

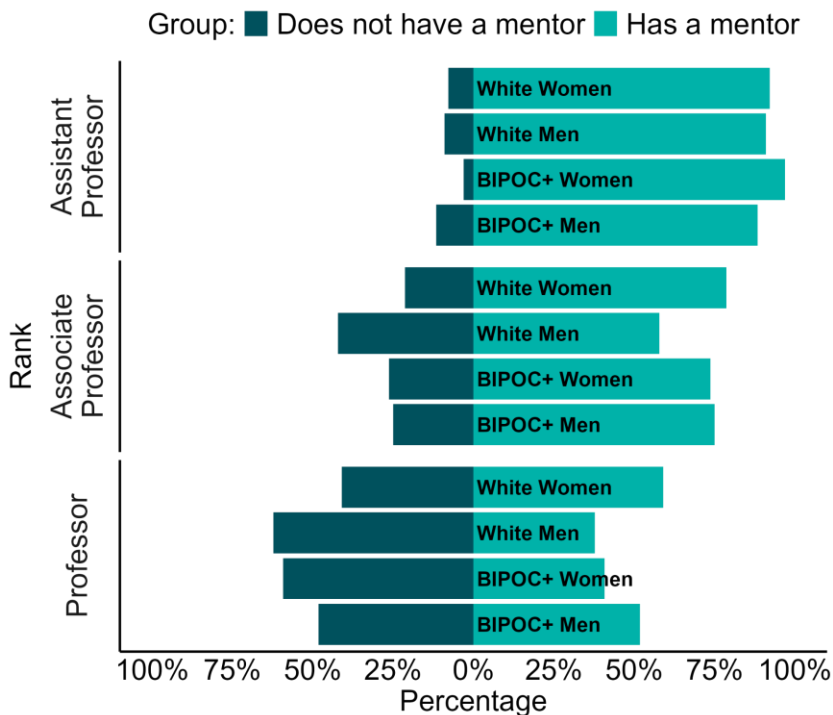


Faculty Receiving Mentorship by Rank, Gender, and Race

Mentorship between faculty members can benefit professors in many ways. Having a mentor can [improve faculty's scholarship and teaching skills](#) and [increase faculty's satisfaction with, and commitment to, their academic careers](#). Faculty-faculty mentorship can take [many forms](#), including group or one-on-one mentoring, peer-to-peer or senior-junior mentoring, and networks of mentoring. Data collected from tenure-track faculty in the 2023 ADVANCE Campus-wide Climate Survey allows us to explore how many U-M faculty have formal or informal mentors.

Assistant Professors receive the most mentoring from other faculty. Significantly more assistant professors (92%) have mentors than associate or full professors (54%; $p < .001$). Across all ranks, gender and race differences emerge. Significantly more women (72%) received mentorship than men (56%; $p < .001$). Additionally, significantly more BIPOC+¹ (69%) faculty received mentorship than white faculty (60%; $p = .005$).

After accounting for rank, these gender and race differences disappear. [Previous ADVANCE research](#) shows the gender and race composition of tenure-track faculty differs between ranks, with assistant professors being more diverse than associate and full professors. When considering rank, women (72%) and BIPOC+ faculty (69%) had mentors as often as men (56%) and white faculty (60%, $p = .238$ and $p = .735$, respectively).



Want more information about mentoring?

Explore resources from the [Center for Research on Learning and Teaching](#) and [U-M Dearborn's Faculty Mentoring Toolkit](#)—including best practices for [mentors](#) and [mentees](#).

Want to participate in mentoring?

