

# Growth Network



## Background

- This material is based upon work supported by the National Science Foundation under Grant Number (1936141). Any opinions, findings, conclusions or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of the National Science Foundation.

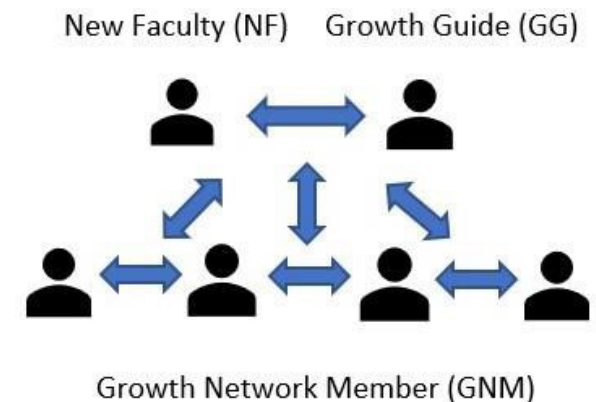
## The Growth Network

- The Growth Network is based on an adaptation of Florida International's faculty mentor program. The Growth Network is a program that will offer mentoring and networking for second-year faculty. This program is being developed to fill a need for additional guidance that was expressed by faculty after their first year.

## Distinct Roles

- **Growth Guides** are tenured faculty who serve as lead mentors for specific participants. Growth Guides are supportive, approachable, resourceful, and eager to listen and share knowledge (Silver 2011), Guides will be paired with participants based on shared interests, academic similarities, and the needs of the participant. Growth Guides will help negotiate meetings between Growth Network members and new faculty. In addition, Growth Guides will regularly communicate with pre-tenure faculty. During these check-ins, Growth Guides are expected to assist new faculty members with questions about networking, annual reviews, evaluation narrative development, etc.

- **Growth Network Members** are a collective of professionals who offer support and assistance to pre-tenured faculty members. Growth Network Members are supportive, approachable, resourceful, and eager to listen and share knowledge (Silver 2011). Growth Network Members are encouraged to become familiar with best practices for effective mentorships. Members will meet with pre-tenured faculty members. During these meetings, members will assist the new faculty member with questions about networking, annual reviews, and midpoint narrative development.
- **New Faculty** are pre-tenure faculty members in their second year of employment who are encouraged to work with Growth Guides, as well as with Growth Network Members. Participants are encouraged to reflect on their current employment experience, sharing goals and needs.



# Improving Faculty Experiences

# Meet the Leader of the Growth Network

# Sponsored by the Provost's Office

- ◆ In comparison to faculty who have not received mentoring, faculty who have been mentored report:
  - ◇ Higher levels of job satisfaction
  - ◇ Better student evaluations
  - ◇ More academic productivity
  - ◇ Higher levels of promotion
  - ◇ Increased commitment to their institution and profession
  - ◇ Stronger probability of retention
  - ◇ Greater chance of mentoring future faculty



- ◆ Dr. Elizabeth Cali is Associate Professor of English. Cali is a scholar and teacher of African American Literature and Black print culture. She received training in mentoring through the Growth Network as a Growth Guide during the program's inaugural year (2021). Deeply committed to supporting faculty growth and advancement, Cali as a faculty mentor for new faculty within the Department of English at SIUE.

- ◆ The Growth Network is sponsored by the Office of the Provost at SIUE. The ADVANCE Team provided inaugural sponsorship for this important mentorship program. That work was carried on by the TIME team, and is now supported by the Office of the Provost. The Growth Network was created as an effort to improve the experiences of faculty members at SIUE. The Provost's office and the Faculty Development Center are focused on improving the recruitment, retention, and promotion of underrepresented faculty members. For more information on TIME initiatives, please visit our [website](#).

## Growth Guides and Network Members are

- ◆ Supportive
- ◆ Approachable
- ◆ Resourceful
- ◆ Eager to listen and share knowledge

## Participants are encouraged to be

- ◆ Motivated
- ◆ Open to advice
- ◆ Clear about their goals and aspirations



Source:

B. Silver, University of Rhode Island, 9-22-11