

# Proposal #21

Sumita Mishra

## **Peer-to-Peer (P2P) Mentoring Group** *Connect@RIT* grant application Statement of Need

1. **Grant type: Faculty group.** Two members of this group are part of an RIT Mentoring Proposal. However, this proposal is more general in nature as it does not target a particular research domain, and includes other faculty who are not part of the collaborative research cited in the mentoring proposal.

### 2. **Title: Peer-to-Peer (P2P) Mentoring Group**

As the RIT COACHE survey results show, female faculty are concerned about promotion and career advancement, and desire small group mentoring support. This proposal establishes a peer mentoring group of 4-6 female faculty that focuses on issues articulated in the COACHE survey and relevant to the career aspirations of the group's members. In essence, the P2P group meets regularly for one or more of the following activities:

- a. Writing group following the schedule laid out by Wendy Laura Belcher in *Writing your Journal Article in Twelve Weeks* and incorporating a peer editing process to improve writing skills
- b. Targeted proposal writing/editing assistance from Sponsored Research Services
- c. Specific topics discussions on issues such as balancing life and work, strategies to maximize research and career success, how to keep current in the field, long-term financial planning, long term career planning, and invited Skype/call-in sessions with female role models such as Jeannette Wing (Carnegie Mellon University). Funds would be available for individual members to consult with a career coach.

The grant period would culminate in a trip to Washington, DC to consult with NSF program managers. This proposal addresses several ADVANCE *Connect@RIT* project goals, namely:

- *Advance the careers of women STEMISBS faculty through enhanced social networking behaviors and ability to access social resources*

The P2P group is made up of faculty who have some connections with each other currently, but who are not extensively networked together. The intent of this proposal is to establish a long-term core of female faculty who will gain confidence in their research skills and career planning expertise through the peer mentoring process. This core faculty will then invite others to the group, mentor junior faculty, and reach out to advanced graduate students who are planning on an academic career.

- *Increase recruitment, retention, and advancement of women STEM/SES faculty from diverse ethnic, social, and cultural backgrounds*

As RIT's emphasis on research has increased, faculty in mid-career are finding that promotion and career advancement depend more heavily on publications and grants. Junior faculty are expected to have higher levels of funding and publications than ever before. These increased expectations for faculty, coupled with teaching and service requirements, can be difficult to meet successfully. Through regular writing and editing sessions, and applying the 12-week model as specified in the timeline, P2P group members will develop a sense of accountability to each other that increases output and, more importantly, quality of publications and proposals. In addition, the input of seasoned SRS professionals is key to developing fundable proposals; meeting with NSF program managers will help P2P members begin a relationship with the agency that will hopefully result in successful submissions.

- *Improve faculty satisfaction, work experience, and quality of work-life balance.*

In the COACHE survey results, only 36% of female respondents were satisfied with their long-term career plans, and several had no plans at all. By addressing issues of work-life balance, career planning, financial planning, and other topics, the P2P group will gain insights into strategies to maximize career and life success.

### 3. **Proposal plan**

The P2P members are a group of four GCCIS associate professors from two departments with varied backgrounds. Two (Sumita Mishra and Yin Pan) are from the Department of Computing Security and

two (Xumin Liu and Carol Romanowski) are from the Department of Computer Science. Mishra, Pan and Romanowski have varied time in the associate professor rank while Liu is a fifth-year tenure-track assistant professor. All members are in the GCCIS workload model that presumes occasional success in funded projects and regular publication. P2P participation would aid the members in achieving consistent success in research funding to exceed their workload goals. Since P2P is meant to be a peer mentoring group, no single person is identified as the group's mentor. However, for purposes of grant administration, Carol Romanowski will serve as the PI.

The P2P group would meet weekly for 1-2 hours during the grant period, with a specific agenda for each week. The agenda would include activities such as:

- Writing/editing/sharing outlines, paper sections, etc. for peer review
- Research ideas sharing, grant proposal writing and budget planning with SRS personnel
- Special topic discussions including financial planning, career planning, teaching, networking, and research strategies, with invited experts from RIT and other universities.

Not all activities will take place in every meeting. The grant period allows for two cycles of the 12-week paper schedule. The proposal also includes funds for individual consultation with a career coach. We would also conduct a pre- and post-grant period survey, asking questions similar to those in the COACHE survey, and compare the results.

We expect the outcomes from this peer mentoring group to be:

- Increased publication output, as measured by the number of papers submitted and in preparation
- Increased research proposals submitted to funding agencies, as measured by the number of proposals submitted and in preparation
- Increased satisfaction within the peer group members with long-range planning, as measured by a completed career or financial plan
- Increased networking, as measured by collaborations in papers and grants, and contacts made during the field visit
- Improvement in survey response scores.

#### 4. Timeline:

February 2014: At least two meetings held; books acquired; subject of 12-week papers identified.

March 2014: Weekly meetings commence; Weeks 1-4 of 12-week paper schedule

April 2014: Weeks 5-8 of 12-week paper schedule

May 2014: Weeks 9-12 of 12 week paper schedule

June: Visit to NSF (may take place in July or August, depending on member schedules);  
Begin second round of 12-week schedule, weeks 1-4

July 2014: Weeks 5-8 of 12-week schedule

August 2014: Weeks 9-12 of 12-week schedule

September 5, 2014: Report submitted.

5. Budget: The budget, totaling \$3408.00, includes materials costs, professional fees, professional development funds, and domestic travel.

Object Codes		Title: NSF ADVANCE Connect	Rationale
71250	Student Salaries		
73000	Materials Costs*	\$xxxx	Four copies of Belcher
75000	Professional Fees	\$xxxx	Honoraria for guest speakers
78002	Domestic Travel	\$xxxx	Airfare and hotel for four
<b>78700</b>	International travel		
79020	Professional Development	xxx	Career coach fees for four
	Total Costs	xxxxxx	

