

## Enhanced Mentoring Program with Opportunities for Ways to Excel in Research: EMPOWER

### INTRODUCTION

The Enhanced Mentoring Program with Opportunities for Ways to Excel in Research (EMPOWER) is a mentoring program that supports faculty in their quest to achieve significant professional growth and advancement, including attaining success in research and scholarly activities. There is particular interest in supporting faculty who are women and/or from underrepresented groups.

The program sustains mentoring relationships through the EMPOWER Grant Program. This program was piloted in AY 2021-2022, and was adapted from the EMPOWER program that has been successfully implemented at Indiana University – Purdue University Indianapolis, under the leadership of then-Vice Chancellor for Research Kody Varahramyan. EMPOWER is offered as a partnership between the Office of the Executive Vice President for Academic Affairs and Provost and the Office of the Vice President for Research and Dean of the Graduate School.

### AWARD CATEGORIES

There are three categories of participation in the EMPOWER program.

A. Assistant Professor Category: This category is intended for assistant professors in tenure-track faculty positions. The goal is to assist these faculty members to become productive in research and scholarly activities, to be better positioned for successful reappointments, promotion, and tenure. Category A mentors are typically associate professors or professors. Full-time tenure-eligible assistant professors from all units at UMaine or UMM are eligible to apply as mentees, except those who are in the year that they are going up for promotion and tenure. Faculty from other UMS institutions may participate in this program by invitation.

B. Associate Professor Category: This category is intended for associate professors in tenured faculty positions. The goal is to assist these faculty members in achieving a high level of excellence in research and scholarly activity, to be better positioned for promotion to the rank of professor. Category B mentors are typically professors. Full-time tenured associate professors from all units at either UMaine or UMM are eligible to apply as mentees. Faculty from other UMS institutions may participate in this program by invitation.

C. Associate Professor and Professor Administration Category: This category is intended for tenured associate professors and professors. The goal is to assist those faculty members who desire to be **administrators** and plan to take on significant administrative roles in the future. Category C mentors are tenured professors with significant administrative experience, typically as department chairs, or directors of centers or institutes.

### FUNDING SUPPORT AND PROJECT DURATION

Categories A and B: Mentees will receive \$3,500 for beginning the mentoring program, and \$3,500 on submission of a qualifying grant proposal within 6 months after their participation in the EMPOWER program. These funds can be used to directly support research or scholarly activity, to receive professional development, or to otherwise advance the mentee's academic career. They must be spent within 12 months of completing the EMPOWER program.

Mentors receive \$2,500 to support their research and scholarly activity, and/or professional development.

Category C: Mentees receive up to \$7,000 in support of their research and/or professional development goals. Specifically, the mentee will receive \$3,500 for beginning the mentoring program, and \$3,500 on the development of at least one significant administrative assignment, to be undertaken within 6 months of the conclusion of their EMPOWER participation. These funds can be used to support research or scholarly activity or otherwise advance the mentee's career, and must be spent within 12 months of their completion of the EMPOWER program. Mentors receive \$2,500 to support their research and scholarly activity, and/or professional development.

For all categories, the mentor and mentee will receive their grant funds in separate accounts. EMPOWER program administrators will work closely with Deans, Directors, Chairs, and Departmental leadership to ensure broad support for EMPOWER mentees during their participation in the program.

## **APPLICATION PROCESS**

Mentees apply through the [InfoReady](#) platform by the end of the day on March 31, 2023.

Mentors will be recruited throughout the application, review, and award process. Where possible, mentors identified by applicants will be supported. Any eligible faculty who would like to serve in a mentoring capacity is strongly welcomed to communicate this willingness to the program.

Applications will be reviewed by a committee who will determine and recommend to the Office of the Executive Vice President for Academic Affairs and Provost and the Office of the Vice President for Research and Dean of the Graduate School the mentees to be selected each year. Every effort will be made to support eligible applicants to the extent that resources permit.

## **AWARD REQUIREMENTS**

**By accepting an invitation to participate in EMPOWER, mentees and mentors agree to the following:**

Mentees and mentors are required to meet regularly, and should plan to spend about 40 hours together over the course of the program in 1:1 meetings and in EMPOWER group meetings.

Mentees and mentors are **required** to attend a two-hour introductory workshop, in addition to two one-hour EMPOWER meetings over the course of the year.

Mentees are **required** to develop, within two months of the initiation of the program, a plan in consultation with their mentor for their individual goals and objectives for the mentoring period.

Mentees are **required** to complete interim and final reports reflecting on their accomplishments, challenges, and experiences during their participation in the EMPOWER program. The final report must be prepared and submitted by the mentee and include a section from the mentor. It is due by 30 days from the end of formal participation in the EMPOWER program.

A mentee can receive this award once. Mentees who go through the program are encouraged to serve as mentors in future cycles and mentors can participate in the program more than once.