Growth Network Program

Prepping for Initial Growth Guide Meeting & Beyond

# After Orientation

* Growth guide schedules 1st meeting (how and when will you meet?)
* Encourage new faculty to send their Mentor Map and CV in advance to help you prepare

# Suggested Agenda for Initial Meeting (order of tasks can be adapted)

## Ideal Length: 75-90min

# Introductions and Foundations

* Getting to know each other
* Assess new faculty’s needs, goals, and priorities

(use new faculty survey, [Supporting New Faculty resource](https://siuecougars-my.sharepoint.com/:b:/g/personal/lbartel_siue_edu/EQ2xQsd2eCpIk12N-iHAyMsBLzA6KGhzQLqZc1vNsBZPAA?e=SQmn5C), and CV as references and starting point for additional questions/discussion)

Sample questions:

* + What are your research and teaching interests?
  + What has gone well in terms of research and teaching?
  + What research and teaching challenges have you faced?
* Establish plan for regular communication, preferred method and frequency.
  + Virtual or in Person?
  + Is an alternative mode of checking in preferred?
* Review roles for growth guide and new faculty: [Growth Network Brochure](https://siuecougars-my.sharepoint.com/:b:/r/personal/lbartel_siue_edu/Documents/ADVANCE%202019/ADVANCE%20materials/KEEP%20%27n%20UP/Growth%20Network/Growth%20Network%20Resource%20Folder%202022/Growth%20Network%20Brochure%20NEW.pdf?csf=1&web=1&e=TNdiJF)
* Discuss expectations regarding confidentiality
  + Advocacy and sharing can be a key part of the growth guide role. This can include talking about the new faculty’s work, contributions, goals, and needs in order to increase faculty visibility and recognition or reaching out to others for help in resolving a problem or conflict. Growth guide and new faculty should discuss expectations for confidentiality and clarify their comfort level with this kind of disclosure.
  + Faculty are still bound by State Ethics and EOA Reporting Guidelines

# Discuss Mentor Map (share in advance)

* What did you learn/discover from filling out the map?
* Identify areas of greatest need (collaborative process: consider faculty challenges and gaps in map). Growth guide should notice and point out observations but new faculty should ultimately set priorities.
* Are there people you’ve been thinking about reaching out to on campus or that you want to connect with?

# Identify 3 Growth Network Members during 1st meeting

* Discuss new faculty ideas for expanding network first.
* Growth guide can and should also make suggestions for possible network members based on new faculty needs.
* Create an initial plan for monthly meetings (may change based on growth network members’ availability)

**Note**: goal is not to fill out entire map or find a person to fill every gap. Rather the goal is to help new faculty expand the map in a meaningful way and help them take the next steps to connecting with people and resources on campus that can enhance their growth and success.

# Program Timeline

## Abbreviation Key

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| --- | --- |
| **ADV** | ADVANCE Team  Dr. Tisha Brooks, Dr. Lynn Bartels, and  Dr. Sandra Weissinger |
| **GG** | Growth Guide |
| **GNM** | Growth Network Members |
| **NF** | New Faculty (2nd year faculty) |

|  |  |  |
| --- | --- | --- |
| November | Schedule and Prep for Initial Meeting |  |
| November or December | Initial meeting between GG and NF | Discuss NF needs  Identify people and resources to support NF  Create initial meeting plan |
| January | GG starts contacting GNMs using email template to introduce the NF and secure GNM participation  NF follows-up with GNM to coordinate a meeting time | Contact GNMs  Update schedule of meetings to occur |
| February | Meeting between GNM #1 and NF |  |
| March | Meeting between GNM #2 and NF |  |
| Early April | GG checks in with NF |  |
| April | Meeting between GNM #3 and NF |  |
| May | Final Program Workshop for NF only | Review mentor maps  Reflection and next step planning  Program evaluation discussion |
| May | ADV team checks in with GGs, GNMs, and NF | Program evaluation |