

THE DIVISION FOR DIVERSITY AND
INNOVATIVE COMMUNITY
ENGAGEMENT WELCOMES OUR

EARLY CAREER FACULTY MENTORING PROGRAM



2023-2024 Cohort

Table of Contents

Overview

University Mission + DICE Commitment to Faculty	Page 1
Program Leadership	Page 2
Background and Aims	Page 4
Schedule of Events	Page 5

Detailed Curriculum

September: Orientation & Welcome	Page 6
October: Time Management & Writing	Page 7
November: Understanding How the University Works	Page 8
December: Community Building & Social Hour	Page 9
January: Research and Scholarship	Page 10
February: Retreat! Writing and Promotion	Page 11
March: Teaching Excellence	Page 12
April: Getting to Yes - Securing Advancement and Your Future	Page 13
May: Faculty Success Gala	Page 14

Higher Purpose. Greater Good.

The Mission of Saint Louis University is the pursuit of truth for the greater glory of God and for the service of humanity.



The University seeks excellence in the fulfillment of its corporate purposes of teaching, research, health care, and service to the community. It is dedicated to leadership in the continuing quest for understanding of God's creation and for the discovery, dissemination and integration of the values, knowledge and skills required to transform society in the spirit of the Gospels.

As a Catholic, Jesuit university, this pursuit is motivated by the inspiration and values of the Judeo-Christian tradition and is guided by the spiritual and intellectual ideals of the Society of Jesus.

DICE is committed to diversity, equity and inclusion as values rooted in Ignatian spirituality. Because of this commitment, our faculty, staff, and students aspire to build communities that are unburdened by discrimination and oppression while educating and supporting the whole person.

Program Leadership



Rochelle D. Smith, M.S.

Vice President

Division for Diversity & Innovative Community Engagement

The Vice President is responsible for spearheading the University's development and implementation of a strategic diversity and inclusion agenda in alignment with the Jesuit Mission. Her purpose is to advance a campus climate and a common vision of DEIAB that respects, values, and supports the academic, social, and personal development of the SLU Community. Vice President Smith has 25 years of diversity, equity, and inclusion experience in higher education. She served for more than 22 years at Washington University in Saint Louis, with her last role there as Assistant Provost for STEM Diversity Initiatives. Her role prior to joining SLU was as Associate Dean and Associate Chief Diversity Officer at Yale School of Medicine.



Katie Heiden-Rootes, Ph.D.

Assistant Vice President, Division for Diversity & Innovative Community Engagement

Associate Professor (tenured), School of Medicine

As AVP for Faculty Equity & Development, Katie is strategically positioned within university committees, provost office leadership, shared governance, and with internal research for actualizing a thriving and diverse faculty community. As an academic, she is a family scientist and mental health professional specializing in the advancement of systemic theory, training and research on health and healing with the LGBTQIA+ community and their families. Dr. Heiden-Rootes founded the Queer & Trans Wellness Clinic @ SLU in the Center for Counseling and Family Therapy, a community-facing and accessible resource for mental health services. In 2022, she was awarded the Norm White Award for Engaged Scholarship and Service by the Faculty Senate of Saint Louis University.

Higher purpose. Greater good.

Program Leadership

Jintong Tang, Ph.D.

**Mary Louise Murray Endowed Professor of Management;
Professor, Department of Management
Research Institute Fellow**



Jintong currently serves as the Co-Chair of the joint Provost-Faculty Senate Gender Equity Committee. She chaired the Early Career Faculty Mentorship Program and Friday Seminar Series at Chaifetz School of Business from Fall 2021 through Fall 2022. Her efforts to promote women and immigrant entrepreneurs in St. Louis were recognized by Sister Shirley Kolmer Memorial Grants in 2018 & 2022. Inducted into the inaugural cohort of Research Institute Fellows, Jintong's research has appeared in more than 80 refereed journal publications and more than 100 refereed/invited conference proceedings. Her teaching efforts have been recognized with Reinert Center's Innovative Teaching Fellowship (twice), Chaifetz School Teaching Innovation Awards (three times), and Dean's Curriculum Innovation Grant. In 2022, Jintong was honored as the recipient of Chaifetz School's prestigious Fr. Thomas Knapp Distinguished Faculty Member Award.



