

**UNIVERSITY OF COLORADO COLORADO SPRINGS
HELEN AND ARTHUR E. JOHNSON BETH-EL
COLLEGE OF NURSING AND HEALTH SCIENCES
FACULTY RESEARCH MENTORING PROGRAM**

Preamble

This program will provide formal college level assistance for faculty, during their first three years of a tenure-track position at UCCS, in support of establishing a focused line of research and scholarly activity. The Faculty Research Mentoring Program will be supplemented with other college resources for supporting research, as well as those provided by the departments and university.

Orientation

The dean will visit with each first-year tenure track/tenured faculty member individually to discuss available scholarly resources provided by the university and college. During this meeting the dean will also discuss reappointment, promotion and tenure (RPT) guidelines and provide an overview of the Faculty Research Mentoring Program.

Finding a Mentor

Johnson Beth-El faculty in their first semester of a tenure track position will work with their respective department chair and the dean to identify a potential mentor. Mentors must be tenured and preferably faculty within Johnson Beth-El but they do not need to be from the same academic unit. If no faculty are available that meets these criteria, then faculty from related disciplines or research characteristics in external UCCS colleges may be used. The mentee and potential mentor are expected to meet prior to finalizing this relationship to ensure agreed upon goals and objectives. The mentor should be finalized by October 1 of the mentee's first semester.

Roles and Responsibilities

The mentor and mentee will establish a schedule for meeting to address the mentee's goals and objectives. For some, this may consist of weekly or monthly meetings, others may opt for less formal meetings on an as needed basis. The college encourages meetings every two-weeks during the first year of the mentee's appointment. The mentor should be available, within reason, to assist the mentee in various research procedures such as:

- IRB procedures
- Identifying university, college, and department scholarly resources
- Assist with connecting mentee to potential collaborators
- Provide information and feedback regarding RPT guidelines and procedures
- Establish a seven-year Research Plan (or an equivalent number of years through tenure)

The Mentor Program covers a three-year period but will be assessed annually to determine appropriate progress (see Continuation of Mentoring Program below).

Requirements

1. *Orientation:* The mentor should strongly encourage the mentee to attend all university, college, and department in-services, workshops, meetings, etc related to enhancing research and scholarly accomplishments.
2. *Research Plan:* The mentee will work with the mentor to establish a line of research that clearly delineates the mentee's research focus. This plan will include a semester-by-semester seven-year timeline of potential activities towards earning tenure and promotion. Such activities should include:
 - IRB submissions (as necessary)
 - Data collection and analyses time periods
 - Dissemination of results (e.g. peer reviewed journal submissions, peer reviewed abstract/presentation submissions)
 - Peer reviewed grant proposal submissions (as necessary)

The mentee should submit the Research Plan to the department chair and dean before the end of the spring semester of year one of employment.

3. *Journal Article:* With guidance from the mentor, the mentee will strive to submit their scholarship for consideration in a peer-reviewed journal. This may consist of transferring their dissertation into the appropriate journal format or for submitting subsequent original research.
4. *Initial RPT Review:* The mentor will provide the necessary information and insight into the submission process for the mentee's initial review (or the equivalent first RPT review). Following the initial review process, the mentor will meet with the mentee to discuss and answer questions pertaining to the summative evaluation letters provided by the primary unit committee, deans review committee, dean, etc.

Continuation of Mentoring Program

Continuation of the Faculty Research Mentoring Program will be determined on an annual basis between the mentee, mentor, department chair and dean. The Faculty Research Mentoring Program may be terminated at any time by the college, mentor, or mentee.