

**TITLE:** Increasing Faculty in CNAS through Mentorship

**YEAR:** 2021-2022 Academic Year

**INVESTIGATORS:**

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**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. The project plans a three-year mentoring program in the College of Natural and Agricultural Sciences (CNAS) to address these needs. The program consists of three interlaced phases, which include: (1) faculty mentor training, (2) team mentoring of assistant professors, and (3) professional development workshops. The 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.