

Growth Network



Background

- This material is based upon work supported by the National Science Foundation under Grant Number (1936141). Any opinions, findings, conclusions or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of the National Science Foundation.

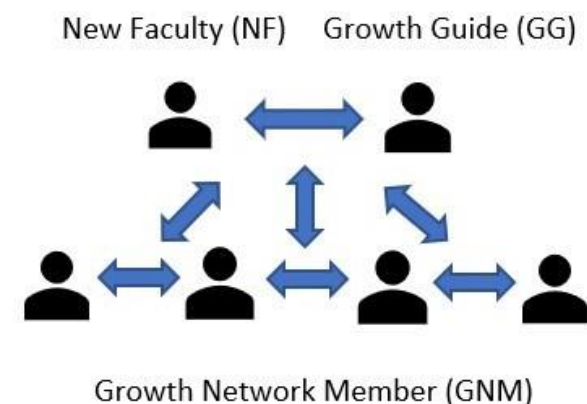
The Growth Network

- The Growth Network is based on an adaptation of Florida International's faculty mentor program. The Growth Network is a program that will offer mentoring and networking for second-year faculty. This program is being developed to fill a need for additional guidance that was expressed by faculty after their first year.

Distinct Roles

- **Growth Guides** are tenured faculty who serve as lead mentors for specific participants. Growth Guides are supportive, approachable, resourceful, and eager to listen and share knowledge (Silver 2011), Guides will be paired with participants based on shared interests, academic similarities, and the needs of the participant. Growth Guides will help negotiate meetings between Growth Network members and new faculty. In addition, Growth Guides will regularly communicate with pre-tenure faculty. During these check-ins, Growth Guides are expected to assist new faculty members with questions about networking, annual reviews, evaluation narrative development, etc.

- **Growth Network Members** are a collective of professionals who offer support and assistance to pre-tenured faculty members. Growth Network Members are supportive, approachable, resourceful, and eager to listen and share knowledge (Silver 2011). Growth Network Members are encouraged to become familiar with best practices for effective mentorships. Members will meet with pre-tenured faculty members. During these meetings, members will assist the new faculty member with questions about networking, annual reviews, and midpoint narrative development.
- **New Faculty** are pre-tenure faculty members who are encouraged to work with Growth Guides, as well as with Growth Network Members. Participants are encouraged to reflect, sharing goals and needs.



Improving Faculty Experiences

Meet the Leader of the Growth Network

Sponsored by the TIME Team

- ◆ In comparison to faculty who have not received mentoring, faculty who have been mentored report:
 - ◊ Higher levels of job satisfaction
 - ◊ Better student evaluations
 - ◊ More academic productivity
 - ◊ Higher levels of promotion
 - ◊ Increased commitment to their institution and profession
 - ◊ Stronger probability of retention
 - ◊ Greater chance of mentoring future faculty



- ◆ The Growth Network is sponsored by the TIME team at SIUE. The TIME team is focused on improving the recruitment, retention, and promotion of underrepresented faculty members. The Growth Network was created as an effort to improve the experiences of faculty members at SIUE. For more information on TIME initiatives, please visit our [website](#).

Growth Guides and Network Members are

- ◆ Supportive
- ◆ Approachable
- ◆ Resourceful
- ◆ Eager to listen and share knowledge

- ◆ Dr. Tisha Brooks is Associate Professor and Interim Associate Dean in the College of Arts and Science. Brooks is an interdisciplinary scholar and teacher in African American Literature and Religion. She received training in coaching and mentoring from the National Center for Faculty Development and Diversity, as well as the Playing Big Leadership Program. Deeply committed to supporting faculty growth and advancement, Brooks has served as a faculty mentor at SIUE and as a faculty coach through NCFDD's Faculty Success Program.

Participants are encouraged to be

- ◆ Motivated
- ◆ Open to advice
- ◆ Clear about their goals and aspirations



Source:

B. Silver, University of Rhode Island, 9-22-11