

TITLE:

Increasing Faculty Retention in CNAS through Mentorship

INVESTIGATORS:

Patricia Springer, Professor and Chair, Botany and Plant Sciences

Linda Walling, Professor, Botany and Plant Sciences

Loralee Larios, Assistant Professor, Botany and Plant Sciences

Samantha Ying, Assistant Professor, Environmental Sciences

Peter Homyak, Assistant Professor, Environmental Sciences

ABSTRACT:

Retention and advancement within the professoriate of women faculty and faculty from diverse backgrounds is a widespread challenge in academe. UC Riverside, like many institutions, is facing similar challenges in faculty retention of these demographic groups. Faculty surveys have indicated that collegiality, work-life balance, potential for professional growth, and teaching and service inequities are challenges faced by women faculty and faculty from diverse backgrounds. We propose a three-year mentoring program to address these needs. Our program consists of three interlaced phases, which include: (1) faculty mentor training, (2) team mentoring of assistant professors, and (3) professional development workshops. Our curriculum is designed to: (1) enhance mentor/mentee competencies, (2) support and facilitate faculty career development through mentoring, and (3) improve campus climate by increasing awareness of systemic inequities and promote a culture of mentorship. This program will provide a timely structural intervention to support faculty, during these unprecedented times.