Background

The Catholic Jesuit mission of Saint Louis University (SLU) implores us to welcome, support, and create belonging among faculty from historically excluded backgrounds. The newly established Academic Affairs Strategic Plan for 2022-2025 and Presidents Priorities (2022-23) explicitly identify the aim to improve faculty recruitment, retention, and advancement for those from historically excluded groups. A diverse faculty body attracts students from diverse backgrounds; a parallel goal established in the strategic plan.

Empirical research demonstrates structural and interpersonal barriers to the workload¹, retention, and advancement^{2, 3} in academia for faculty from historically excluded groups. The National Science Foundation identified historically excluded groups from faculty roles in academia by race/ethnicity, gender, and disability. The groups identified included African American/Black, Latinx, or Indigenous/American Indian Alaskan Native, women, those with visible and invisible disabilities⁴. Emerging research is identifying the lack of belonging and stigma experienced by faculty who are part of the LGBTQ (lesbian, gay, bisexual, transgender, queer) community⁵. Fortunately, there are empirically supported methods for increasing faculty retention and advancement through dedicated mentorship programs for community building and networks.

Aims

1. Skills building for academic success as a early career faculty member.
2. Mentorship network building across horizontal and vertical communities.

Overview Schedule of Events



- **Sept 11, 11:30 – 1 pm** *Orientation & Welcome*
- **October 9, 11:30 – 12 pm** *Time Management & Writing*
- **Nov 17, 1 – 2:30 pm** *Understanding How the University Works*
- **Dec 11, 3–4:30 pm** *Social Hour*
- **Jan 9, 11:30 – 12 pm** *Scholarship & Research*
- **Feb 16, 8:30 – 4 pm** *Retreat*
- **March 4, 11:30 – 1 pm** *Teaching Excellence*
- **April 8, 11:30 – 1 pm** *Getting to Yes*
- **May 7, 5 – 7 pm** *Faculty Success Gala*

September 11, 11:30 am - 1 pm

Orientation & Welcome

Pere Marquette Gallery, Dubourg Hall

This meeting will include welcome, introductions, and purpose and review of the programming, completion of National Center for Faculty Development and Diversity (NCFDD) login, tour of available resources, and creation of writing / accountability groups. Faculty will be asked to submit names of current SLU mentors for engaging them in separate conversations about best practices in mentoring early career faculty. You will create a faculty “wish list” for books and trainings. And we will discuss adjusting to St. Louis and SLU – housing, schools, and culture. Finally, you will complete the Pre-Survey. Lunch provided.



GUESTS

Debra Lohe, Associate Provost. Debra began at SLU in 2009 in the Reinert Center, which she directed from 2011-2021. In 2021, she became an Associate Provost, where she provide provost leadership in a number of areas, including key aspects of faculty affairs and development.



DEVELOPMENT ACTIVITIES

1. Complete Pre Survey
2. Obtain promotion (and tenure, if applicable) criteria for your department/college and role. Review, save, and print to have on hand for all program events and meetings.
3. Book a time to meet 1:1 with leadership
4. Cultivating Your Network of Mentors, Sponsors, and Collaborators: <https://www.facultydiversity.org/webinars/cultivatingournetwork22>
5. Mentoring Map: <https://www.facultydiversity.org/ncfddmentormap> 6.. Mastering academic time management strategies (video 1 hour, 22 min): <https://www.facultydiversity.org/webinars/masteringtime23>

“When we identify where our privilege intersects with somebody else's oppression, we'll find our opportunities to make real change.”

