

## UC Davis ADVANCE Mentorship & Networking Initiative

### **Mission**

To provide information, guidance and networking opportunities for research and career success of women in STEM fields through both informal and formal programs.

### **Goals**

The Mentorship & Networking Initiative focuses on the development of UC Davis internal resources in support of STEM faculty career success, including:

1. Mentorship programs
2. Career skills workshops
3. Networks to enhance research opportunities and career success

### **What types of programs for new faculty are supported by the Mentorship & Networking Initiative?**

#### **LAUNCH Committees**

The LAUNCH committee pilot mentoring program for new faculty:

- a. Supports early professional integration and development of new faculty as they begin their careers at UC Davis. The committees typically meet twice per quarter in person or by teleconference, 2-3 months before arrival through the end of the first academic year.
- b. Is composed of faculty members, including (at a minimum):
  - A senior faculty member in the new faculty member's department with related research interests
  - Department Chair
  - Senior faculty member from outside the department, in a field related to that of the new faculty member
  - ADVANCE faculty member (convener of the committee meetings)

#### **New Faculty Network**

The New Faculty Network is a faculty-led, grass roots organization at UC Davis that welcomes all new faculty to take part in informal monthly networking events to expand professional networks and knowledge of campus and regional culture. The UC Davis ADVANCE program provides listserv maintenance and administrative support.

#### **New Faculty Reception**

Held in collaboration with the Vice Provost Academic Affairs, the New Faculty Reception invites new assistant professors to get acquainted with senior faculty in a relaxed, informal setting.

### **What types of programs for mid-career and senior faculty are supported by the Mentorship & Networking Initiative?**

#### **ADVANCE Scholar Awards**

The ADVANCE Scholars Awards is a newly instituted, prestigious award program and lecture series that will be held in conjunction with the Faculty Networking Receptions. The events will be widely advertised and will target a multidisciplinary audience of faculty, post-doctoral scholars and students. The intent of the program is to encourage research leadership and outreach to underserved communities and/or mentorship or underrepresented students, and to highlight and celebrate the contributions that women STEM faculty at UC Davis have made to their respective fields. Two ADVANCE Scholars will be awarded each year, receiving a cash award and delivering a distinguished campus lecture on their research and mentorship activities.

#### **How are ADVANCE Scholars nominated and appointed?**

A call for nominations is sent out to all STEM faculty in the spring. The Mentoring and Networking committee evaluates the nominations based on scientific and mentoring contributions.

### **Does the Mentorship & Networking Initiative provide resources for the broader campus community?**

#### **National Center for Faculty Development & Diversity**

Through a partnership between UC Davis ADVANCE, the Vice Provost- Academic Affairs (VPAA), and UCOP, an institutional membership in the National Center for Faculty Development & Diversity (NCFDD) <http://www.facultydiversity.org/> is available to all Academic Senate and Academic Federation faculty, post-docs and graduate students at UC Davis.

Faculty are also encouraged to participate in the 15-week Faculty Success Program by the National Center for Faculty Development and Diversity (NCFDD) and partial funding is available for faculty. The Faculty Success Program provides an intense and heavy-accountability structure through which individual faculty engage with the program and learn to implement the professional skill-sets and techniques that NCFDD teaches through their curriculum.