

**Early Career Faculty Mentorship Program  
Chaifetz School of Business  
2021-2022 Academic Year**

**Mission:** The mission of the Early Career Mentorship Program at the Chaifetz School of Business is to provide colleagues who are in the early stages of their career with knowledge, skills, and relationships that will enhance their ability to build a successful academic career and to contribute to the Mission of Saint Louis University, the Chaifetz School of Business, and the business discipline.

**Goals:** The goal of the Early Career Mentorship Program at Chaifetz School of Business is to “provide orientation, guidance, mentoring, and inclusive developmental practices” (2020 Guiding Principles and Standards for Business Accreditation) for early career faculty by

- (1) strengthening peer-engagement among early career colleagues.
- (2) creating a framework for mentorship by experienced colleagues within and across departments.
- (3) providing an opportunity for early career teachers and scholars to engage with more experienced academics for mutually fruitful interactions (e.g., sparking inter-disciplinary collaborations on teaching and/or scholarship).
- (4) facilitating the development of knowledge- and experience-sharing, caring, and FUN environment.

**Mentees:** Tenure-track and non-tenure-track faculty with (typically) less than 6 years’ experience, doctoral students

**Mentors:** Faculty with at least 6 years of experience at Chaifetz

**Activities in the Pilot Year 2021-2022:**

- Informal Gathering: seeking ideas/suggestions/thoughts
  - August-September 2021
    - Completed. All 12 junior faculty were contacted for their input for the program. In addition, 4 doctoral students and the PhD program director – Professor Benmamoun – were reached out to seek input. The responses were highly consistent: this is a much-needed program to provide support and networking for our junior faculty.
  - Seeking mentors: (at least) one from each academic department
- Kickoff Meeting: full group of mentees with volunteer mentors, may break out into small groups according to topics of interests (See list below for suggestions)
  - Early to Mid October 2021
- Interaction Meeting 1:
  - (1) Mentees presenting an overview of their current teaching and/or research interest
  - (2) Debriefing on presentations
  - (3) Outlining next steps for the mentees
  - (4) Mentors presenting topics of interest
  - (5) Guest speakers from Reinert Center for Transformative Teaching and Learning, Office of Diversity and Community Engagement, Research Strategy Group, International Services, etc.
    - Third week of November 2021 before Thanksgiving
- Interaction Meeting 2:

- (1) Following up on progress made on any work presented at Interaction Meeting 1
- (2) Mentors presenting topics of interest as listed below or beyond
  - End of January 2022
- Wrap-up Meeting for the Pilot Year of 2021-2022
  - (1) Mentors presenting topics of interest as listed below or beyond
  - (2) Seeking feedback
  - (3) Planning for expansion into future years
    - End of March 2022
- Friday research/teaching seminars October and November 2021
- Informal gatherings for discussions, support, and encouragement between the above formal meetings/Friday seminars
- *Note:* the topics for discussion are flexible at each meeting. That is, in addition to set topics, topics of the most current interest or concern may be discussed freely.

### **Potential Topics for Mentor Presentations/Meeting Discussions:**

1. Balancing conflicting demands – Service/research/teaching, work/life, etc.
2. Successfully navigating Promotion & / or Tenure
3. Taking it the next level – Positioning for post tenure success
4. Building an academic career – From dissertation and onwards
5. Becoming a dedicated and effective teacher and researcher
6. Publishing in premier journals
7. Surviving and thriving in the U.S. academic environment
8. Developing your own research program
9. Research with impact: What does it mean? (2020 AACSB standards)
10. Developing an effective R&R strategy
11. Fostering a rewarding and integrated research-teaching career
12. Design, preparation, and execution of effective teaching
13. Continuous innovation in the classroom
14. Increasing the impact of teaching on students and business practice
15. Peer mentoring on the scholarship of teaching and learning
16. Identifying and securing grants
17. Working with doctoral students
18. Service opportunities to the profession (e.g., journal editor, volunteer to the professional associations)

### **Metrics for Success**

1. Engagement of mentors and mentees with formal/informal meetings and Friday research/teaching seminars
2. Survey measures of job satisfaction, positive affect, commitment, intention to quit, sense of belongingness, etc. of both mentors and mentees
3. Collaborations (teaching, research, service) sparked through discussions
4. Individual progress made