Welcome

Mutual Mentoring Information Session - 2021

UMass Amherst
Office of Faculty Development
What is Mutual Mentoring?

Mutual Mentoring encourages faculty to build a network of support consisting of a variety of mentoring partners to assist with a specific area(s) of interest.

- External Mentor
- Senior Faculty
- Administrators
- Peers
- Students
- Writing Coach
Support for Mutual Mentoring Grants

• Successful program since 2006
  • ADVANCE grant in 2018

• **Team Grants** support a cohort of faculty in developing robust professional networks

• **Micro Grants** support individual faculty to identify desirable areas for professional growth

  • OFD Team Grants – up to $6000
  • ADVANCE Team Grants -- up to $6000
  • OFD Micro Grants -- up to $1500
# OFD and ADVANCE Mentoring Grants

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<tr>
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<th>OFD</th>
<th>ADVANCE</th>
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<tbody>
<tr>
<td>Who can apply?</td>
<td>Full time tenure track faculty, full time faculty on continuing appointments, full time librarians on continuing appointments</td>
<td>Full time tenure track faculty and full-time faculty on continuing appointments</td>
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<tr>
<td>Who is eligible?</td>
<td>OFD accepts applications from faculty in all disciplines from across rank</td>
<td>ADVANCE encourages proposals that include a leader or co-leader in NSF STEM fields, though the larger team can be from any discipline, and rank can be at any stage.</td>
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<td>What kind of grants are available?</td>
<td>TEAM and MICRO grants</td>
<td>TEAM grants</td>
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ADVANCE Priority Areas

The guiding principle for UMass ADVANCE is Collaboration & Equity. The program aims to support equity among faculty by gender, race/ethnicity, sexuality, gender identity, nationality, and other statuses.

- **Developing Research Collaborations**
  (building collaborative teams, applying for collaborative grants, co-advising students, strategic collaboration)

- **Building More Inclusive Communities**
  (developing communities of support around identities or career issues)

- **Sharing in Decision-making**
  (creating best practices for decision-making, leadership, and personnel processes)
OFD Priority Mentoring Areas

Broadly defined:

• Getting to know the institution
• Understanding Promotion or Tenure
• Developing a Support Network
  • Excelling at Research
  • Excelling at Teaching
• Establishing Work-Life Strategies
Who is Eligible to Apply to ADVANCE?

- Full time faculty on continuing appointments and tenure track
- Teams must be 4+ and can be a mix of faculty
- Leader or Co-Leader should be from NSF STEM field
  - Colleges of Engineering, Information and Computer Sciences, Natural Sciences, or Social and Behavioral Sciences, or departments of Management in the Isenberg or Linguistics in Humanities and Fine Arts
Who is Eligible to Apply to OFD?

- Full time tenure track faculty, full time faculty on continuing appointments, full time librarians on continuing appointments
- Teams - Led by at least 4 UMA faculty
- Micro – small network for your identified mentoring priority
Writing Your Proposal

What is the mentoring challenge you seek to address?

Common challenges:
• Research Direction and Planning
• Grant Funding
• Teaching and Curriculum Design
• Professional Networks
• Promotion Criteria
• Advising
• Lack of Diversity and Finding Community
• Developing Equitable Collaborations
• Ensuring all Voices are Heard
• Learning to Lead
Writing Your Proposal

What are your goals and why is this important at this point in your career?

- What are the specific goals for the grant year?
- What activities do you plan to achieve those goals?
- How does this MM project fit within a larger career path or context?
- Why is it important to receive this award now?
Writing Your Proposal

Other important components of TEAM proposal:

• How does your project follow the Mutual Mentoring Model?
• How is your core team engaged?
• How will you sustain the mentoring relationships?
• Does your project support equity and inclusion?
Ensuring Equitable Teams

• Agree upon work roles and processes for professional communication in person, via email, and in virtual environments
• Engage a holistic approach that includes empathy and understanding for the whole person
• Understand that personal and professional experiences may impact collaboration and work processes
• Be transparent about the project’s progress, challenges that may occur, and financial issues
What types of projects are funded?