— Ijeoma Oluo

October 9, 11:30 - 1 pm

Time Management & Writing

****Virtual****

Professor Angelique Davis is an expert on academic writing, finding joy in academic careers, and making visible racial gaslighting that perpetuates white supremacy in academic and social settings. She will provide a VIRTUAL event with faculty mentees for applying NCFDD webinars to everyday life. **Zoom link: <https://us02web.zoom.us/j/7402295373>**

GUESTS

Angelique Davis, J.D., Professor in Political Science at Seattle University. Prof Davis is the author of many publications and a recent book on finding joy in faculty life. You can learn more about her and the resources she offers here:
<https://angeliquemdavis.com/>



DEVELOPMENT ACTIVITIES

A parallel activity to this event is a meeting with senior faculty and leadership in October. Senior faculty mentoring meeting – Speaker - Dr. Colette Taylor, Professor in Education and Special Assistant to the Provost for Strategic Directions at Seattle University. Senior faculty will share their experiences of mentoring and be offered training and resources on current best practices for mentoring early career faculty from historically excluded groups.

Resources to senior faculty:

Equity, Diversity, and Inclusion: A guide for writing anti-racist tenure and promotion letters <https://elifesciences.org/articles/79892>

“Caring for myself is not self-indulgence, it is self-preservation,
and that is an act of political warfare.”

— Audre Lorde

November 17, 11:30 - 1 pm

Understanding How the University Works

Pere Marquette Gallery, Dubourg Hall

This session will be dedicated time with President Fred Pestello and the office of the Vice President and Chief Financial Officer. The talk will discuss the financial picture and structures of university life for understanding how the university functions from the macro level. In addition, we will discuss shared governance and the role of the Faculty Senate. Lunch Provided.



GUESTS

Dr. Fred Pestello, President
Saint Louis University
Office of the VP
David Heimburger, VP &
Chief Financial Officer
Chris Rollins, JD
President, Faculty Senate



DEVELOPMENT ACTIVITIES

1. Review most recent financial report for SLU - <https://www.slu.edu/business-finance/departments-and-offices/accounting-financial-reporting.php>
2. Review structure of the university - <https://www.slu.edu/about/leadership/index.php>
3. Review Faculty Senate webpage: <https://www.slu.edu/faculty-senate/index.php>
4. Come prepared with questions for our guests.

“When you get these jobs you have been so brilliantly trained for, just remember that your real job is that if you are free, you need to free somebody else.”

— Toni Morrison



Social Hour

DECEMBER 11, 2023

3 - 4:30 PM

Spend some time with colleagues and guests. Enjoy food, beverages, and getting to know each other as we celebrate the end of the fall academic semester.

Complete Mid-Year Survey



January 9, 11:30 - 1 pm

Research & Scholarship

Pere Marquette Gallery, Dubourg Hall

Scholarship and research takes many forms for faculty - from lab sciences to community participatory action research to historical texts to performance art. We want to support each and everyone of your scholarly endeavors. This session will include the guided expertise of our Office of the VP of Research and from senior faculty researchers from a cross section of fields.

Our aim is implementation and immediate action for supporting your scholarship.

Lunch provided.



GUESTS

Jasmin Patel & David Borgmeyer,
Office of the VP for Research
Senior Faculty Scholars:
Annie Garner, Katrina Moore



DEVELOPMENT ACTIVITIES

1. Review SLU faculty resources: <https://www.slu.edu/research/faculty-resources/index.php>
2. How to Align Your Time with Your Priorities:
<https://www.facultydiversity.org/webinars/23weeklymeet>
3. How to Develop a Daily Writing Practice:
<https://www.facultydiversity.org/webinars/dailywriting23>
4. How to Manage Stress, Rejection & the Haters in Your Midst:
<https://www.facultydiversity.org/webinars/rejection22>
5. Promoting Your Publications: <https://www.facultydiversity.org/hhchapter7>

"Research is formalized curiosity. It is poking and prying with a purpose."

- Zora Neal Hurston

February 16, 8:30 - 4 pm

Retreat

II Monastero

Morning –Writing Retreat (8:30 – 12 pm; breakfast provided) with Mark Ruff (writing coach and mentor), Professor of History at SLU; bring all necessary items for writing (laptop, etc.)

