

# FIU

## Advance Women, Equity & Diversity

Established in 2016 by Provost Kenneth G. Furton, AWED aims to achieve and sustain faculty equity and diversity as an essential element of FIU's academic excellence. AWED develops and manages a wide range of programs to promote faculty equity, diversity and inclusion, including workshops and trainings to improve faculty hiring and promotion processes, faculty mentoring, and interdisciplinary networking.

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For more information visit  
[mentor.fiu.edu](http://mentor.fiu.edu)

Or email us at  
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## Faculty Mentoring Program @ FIU

*"FIU is so big that sometimes we get insulated in our own departments. This program gives faculty an opportunity to meet people outside of their discipline, which leads to some really interesting collaborations . . . the driving force behind all of it is to bring faculty together to draw upon each others' strengths to create a more positive career experience and, ultimately, a stronger FIU."*

**Suzanna Rose**

### Resources Available On Our Site Include:

- ⇒ "Academic Mentoring—How to Give It and How to Get It"
- ⇒ "Design Thinking' for a Better You"
- ⇒ "Mentorship: A Critical Component for Professional Growth and Academic Success"
- ⇒ Tenure and Promotion Manual



## Guide for Faculty Mentors & Mentees

# FMP Information

The Faculty Mentor Program was established to address the needs of faculty in regards to career development.

Mentors and mentees are matched based on:

- ⇒ Research interests
- ⇒ Disciplinary demands
- ⇒ Different departments in their respective colleges

A variety of workshops and events are held over the course of the academic year to scaffold the mentor-mentee relationship.

Past workshops have been organized on Tips to Tenure & Promotion, Summer Planning, 3rd Year Review, Publishing in Peer-Reviewed Journals, NSF and NIH Grantwriting, Assertive Communication, Faculty Writing, Program Evaluation, and Leadership.

At least two beginning-of-year Mentor Orientation sessions are held to allow mentors and mentees time to discuss and set goals for the Faculty Mentor Program, exchange CVs, and review best practices.

## Office to Advance Women, Equity & Diversity

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### Benefits of Being a Mentor:

- ⇒ The beginning-of-year mentor orientation exposes you to guidelines and resources that may be used in your interactions with junior faculty within and outside of your field.
- ⇒ Your service as a faculty mentor in this program will be recognized as an important component of your overall service to the university in your annual faculty evaluation.
- ⇒ You will have collaboration, feedback and interaction opportunities with a junior faculty member.

You will develop a network of former mentees, as well as an expanded network of colleagues and collaborators.

### Role of Mentor:

- ⇒ Helping mentee clarify and communicate goals
- ⇒ Introducing mentee to viable sources of networking
- ⇒ Sharing an outside perspective
- ⇒ Offering the history and background in career choices for the future

### Benefits of Being a Mentee:

- ⇒ Multiple studies report positive associations between having a mentor and markers of success such as number of publications, time devoted to research, career satisfaction, and promotion.
- ⇒ Working with a mentor can shorten your learning curve by giving you tips, strategies, and information on career activities and management.
- ⇒ Mentoring empowers junior faculty as individuals and colleagues.

### Questions to Ask As You Seek a Mentor:

- ⇒ Why have I chosen to do my work in the academy?
- ⇒ What will be my contribution in my field?
- ⇒ What is my trajectory?
- ⇒ How is my fit in my department?
- ⇒ How do I find community in my work?