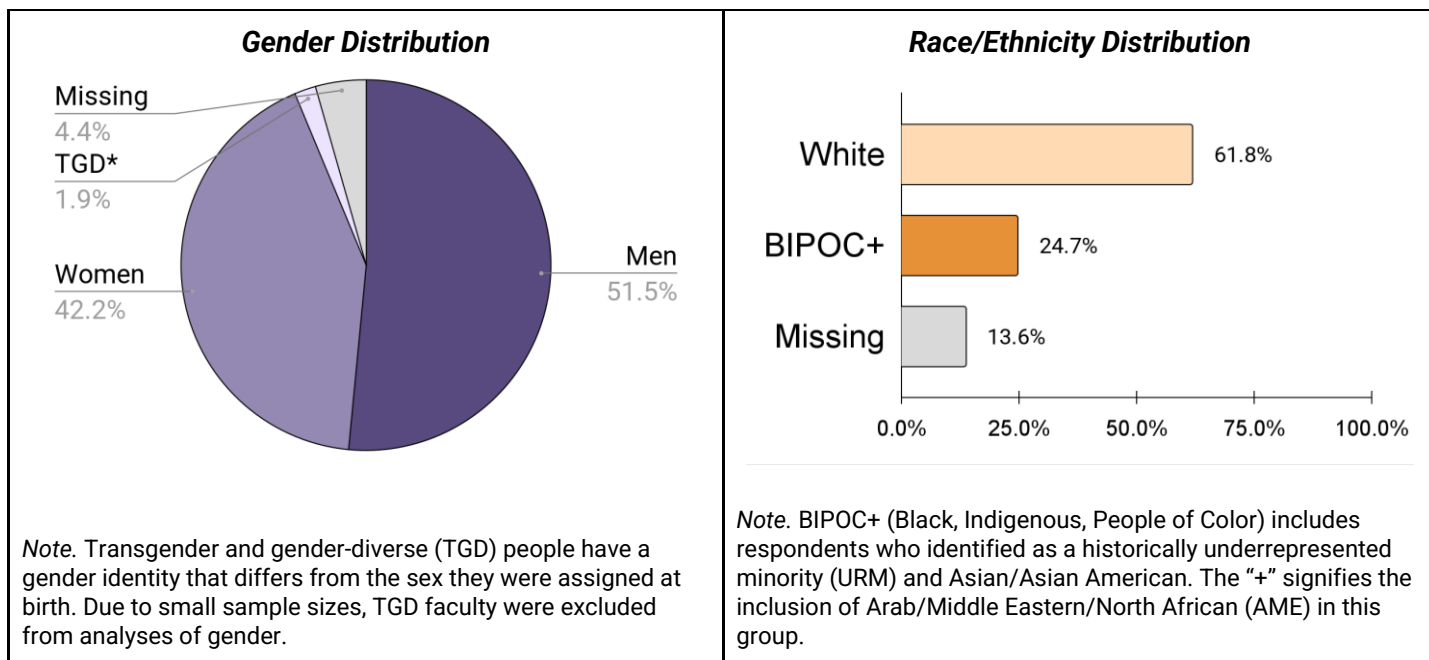
Whether you want to participate as a mentor or as a mentee, consider asking your department chair or unit administrator about your options, consult your school/college's faculty affairs/development page, and explore peer networks, like [those hosted by the ADVANCE Program](#). Assistant professors in many units² can also enroll in the [ADVANCE's Launch program](#) which pairs newly hired faculty with a committee of senior faculty mentors.

¹ BIPOC+ (Black, Indigenous, People of Color) includes respondents who identified as a historically underrepresented minority (URM) and Asian/Asian American. The "+" signifies the addition of Arab/Middle Eastern/North African (AMENA) to this group.

² For more information on what school/colleges participate in this program, please visit the [ADVANCE's Launch program](#) website

Supplemental Methods

Tenure Track Faculty Respondent Demographics



Survey Instrument

The data were collected from tenure-track faculty in a 2023 campus-wide survey administered by the ADVANCE Program. The key variables used in this report were:

- Do you have a mentor/career advisor?
 - Formal at U-M (yes = 329, no = 866)
 - Informal at U-M (yes = 576, no = 602)
 - Formal outside of U-M (yes = 109, no = 1032)
 - Informal outside of U-M (yes = 586, no = 589)

Analytical Methods

The distribution of respondents was not fully representative of all U-M faculty invited to participate in the survey; to address this, all analyses were conducted using weights calculated from five variables (i.e., age group, sex, school/college, race-ethnicity, rank). The above questions on mentorship were used to create a new binary variable to explore the percentage of faculty who had a mentor. If a respondent answered "yes" to any of those items, they were considered to have a mentor; if they answered "no" to all of the items, they were considered to not have a mentor. These ratios were then compared by gender, race/ethnicity and rank using chi-squared tests and logistic regression models where $p < .05$ was considered significant.

Citations

ADVANCE Program (2024). Assessing the Academic Work Environment for Tenure-Track Faculty at the University of Michigan in 2023: University-related Climate across Gender, Race, and Rank. Retrieved from: <https://advance.umich.edu/wp-content/uploads/2024/05/ADVANCE-2023-CW-Report-gender-race-rank.pdf>