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Executive Summary for Panel 5: Retention and Advancement

Career Milestones for Academic Personal Success (Career MAPS)

- Flexible, individualized documents intended to guide faculty members and help them identify goals and steps needed to reach goals
- Department heads work with junior faculty to develop initial MAPS, which would be reviewed and revised, as needed, on an annual basis. A template was created and examples provided for items that could be included in various stages of a career.
- Current Status
 - Department heads' concerns
 - Articulation/acknowledgment by department heads that Career MAPS might include items that reflect “unwritten” policies with regard to tenure and promotion within their units
 - Potential for misinterpretation of Career MAPS by faculty members as a contract for tenure or promotion
 - Women faculty members did not want to participate
 - Faculty members' concerns
 - Confidentiality of document
 - Contract status
 - There is still some confusion and reluctance regarding the Career MAPS initiative. The K-State ADVANCE Executive Committee met with partner department heads to resolve some of these concerns. An example Career MAP was created as part of that meeting, and as a result, department heads identified some strategies they might use to implement these within their units.
 - One idea shared was to use peer-mentoring groups as an approach, rather than the department head/faculty member approach. This is now being tried in two colleges.