

WIN: Women in Networks  
Part of the NSF ADVANCE Program  
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BU's WIN project for three years ran a pretenure mentoring program which included a fall luncheon and panel discussion followed by the opportunity for a spring one-on-one mentor pairing.

Junior faculty from all STEM disciplines and selected senior faculty university wide who had served on College APT (appointment, promotion and tenure) committees or the university's UAPT committee were invited. After table-based discussions between the junior and senior faculty, a panel of four of the senior faculty described aspects of the promotion process and answered questions posed by the junior faculty prior to the event. The formal panel comments were followed by an open Q&A session.

In the spring, junior faculty who requested a pairing were connected with a senior faculty member at the university who had served on either an APT or the UAPT committees. The WIN program director attempted to pair the junior faculty with someone outside of their college or at least from a very different discipline. The pairs agreed on their own meeting times and the junior faculty forwarded a draft of their Part II tenure document and resume to their mentor. These meetings sometimes lead to deeper mentoring relationships but were meant as one-time meetings to provide outside feedback on one's dossier.

The attached flyer from the 2010-2011 panel event contains comments from the 2009-2010 participants in the mentoring events. Both the panel and one-on-one mentoring sessions are touched upon in the flyer.

A survey from this year's luncheon/panel event showed that the junior faculty who attended had their expectations met or surpassed. One respondent said "I had low expectations and expected to hear the same things he has already heard through discussions with other faculty. However, I was pleasantly surprised at the breadth of the conversation. I especially liked that multiple perspectives were represented by the panel -- different perspectives along the progression of the tenure process & different positions including representation from the tenure review panel."

Another was pleased that "the specifics of the process were covered including which pieces of paper to keep track of and things to keep organized."

Other comments included:

- “I got lots of information about the process and as for expectations I learned that there is a lot of variation from college to college and department to department in terms of requirements. “
- “It was good to hear integrated information that I am hearing in bits and pieces elsewhere.”
- “I learned what the process entails and what goes into the packet. As well as the path the package takes through the university.”
- “The discussion surrounding annotating the tenure application was particularly helpful and not something I was aware of as a possibility. Specifically working with your current chair to make sure their letter is tailored in a way that is responsive to people outside of your subject area. Also the ability to annotate the papers and presentations section to communicate information that you want the reader to be aware of was interesting advice.”
- “Thank you so much for organizing this lunch last week. It was tremendously useful. I have pages of notes that I will study over the winter break.”

A few participants responded about their 1-on-1 meeting:

- “I had a one 1-on-1 mentoring meeting in the spring. The meeting was helpful for further understanding the tenure process and, especially, how tenure review committees will evaluate the tenure application package. He provided some straightforward and actionable advice about networking and how to get more information about disciplinary expectations. .... Overall, the mentoring and networking activities sponsored by WIN were a great help to me in my first year! I don't have many BU colleagues in my specific field and it's been great to have the opportunity to meet other BU faculty beyond my field and to get assistance in making connections to researchers in my field at nearby universities.”
- My meeting with Dr. Dorothy Kelly was really helpful. I was preparing my tenure package at that time. The suggestions and perspectives from Dr. Kelly are invaluable. I am glad that I participated in the 1-on-1's.

time-management h-index  
reference letters teaching-assessments  
research portfolio service  
networking tenure  
part II

## Pretenure faculty mentoring program

Luncheon and panel presentation  
on Tuesday December 14th  
at noon  
in PHO 9th Fl. Colloquium room

Open to all junior faculty in STEM on CRC

<http://www.bu.edu/win/programs/pretenure/pretenure-rsvp/>



**Robinson Fulweiler**, Department of Earth Sciences

“The panel was very helpful. It was good to hear exactly how the tenure process works. The tips that were given for developing a convincing tenure portfolio were very helpful to hear early in one’s career.”



**Andrew West**, Department of Astronomy

“The best part of the one-on-one mentoring was meeting someone from outside my college who could comment on my CV objectively.”



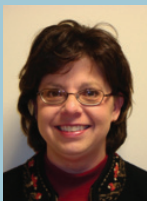
**Kee Chan**, Sargent College of Health & Rehabilitation Sciences

“ I’m very grateful that WIN matched me with my mentor. Was it luck or fate? I’m grateful! My mentor provides me with very helpful tips on navigating through the academic politics, developing effective time-management skills, and finding funding resources. My mentor also introduced me to other colleagues in my field of research (i.e. the Department of Veterans Affairs). We meet for lunch at least once a semester to update my progress, and I can always email any questions on a difficult academic matter and I usually will get a response within a few days. “



**Surajit Ray**, Department of Mathematics and Statistics

“ The pre-tenure panels were extremely helpful in understanding the perspective of faculties outside my own department. The members of the panel were very knowledgeable and extremely honest during their presentation”



**Christine Helfrich**, Department of Occupational Therapy

“I now have a perspective on how a tenure case is reviewed by someone completely outside one’s field. The tips for presenting and explaining your contributions were insightful.”



**Simone V. Gill**, Department of Physical Therapy & Athletic Training

“It was extremely helpful to meet one-on-one with a senior faculty member who could provide her perspective on important areas to focus on while on tenure track. Since I was paired with a faculty member outside of my college, it was also a wonderful opportunity to meet someone new.”



**Matthias Schneider**, Department of Mechanical Engineering

“I attended the new faculty networking event. My two invited guests were not able to come but I benefitted from meeting others at the event. In a new environment it is not only very helpful to meet people who are in the same shoes, but also to get introduced to the ideas and concepts of the existing research and research centers around. Personal interactions cannot be replaced by information gleaned from the text on a homepage or BU Today. In this sense, even though the scientist I invited from outside BU did not attend, it was a successful networking opportunity for me from which I gained lasting new scientific contacts.”