Some examples:

• A network to promote inclusive, student centered teaching
• A range of programming to match mentors with minority faculty in the health field and offer expanded resources
• A cross-campus collective of scholars in an emerging sub-discipline
• A network of deaf and hard of hearing academics who promote communication inclusive strategies
• A network of women and gender minorities of color to share and support one another
• Engineering faculty holding an event aimed at finding collaborators
• A network of faculty and staff developing collaborative strategies for post-award grant management
Current & Past MM Projects

- Past ADVANCE projects: [https://www.umass.edu/advance/advance/mutual-mentoring-guidelines/past-projects](https://www.umass.edu/advance/advance/mutual-mentoring-guidelines/past-projects)

- Office of Equity and inclusion podcast about ADVANCE mentoring projects: [https://anchor.fm/umass-equity-inclusion/](https://anchor.fm/umass-equity-inclusion/)

- Past OFD team projects: [https://www.umass.edu/faculty-development/thrive/mutual-mentoring/mutual-mentoring-awards-team-grants](https://www.umass.edu/faculty-development/thrive/mutual-mentoring/mutual-mentoring-awards-team-grants)

- Past OFD micro projects: [https://www.umass.edu/faculty-development/mutual-mentoring-grant-program/mutual-mentoring-awards-micro-grants](https://www.umass.edu/faculty-development/mutual-mentoring-grant-program/mutual-mentoring-awards-micro-grants)
What costs can I request?*

- Travel expenses to meet with off site mentors
- Writing coach to assist with writing productivity
- Honoraria for expert mentor to visit campus
- Abstract fees for conference presentation
- A student assistant to help project
- Attendance to relevant workshop or conference

*Note: Budget is reasonable, detailed and when possible, provides contingencies for both remote or in-person costs to support your goals.
Budget

- Work with business manager; follow UMASS Business Expense Policy
- Ask for what you need
- Grant funds will be transferred to department
- Personnel expenses only cover UMass students (not UMass faculty)

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<tr>
<th>Item</th>
<th>Description</th>
<th>Expense</th>
<th>Contingency</th>
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<tbody>
<tr>
<td>Undergraduate Assistant</td>
<td>2 hr/wk@$12/hr*10 wks – to provide logistical support for mentoring meetings</td>
<td>$240.00</td>
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<tr>
<td>Refreshments</td>
<td>Cookies for event</td>
<td>$100.00</td>
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<tr>
<td>Honoraria</td>
<td>8 mentors at $200 each/consult with team</td>
<td>$1,600.00</td>
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<tr>
<td>Travel Expenses</td>
<td>Rail, food, 1 night hotel for 8 mentors ($300 per mentor)</td>
<td>$2,400.00</td>
<td>In fall, will apply funding to remote speaker if travel not possible</td>
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<td><strong>Total:</strong></td>
<td></td>
<td><strong>$ 4,340.00</strong></td>
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Strong proposals include...

• A compelling mentorship need
• Focus on Mentor/Mentee Relationships
• Reasonable, manageable timeline and activities that align with your goals
• Faculty who are committed and accountable to the project (TEAM)
• Priority consideration to those who haven’t previously received a grant

ADVANCE and OFD coordinated review
OFD and ADVANCE
On-going support and check-ins

- Meetings and check ins throughout *launch, mid-year, and as needed*
- Questions about your budget
- Summary & budget report at end
- Survey at end of project year
How to Apply

For ADVANCE grants:
• https://www.umass.edu/advance/mutual-mentoring-guidelines
• Download the contact sheet, narrative and budget files
• Fill out the three files, then click on the Apply Here button on the webpage above and submit your application and upload the files

For OFD grants:
Grant year: 6/1/21-5/31/22
Deadline: April 5th by 5 pm
Notification: May 7

QUESTIONS?

ADVANCE Grants: Donna Baron, dbaron@umass.edu
OFD Grants: Wendy Varner, wvarner@umass.edu