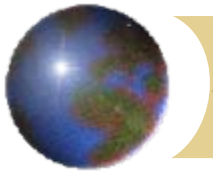


ADVANCE Mentoring at New Mexico State University

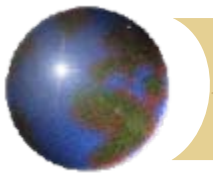
NSF ADVANCE Engineering Workshop
December 13-14, 2004
Arlington, VA

Lisa M. Frehill, PI/PD
<http://www.nmsu.edu/~advprog>



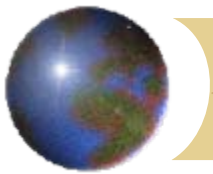
NMSU ADVANCE Mentoring Program

- Pre-program preparation—examined materials from:
 - U. of Wisconsin
 - U. of Washington
 - U. of Texas at El Paso
- Faculty apply for the program but all NEW faculty (male and female) are paired.
- Pairings:
 - Program Coordinator - discusses goals & needs w/applicants.
 - Application form information
 - Program Director, Coordinator & 2 senior STEM faculty set up pairs.
 - Within college but MUST be different departments
 - Sometimes “multiple” pairings
- Group events: 4-6 per year.
- Recognition, all participants - \$150/year stipend.
- Reciprocity—mentors & mentees BOTH gain from the relationship.



First Year (2002) : Status & Challenges

- 15 pairs, 30 participants (mostly female)
- Low rate of participation among male faculty.
- Some new faculty men indicated that asking for a mentor was a “sign of weakness”
- Mentors needed more training.
- Needed to avoid a perception that only women needed mentoring.
- Mentoring needed to be the NORM, not the exception.



Impact:

- Year 2 (2003-04): 72 faculty in 37 pairs.
- Year 3 (2004-05): 80 faculty in 41 pairs.
- Mentoring is becoming normative.
- Faculty isolation is being reduced.
 - Cross-generational
 - Cross-discipline
 - Cross-college
- Social networks are becoming denser.
- Research collaborations are blossoming.
- “Best practices” are being shared across departments and colleges.