

Charting Your Path – Abstracts

March 16, 2011, UNC Charlotte, Barnhardt Student Activity Center

- ◆ **“The Roles of Mentoring, Advising, and Strategizing in the Academy: Becoming a Leader is a Choice, Not an Accident.”**
Plenary Remarks. Dr. Nancy Tuana.

When you learn, teach.
When you get, give.

“Our Grandmothers” Maya Angelou

This presentation will begin a dialogue on the value of mentoring. We will consider a variety of strategies for mentors and mentees as well as consider the role of institution in encouraging good mentoring practices.

- ◆ **“Self-Promotion and Visibility.”**
Faculty Panel. Dr. Robin Coger and Dr. Teresa Dahlberg.

In considering the elements required to successfully earn promotion to full professor, one's scholarly reputation is a distinguishing consideration weighted more heavily than in previous reviews. This session is designed to acquaint the attendee with various opportunities and approaches for establishing local, national, and international recognition of her scholarly acumen. The session will be structured to maximize information and exchange, to provide the attendees with the knowledge needed to create a personal strategy for providing demonstrable evidence of their scholarly reputation within their academic profile.

- ◆ **“Strategies for Promoting Visibility of Your Faculty.”**
Administrator Panel. Dr. Brenda Allen and Dr. Christine Grant.

This panel will discuss concrete ways of helping faculty become more visible, within the University, as well as in the local, national and international community within and outside academe. For faculty to be promotable, they must move beyond their departments. Therefore, the focus will be on exploring opportunities and techniques administrators can use to support the faculty members' careers and commitments. The panelists will each share insights (successes and potential pitfalls) from their own experiences. Panelists will discuss topics such as: opportunities to nominate faculty for awards or national panels, strategies to help identify faculty expertise by internal and external constituencies, connecting faculty for collaborative grant opportunities and other topics.

◆ **“Choosing Your Future.”**
Faculty Panel. Dr. Kim Buch, Dr. Anita Blowers, Dr. Ron Sass.

UNC Charlotte ADVANCE launched a mid-career mentoring program in 2008 to help associate professors make the transition to full professor. The program consists of several separate initiatives, all designed around our 6-step mid-career planning process. In this session, we will share the 6-step planning process as a versatile and effective tool that can be adapted by individuals and groups to facilitate career planning and movement for faculty at mid-career. Presenters include a faculty member on the ADVANCE Leadership team who is coordinating the university's mid-career mentoring program, as well as two mid-career STEM faculty members who have participated in the program. They will share their personal success with the mid-career planning process, and also describe their experience leading peer mentoring circles in their colleges. The primary goal of the session is to inspire participants to engage in strategic mid-career planning that prepares them for promotion to the rank of full professor.

◆ **“Strategies for Helping Faculty.”**
Administrator Panel. Dr. Alan White and Dr. Jay Raja.

This panel will explore strategies to assess and help faculty pursue career goals that will strengthen their portfolios for promotion from associate to full professor. The session will include discussion of the use of development plans and other tools; ways to ensure faculty, chairs and review committees understand the pathway(s) to promotion to full professor; and how to mentor faculty in the writing of an effective portfolio.

◆ **“Moving Beyond Unconscious Bias.”**
Closing session. Dr. Yvette Huet.

Administrators and faculty want evaluation to occur in an unbiased manner. Unfortunately, one thing we must be consciously aware of is what some would call 'the elephant in the room,' or unconscious bias. This session will discuss the data on unconscious bias and begin a discussion of how we can try to mitigate its effects on promotion evaluations.