

Mentoring in the Academic Pipeline: Reflections from MDFD I Leaders

**Building Academic and Community Partnerships for Innovation and Change
Minority Dental Faculty Development Program**

June 11, 2015

Washington D.C.

UIC MDFD Program Core Components

- **Recruitment**
- **Training**
- **Mentoring**
- **Tracking/Evaluation**

UIC MDFD Program Mentoring Objectives

- 1) Develop infrastructure to support MDFD mentoring**
- 2) Identify resources to sustain MDFD mentoring programming**
- 3) Develop partnerships to maximize resources and activities**
- 4) Identify mentors and mentees**
- 5) Provide mentoring training**
- 6) Develop and implement monthly mentoring activities**
- 7) Evaluate programming and track participants**

Mentoring Partnerships

- **Campus**
- **College**
- **Community**

Campus Mentoring Partner Office of Access and Equity

- Represents the campus on issues related to diversity**
- Maintains campus diversity profile data**
- Investigates discrimination complaints**
- Offers trainings on diversity and inclusion**
- Monitors and approves all faculty searches**

Campus Mentoring Partner
UIC Office of the Provost

Underrepresented Faculty Mentoring Program

- Began in 2004 by the African American Studies Department to address poor URM faculty retention**
- Funded by the Office of the Provost**
- Creates structured mentoring opportunities**
- Coordinates professional development workshops**
- Organizes writing groups**

***Campus Mentoring Partner
UIC Office of the Provost***

- **Minority Faculty Recruitment Program**
 - Provides salary and research support for URM tenure or tenure track faculty
 - \$20,000 Asst. Prof, \$25,000 Asso. Prof, \$30,000 Prof
 - College must use salary savings on diversity activities
 - Funding continues as long faculty remains at UIC
 - Funding is increased with promotion
 - \$10,00 in research funding for three years
 - All support is in addition to department support

College Mentoring Partners

- Office of Faculty Affairs**
- Office of Research Affairs**
- Post Graduate Training Programs**
- Urban Health Program**

College Mentoring Program

One – on – one mentoring

- **Provided by Department Heads or Senior Faculty**
- **Individual Professional development session with Office of Faculty Affairs**
- **Annual performance reviews faculty can identify their mentoring needs**

Group and Peer Mentoring

- **Women's Faculty Peer Mentoring Group**
- **Tenure - Track Junior Faculty Group**
- **Non - Track Junior Faculty Group**

Mentor / Mentee Training

College Mentoring Partner

Urban Health Program

A university wide Under Represented Minority health professions student recruitment and retention program that provides resources and coordination of efforts.

- **College of Dentistry**
- **College of Medicine**
- **College of Pharmacy**
- **College of Nursing**
- **School of Public Health**
- **School of Applied Health Sciences**
- **Graduate College**

Community Mentoring Partners

- **Professional Organizational**
 - Lincoln Dental Society (NDA)
 - Greater Chicago Hispanic Dental Association (HDA)
 - Chicago Dental Society (ADA)
- **Community Based Sites**
- **Other Post Graduate Training Programs**

Mentoring Strategies

- 1) Develop infrastructure to support MDFD mentoring**
 - College's Office of Student and Diversity**
- 2) Identify resources to sustain MDFD mentoring programming**
 - University's Urban Health Program**
- 3) Develop partnerships to maximize resources and activities**
 - College's Offices of Faculty Affairs, Department Chairs**
- 4) Identify mentors and mentees**
 - University's Office of Access and Equity**
- 5) Provide mentoring training**
 - University's Office of Faculty Affairs**
- 6) Develop and implement monthly mentoring activities**
 - Urban Health Program, SNDA, HSDA**
- 7) Evaluate programming and track participants**
 - Urban Health Program, College's Office of Alumni Affairs/ Advancement**



UIC MDFD Program

Evaluation

- **Number of participants attending activities**
- **Number of student participants joining faculty (anywhere)**
- **Number of faculty and students engaged in scholarly activity**
- **Faculty promotion**
- **Number of new Faculty**
- **Number of Community Based faculty**

UIC MDFD Program

Achievements

- **In 2002 we had 2 Full time and 3 Part time URM Faculty**
- **In 2015 we have 27 URM faculty**
- **9 Full Time (100%)**
- **10 (60%) three days per week**
- **2015 -2016 we will have 6 URM students enrolled in the college's post graduate programs**
- **2 Deans and 2 Department Heads are URM**

***UIC MDFD Program
Future Mentoring Plans***

- **Expand mentoring participation**
- **Enhance training**
- **Continue to identify resources and partners**
- **Continue monitoring and evaluation**

Questions

