

## Mentoring Program Evaluation

### **Mentoring Program**

Subsequent to the test department phase of implementation in the first year of the Advance Award, the ACES Mentoring Program was introduced to departments and women faculty in the introductory ACES presentations to 10 departments in January-March 2005. Women and minority faculty were encouraged to identify a mentoring committee consisting ideally of three individuals – one from inside the department, one external to the department and one external to the university. ACES Co-PIs from the S&E schools coordinated with many of their respective women faculty members to help determine committee membership and support the early phases of the mentoring committee set-up. Simultaneously, the executive coaches of the women faculty encouraged them to create and start up their mentoring committees. Despite these efforts, few mentoring committees were actually initiated. A Mentoring Coordinator, Verena Murphy, a doctoral candidate in the Department of Organizational Behavior, was appointed in the summer of 2005 to help focus attention on and address mentoring.

The Mentoring Coordinator conducted 29 interviews with women faculty and chairs during Fall 2005 to understand the mentoring-related issues in the S&E departments and determine the overall ACES mentoring status. Through these interviews it became clear that existing departmental climates best support informal mentoring structures. In those departments where a formal structure existed, it was often not implemented, or not consistently.

Simultaneously, other mentoring-related activities were initiated, including:

- . • September 29, 2005: ACES Mentoring Coordinator attended one day workshop on “Successful Mentoring” in Denver, CO. Submitted a report to ACES committee.
- . • Created an updated mentor list on ACES faculty website, as appropriate.
- . • A Mentoring workshop by Claire Scott Miller and Diana Bilimoria was held for S&E faculty, Dec. 4, 2005
- . • The Mentoring Coordinator issued 9 updates for Coaches on their coachees’ mentoring status, and completed a year end report on faculty interviews to the ACES Co-PIs on 12/28/05

During the spring 2006 semester, 31 interviews were held with women faculty and chairs from the 8 newly added ACES departments with regard to their mentoring experiences and needs/plans for professional development. Faculty stated that they feel they receive adequate, although informal mentoring, mostly from their peers, initiated through personal contacts, and not part of a formalized structure.

Nancy DiIulio, Instructor of Biology, who separately runs a graduate/undergraduate student mentoring program in the sciences, was invited to contribute to ACES Mentoring activities. In Spring 2006, she coordinated with the University of Wisconsin Advance program to design (together with Diana Bilimoria and Verena Murphy) a new mentoring workshop that was based in real-life vignettes illustrating various mentoring issues.

Other Mentoring activities undertaken during Spring 2006 included:

- . • Two Mentoring workshops were held in the EECS and BME Departments of the School of Engineering, conducted by Diana Bilimoria, Nancy DiIulio, and Verena Murphy.
- . • Verena Murphy interacted with other ACES department chairs about holding future Mentoring workshops in their departments.

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- Verena Murphy documented separate mentoring vignettes from non-tenure track women faculty that she had interviewed, and completed a report including recommendations for the ACES Team Retreat 5-23-06.
- Dr. Margaret Stager of the School of Medicine presented the mentoring-related findings of her research survey of women faculty of the School of Medicine (SOM) to the ACES Team. Subsequent to her presentation, ACES has invited Harvard University's Professor Jean Emans (Office of Faculty Development, Children's Hospital, Boston) to visit Case on October 18, 2006. During this visit, Dr. Emans will interact with the deans, chairs, and women faculty of the SOM and discuss the feasibility of the creation of an Office for Faculty Development similar to the one she founded at Harvard Children's Hospital.
- On Lynn Singer's request, Verena Murphy completed a cost estimate for establishing an Office for Faculty Development at Case.

## Opportunity Grants Evaluation

To answer questions raised by the Co-PIs about the outcomes of the ACES Opportunity Grants program, during June 2006 Verena Murphy interviewed 10 ACES Opportunity Grant recipients from previous years on their progress of projects resulting from their grants. 7 other grant recipients will be interviewed in July 2006, and a report will be presented to the ACES Co-PIs.