Afternoon – Views from the Other Side (12:30 – 4 pm; Lunch provided). Provost Lewis will provide remarks on promotion and tenure. Recently promoted and/or tenured professors and deans will look back and share their thoughts and perspectives on their journey towards tenure and changes in expectations in their new roles as tenured professors. Topics will include building a national reputation, working on interdisciplinary teams, and self-care and wellbeing.



GUESTS

Provost Mike Lewis
Gregory Triplett, Barnali Gupta,
Bidisha Chakrabarty, Eddie
Clark, Annie Garner, Joel
Jennings, Katrina Moore



DEVELOPMENT ACTIVITIES

1. The Art of Saying No:
<https://www.facultydiversity.org/webinars/artofno23>
2. Overcoming Academic Perfectionism:
<https://www.facultydiversity.org/webinars/academicperf22>
3. How to Engage in Healthy Conflict:
<https://www.facultydiversity.org/webinars/healthyconflict22>



There is no “them and us.” There is only us.

- Father Greg Boyle SJ

March 4, 11:30 - 1 pm

Teaching Excellence

Pere Marquette Gallery, Dubourg Hall

The session will review services and resources offered by the Reinert Center for Transformative Teaching and Learning, discuss classroom management, pedagogical innovations, and efficient strategies for planning. Finally, participants will have time to discuss specific questions about their classes and course evaluations. Lunch provided.



GUEST

Gina Merys, Director, Reinert Center for Teaching Excellence. Prior to joining the Reinert Center in August of 2011, Dr. Merys was Associate Professor of English and Director of Composition at Creighton University. While all of Gina's scholarship principally centers on pedagogy, her disciplinary focus is on discourse practices, literacy issues, digital technology, postcolonial and gender studies, and the rhetoric of education.



DEVELOPMENT ACTIVITIES

1. Review Reinert Center faculty page for service and programs:
<https://www.slu.edu/ctl/services/for-full-time-faculty.php>
2. Teaching in Color: Effective Teaching Strategies for Faculty of Color:
<https://www.facultydiversity.org/webinars/teachingincolor>
3. Teaching in No Time: How to Prepare for a Stress Free Semester (4 videos):
<https://www.facultydiversity.org/webinars/teachinginnotimewk1>

“The classroom remains the most radical space of possibility in the academy”

— bell hook

April 8, 11:30 - 1 pm
Getting to Yes

Pere Marquette Gallery, Dubourg Hall

Guest speaker, Adrienne Davis, will join us to share her expertise and wisdom from successfully supporting faculty at Washington University in St. Louis through promotion and tenure. Professor Davis served as the Vice Provost for Faculty and Institutional Diversity from 2010 – 2021. From 2015 until 2017 she chaired the University's Commission on Diversity and Inclusion, which was charged with designing a university-wide plan for diversity. She worked closely with stakeholders at the University on a range of institutional policies, initiatives, and programs.

Lunch provided.



GUEST

Adrienne Davis, JD, William van Cleve Professor, School of Law, Professor of Organizational Behavioral & Leadership, Olin Business School, Washington University in St. Louis



DEVELOPMENT ACTIVITIES

1. Complete post survey.
2. Write the CV you are aspiring to live into.
3. Breathe and stay connected with mentors and your mentee cohort.

“I am no longer accepting the things I cannot change. I am changing the things I cannot accept.” - Angela Davis

Faculty Success Gala

May 7, 5-7 pm
St. Louis Room (BSC 300)



BETTINA LOVE

Dr. Bettina L. Love is an award-winning author and the William F. Russell Professor at Teachers College, Columbia University. Her writing, research, teaching, and educational advocacy work meet at the intersection of disrupting education reform and strengthening public education through abolitionist teaching, antiracism, Black joy, and educational reparations. Her latest book is: *Punished for Dreaming: How School Reform Harms Black Children and How We Heal*.

Please join us to celebrate faculty who took part in the DICE Early Career Faculty Mentoring Program. All are invited to enjoy an evening with food, beverages, and a keynote with the inspirational, Dr. Bettina Love.



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