

Title of Proposed Initiative:

Proposal 2: Research Mentors Program

Pillar(s) and Goal(s) Addressed:

Pillar I: Academic and Research Excellence

Goal 3: Increase Research Excellence and Productivity

Proposal Summary

The primary objective of this initiative is to increase research productivity as measured by the number of successfully submitted grants, through the provision of a peer-mentoring style program. This program will provide support to early career researchers by way of structured mentorship opportunities from a senior, experienced SHU faculty researcher. This initiative will leverage the talent of currently funded SHU faculty to provide support and guidance to an early career scientists. By providing these peer-mentored opportunities, we anticipate increasing the number of submitted external grant proposals.

Overview and Rationale

Navigating grantspersonship is a challenge for most researchers but especially for early career scientists. Limited formal training in grant writing, absence of previous grant submission experience, and complexities unique to each funding agencies all represent barriers for grant writing and application submission. To mitigate these barriers, we propose a peer mentoring program, akin to the highly successful teaching peer-coaching program operated by CETL. The mentor-mentee pairs will be matched based on research experience and funding history. Researcher pairs will meet several times a year to provide support on proposal development, addressing specific needs of the funding agencies, and addressing funding agency feedback (if applicable). This proposal leverages the research talents of the current faculty to support grant submissions. We anticipate that increasing grant submissions may result in more external funding for the university to support our mission of an aspiring R2 university.

Resources Needed

We are requesting a modest budget for mentor stipends. We are estimating a budget of \$10,000 in Year 1 for 5 mentors (5 mentors x \$500 = \$2,500) and \$20,000 each in years 2-5 for 10 mentors per year.

Anticipated Timeline

Year 1:

- Develop a structure for this program.
- Put a call out for mentors and mentees to promote the program.
- Promote the program.
- Select 5 mentors to be matched with mentees.
- Host an orientation meeting for the inaugural participants.

Year 2 - 5:

- Collect feedback annually to refine program based on participant experiences.
- Promote successful collaborations on SHU website and SHU media.
- Continue to promote the program and annually circulate a call for mentors/mentees.
- Develop a database of mentors and their areas of interest/expertise.
- Annually host a networking event for all mentors & mentees.