



**IUPUI**

**The Enhancing Mentoring Program with Opportunities  
for Ways to Excel in Research  
(EMPOWER)**

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## Executive Summary

From 2011 through 2021, 236 individuals (mentors and mentees) have participated in the EMPOWER mentoring program. Overall, mentors and mentees in the study (N = 72) viewed their participation in the EMPOWER Program as positive. Ninety-six percent (N = 43) of mentees and ninety-seven percent (N = 27) of mentors Agreed or Strongly Agreed that they would recommend the EMPOWER Program to a colleague based on their experiences. In general, mentors and mentees reported that their expectations of the program were met and often they received information, guidance, and assistance in areas they had not originally considered.

Mentors and mentees felt that the EMPOWER Program provided them with numerous direct and indirect benefits. Direct benefits included a structured/formalized mentoring program, and support in sponsored research and external funding, scholarly activity, and career advancement. Indirect benefits included networking, professional development, a better understanding of organizational politics, acculturation to the IUPUI campus, and resources and additional support.

There were instances where mentor/mentee pairs were from the same department, while other pairs were from different departments. Participants identified advantages and disadvantages of both situations. Advantages of being paired with someone from your school/department included a common language and knowledge of the background related to the specific area of study. Disadvantages included apprehension regarding sharing information about others within the department and interdepartmental conflicts. Advantages of being paired with someone from a different school/department included being able to share information without the fear of possible consequences and being able to see situations from a different point of view. Disadvantages included a disconnect in perspectives related to research in different fields.

Mentees and mentors described personal and professional benefits that stemmed from their participation in the EMPOWER Program. Mentor specific benefits included increasing their knowledge bases and skills, providing service to fellow faculty and the campus, and continued mutually beneficial relationships with their mentees.

While there is research in higher education that conveys mentoring does not always account for the intersections of differences across gender, ethnicity, race, sexual orientation, ability, linguistic differences, national origin, etc., participants in the EMPOWER Program did not feel like this was an issue as it related to their experiences. However, several mentors and mentees shared that having a mentor with the same gender was beneficial.

Recommendations for program improvement included creating additional formal and informal meeting times to allow for networking/community building, increasing funding for the grant to allow for expansion, increasing campus wide communications/marketing to improve/expand outward facing campus/university presence, revising the application process, revisiting the criteria of the mentee and the mentor, and increasing sponsor involvement.

While there were several recommendations for improvement; overall, mentors and mentees described the direct and indirect benefits of the program in depth and felt that the program was one that not only benefited the participants, but the IUPUI campus community as well.