.org/in-person/networking/](http://eswnonline.org/in-person/networking/)*

# A Network of Mentors

- For most faculty mentoring takes place via a one-on-one relationship or via a committee of a few other faculty members
- Mentors facilitate career development through sponsorship and coaching, and by providing challenging assignments, protection, and exposure (Kram 1985)
- Positive career outcomes that have been linked to mentoring including success in promotion, higher incomes, increased mobility, and greater career satisfaction (Fagenson 1989; Scandura 1992; Chao, Waltz, and Gardner 1992; Dreher and Ash 1990).
- A network of mentors provides a broader framework and understanding of how mentoring can serve all of your mentoring needs....