

EFFECTIVE FACULTY MENTORING:

Important Roles for Networking and Peer Mentoring

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Best Practices in Diversity Strategic Workshop

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IMPORTANCE OF NETWORKING AND PEER MENTORING

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- Fewer choices for/among faculty from underrepresented groups**

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- Rich outcomes (personal and professional) from periodic networking programs**

EXPERIENCE IN NETWORKING AND PEER MENTORING

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- Senior Women Faculty**
- Senior Women Leaders**

SUCCESS FROM NETWORKING AND PEER MENTORING

CASE STUDY: PROMOTION OF WOMEN FACULTY

Within the Institution (FY99-FY02):

Professor	16	>	23
Chair	1	>	2
Dean	0	>	3
Committees	16		30

Moved to Other Institutions:

Professor 3 > Vice Provost/Dean

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- Relaxed environment:
lunch/dinner/coffee/tea?**

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- Others come and go as their needs change/crises develop**

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- Groups for Minority Faculty (22) +
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- Faculty development/advancement
issues paralleling women faculty**

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 - International colleagues?
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- Which staff to include?**
 - Issues as above**
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Issues as above
Collective bargaining?**

EVOLVING PROGRAMS & INCLUSION

SUCCESS FROM NETWORKING AND PEER MENTORING

Case Study: Advancement of Women Faculty Who Moved to Other Institutions

- #1 Vice Provost for Health Sciences**
- #2 Associate Dean for Research and
Graduate Studies**
- #3 Senior Associate Dean for Student Affairs
and Medical Education**