Peer-to-Peer (P2P) Mentoring Group

This proposal establishes a peer mentoring group of four to six female faculty that focuses on issues articulated in the COACHE survey and related to the career aspirations of the group’s members.

PLAN
The peer mentoring group will meet weekly for 1 to 2 hours during the grant period for one or more of the following activities:

- Follow a writing schedule and incorporate a peer editing process to improve writing skills
- Employ targeted proposal writing/editing assistance from Sponsored Research Services (SRS)
- Discuss specific topics and invite Skype/call-in sessions with female role models.
  (Funds would be available for individual members to consult with a career coach.)

NEEDS
This proposal addresses three specific needs:

- Advance the careers of women STEM/SBS faculty through enhanced networking behaviors and ability to access social resources
- Increase recruitment, retention, and advancement of such faculty from diverse ethnic, social, and cultural backgrounds
- Improve faculty satisfaction, work experience, and quality of work-life balance

ACTIVITIES
Each weekly meeting will include a specific agenda with activities such as:

- Writing/editing/sharing outlines, paper sections, etc. for peer review
- Research idea sharing, grant proposal writing, and budget planning with SRS personnel
- Discuss special topics such as financial planning, career planning, teaching, networking, and research strategies with invited experts from RIT and other universities

P2P mentors will conduct pre- and post-grant surveys, asking questions similar to those in the COACHE survey and comparing results.

DESIRED OUTCOMES

- Increased publication output
- Increased research proposals submitted to funding agencies
- Increased peer group member satisfaction with long-range planning
- Increased networking
- Improvement in survey response scores