Mizzou ADVANCE seeks to develop a more diverse workforce by advancing women faculty in science, technology, engineering, and mathematics (STEM) departments. With this aim, we are enhancing the excellence of our University.

Funded by the National Science Foundation (NSF) and matching University funds, the three-year grant aims to educate faculty and administrators on gender equity issues, develop a mentoring system for tenured STEM faculty, identify barriers to women’s advancement, and collect institutional data on the climate, support and resources for women’s advancement.

Colleges, Divisions & Departments Participating in the Mentoring Program

College of Agriculture, Food and Natural Resources
- Animal Science
- Biochemistry
- Food Science
- Natural Resources
- Plant Sciences

College of Arts and Science
- Biology
- Chemistry
- Economics
- Geography
- Geology
- Mathematics
- Physics
- Statistics

College of Engineering
- Biological Engineering
- Chemical Engineering
- Civil & Environmental Engineering
- Computer Science
- Electrical & Computer Engineering
- Industrial & Manufacturing Systems Engineering
- Mechanical & Aerospace Engineering

Women’s & Gender Studies
325 Arvarh E. Strickland Hall
Columbia, MO 65211
573-882-8232 (phone) • 573-884-1563 (fax)
MizzouADVANCE@missouri.edu (email)
MizzouADVANCE.missouri.edu (website)
Program Overview
The Mentoring Program is a key initiative of Mizzou ADVANCE, a program funded by the National Science Foundation with matching University funds. The Mentoring Program matches tenured STEM faculty with other faculty and administrators for coaching and professional development. Open to both men and women, it helps to foster one-to-one connections, improve social networks, and encourage research collaboration.

Successful mentoring relationships are built on mutual respect and appreciation. Yet, a single mentor is unlikely to meet all the mentee’s needs. That is why Mizzou ADVANCE hosts events throughout the year so participants can talk with others in the mentoring program. Events include professional development workshops and seminars on topics such as preparing promotion dossiers, managing conflict, work/life balance, leadership, and negotiation.

Who can join?
Any STEM tenured/tenure-track faculty member in a participating department/division can join the program. Mentors may also be faculty and administrators from STEM or other areas of campus.

Next Steps
- For more information:
  - Go to our website:
    MizzouADVANCE@missouri.edu
  - Talk to past participants (names are provided on our website)
- To join:
  - Submit your application online:
    mizzouadvance.missouri.edu/mentoring/application.html

Benefits of Joining

Mentors:
- Share wisdom and experience
- Gain a personal sense of satisfaction
- Expand your network of colleagues
- Gain a broader perspective of MU
- Receive training on mentoring
- Be recognized for encouraging and developing colleagues
- Identify potential research collaborators

Mentees:
- Learn informal advancement rules
- Receive coaching on grants and research
- Build your network of colleagues
- Review teaching and evaluation strategies
- Gain advice on balancing responsibilities
- Gather ideas on showcasing your work
- Identify resources for career development
- Reflect on long-term career planning

My mentor advised me on packaging my promotion dossier. His insight and feedback were invaluable.

— Mizzou ADVANCE Mentee

I’m in a new leadership position, and my mentor serves in a similar role. He’s giving me solid advice based on his hands-on experience, which is helping me succeed.

— Mizzou ADVANCE Mentee