

ACFAM “THRIVE” - Faculty Development Program

Vision: Support the development of colleagues for thriving careers.

Mission: Create a nurturing environment to advance scholarly, educational, professional and personal goals, and efficiently navigate the academic and professional environment for successful and rewarding careers.

Preamble and Implementation: The Thrive team will consist of **Coaches** (senior/mid-career/junior McMaster professors) and newly appointed colleagues (hereafter referred to as “**Colleagues**”). Participation in the program will be voluntary. To ensure consistency among the coaches, an informal coach onboarding workshop will be held where critical issues related to their roles are discussed. A similar, but separate meeting with the colleagues will ensure that they too have a similar understanding of their roles and responsibilities. The Coach-Colleague relationship will be professional and respectful, and discussions will be in confidence.

Coaches will be empathetic, active listeners. They will also be inspirational and be personally interested in the Colleague’s development, welfare, and well-being. The Thrive team will post frequently asked non-confidential questions on the ACFAM webpage as resource material. Periodic reviews of the program will be held, from which, improvement strategies will be developed. Department Chairs and Deans are encouraged to recognize Coaches’ service in the program.

T – Transformationally Guide & Mentor Black Scholars to achieve personal and professional success
H – Harness new Black Scholar talents to enhance collaboration, networking and professional development
R – Respect & Retain new Black Scholars
I – Inspire & Inculcate a mindset of academic, professional, and personal growth
V – Validate & Value new Black Scholars and promote and advocate for them at all times
E – Empower & Engage new Black Scholars to be active and valued members of the McMaster and wider community

Main responsibilities of the Coach to benefit the Colleague

- **Development Framework:** Develop a customized framework for the Coach-Colleague relationship that includes sharing experiences, expertise, knowledge, and skills for successful navigation of academic life; identifying areas to improve with realistic implementation plans; and setting on-going professional and personal goals along with evaluation metrics.
- **Listening:** Be an active listener, non-judgemental and reliable, and demonstrate a respectful and empathetic attitude.
- **Confidence and Belonging:** Enhance self-efficacy, a sense of belonging and pride in working at McMaster.
- **Guidance:** Have a sincere desire to guide and assist in a respectful, flexible, and open manner; provide honest and candid feedback and guidance.
- **Attitude:** Be approachable, welcoming, and committed to making a positive difference; and be inspirational, demonstrate a positive attitude and be an excellent role model.
- **Growth and Flexibility:** Inculcate a mindset of academic, professional, and personal growth, building on the Colleague’s knowledge, experiences, and expertise; and help in developing resilience and adaptability.
- **Difficulties:** Recast struggles, challenges, and setbacks as opportunities for self-learning and self-improvement.
- **Networking:** Help in strategic networking and symbiotic professional connections.
- **Practical Issues:** Provide advice and assistance in practical issues such as grant proposals, educational activities, committee responsibilities, and community-building.
- **Promotion:** Promote academic excellence of Colleagues internally and through nominations for targeted awards, honors, high-level conference presentations, and publicity engagements.

Main responsibilities of the Colleague to benefit the Coach

- **Personal Characteristics:** Create opportunities for self-learning, self-improvement, and personal growth.
- **Feedback:** Provide honest, candid feedback to identify any weakness in their coaching skills.
- **Improvement:** Help in improving communication abilities including audience-specific skills.
- **Attitude:** Enhance their attitude to work and improve leadership, productivity, and time-management skills.
- **Interpersonal Relationships:** Enhance abilities in developing and maintaining respectful and meaningful interpersonal relationships.