College of Applied Science and Technology
RESEARCH MENTORING PROGRAM

Research Mission of the College of Applied Science and Technology
CAST supports and promotes quality research recognized at national and international levels, enriching the educational environment of our academic programs.

Philosophy of the CAST Mentoring Program
The CAST Research Office supports the development of a focused line of scholarship by probationary tenure-track faculty. Under the ASPT system, the scholarship of tenure-track faculty is evaluated for merit, promotion and tenure decisions. The purpose of the CAST Mentoring Program is to provide a formal program assisting a new faculty member to develop a focused record of scholarship during the first three years at ISU, and to encourage involvement in the program until the research agenda is firmly established. Appendix I presents a sample timeline. Travel funds are provided to the mentor to acknowledge the contribution to the mentee, and to the mentee as an incentive to participate; both can refuse or transfer payment to the other. The program should not be the only mechanism of support, as it should complement the efforts within an academic unit to facilitate development of a productive research agenda. The continuation of the mentor and-mentee relationship should be discussed on an annual basis.
Components of the CAST Mentoring Program

1. **Orientation**
   All first year tenure-track faculty should attend the CAST new faculty orientation session conducted by the Dean and Associate Deans. The CAST Associate Dean for Research will describe and explain the philosophy and components of the CAST Research Support Programs.

2. **Match with a Mentor**
   During the first semester on campus, all probationary faculty will work with the head of their academic unit to identify an experienced faculty member meeting the criteria (Appendix II) and willing to serve as a mentor in the Program. The mentor does not have to be in the same academic unit. A meeting between the new mentee and mentor, which may include the Associate Dean for Research, should be arranged to clarify goals and objectives early in the first semester.

3. **Develop a Research Plan**
   The mentee and mentor should meet frequently in the first year to outline a three-year research plan for the mentee. The plan should guide the development of a research focus (see example research plans in Appendix IV) through addressing:
   
   1) Writing and submitting manuscripts. The first submission could be based on the mentee’s doctoral dissertation work (if applicable), with subsequent manuscripts in line with the mentee’s research plan.
   
   2) Participating in the scholarly meetings of an appropriate association/society, as evident in the intention to submit abstracts based on completed work.
3) Developing and submitting a URG and/or external grant.

The initial research plan should be submitted to the CAST Research Office by the mentee before the end of the Spring Semester; submissions in the Fall semester are encouraged. On submission of the research plan, the mentor will receive $200 in travel funds. The mentor can decline this funding, or ask that it be made available to the mentee.

The mentee should include the research plan in the Scholarship materials submitted for annual merit reviews and for the regular formative reviews during the probationary period, and progress on the plan should be addressed in the personal statement. The plan should be updated annually throughout the next three years.

4. Scholarship Workshop I

This workshop addresses the need to prepare and submit manuscripts to peer-reviewed journals and to present at national/international conferences as part of developing a research focus. The workshop will include a panel of successful scholars capable of addressing the logistics of developing a successful record of scholarship in addition to high standards in teaching and service.

5. Submit a Journal Article

Mentees should strive to submit a manuscript to a refereed journal during the first year of employment at ISU. The manuscript can be based on work completed during the mentee’s doctoral program or at a previous institution.
6. **University Research Grant Program (URG) Workshop**

This workshop is open to all CAST faculty, with emphasis on those who have yet to receive a URG. The URG program is a university supported cornerstone of establishing a research trajectory during the probationary period. The purpose is to explain the URG program, and to facilitate the submission process by clarifying the components of a URG and by initiating development of a proposal. Successful URG submissions will be used and shared with mentees as examples.

7. **Research Profile**

Participants in the CAST Mentoring Program will meet individually with the Associate Dean for Research during the second semester of involvement in the program to discuss research interests and the implementation of the research agenda. This will complement the meeting held during the first semester with the Office of Research and Sponsored Programs. (link to an example on the web).

8. **Submit a URG Proposal**

Before or during the second year of probationary status, a mentee is expected to submit a URG proposal in either the Research Development or Grant Development category. Mentees should strive to meet the URG application deadline in the spring of the *first year*, and are strongly encouraged to attend the Fall URG workshop. The process of submitting a URG should be a major focus of the initial discussion between a mentee and mentor. An alternative to a URG is for the mentee, with the guidance of the mentor, to submit to an external funding source. Funding requested from the external agency must be, at minimum, $5,000, equal to a URG. On submission of either a URG or an external grant, the mentee will receive $250, and the mentor $200, in travel
funds. The mentor can decline this funding, or ask that it be made available to the mentee.

9. One on One Discussion of the Scholarship aspect of the ASPT process

Following receipt of the Faculty Status Committee evaluation letter, a mentee is encouraged to meet to discuss the content of the letter with the head of the academic unit and the mentor, in separate meetings. If appropriate, the mentee can meet with the Associate Dean for Research to discuss progress on the Research Agenda.

10. Scholarship Workshop II

Requests for revisions or outright rejection are part of the process when submitting presentations, manuscripts or grants for peer-review. This workshop, open to all faculty, is focused on revising and resubmitting a reviewed manuscript or grant. This includes addressing the reviewers’ comments in the revision of the document and writing a cover letter explaining the author’s response. Attendees may bring a manuscript or grant that has been peer-reviewed.

11. Identify an External Funding Agency

As a record of publication and presentation is developed during the probationary period, a mentee will be encouraged to identify one or more external agencies supporting scholarship in the mentee’s discipline. It is recognized that the availability of external funding varies considerably across the different academic units of CAST. The Associate Dean for Research and/or the mentee’s representative on the CRC and or the ISU Office of Research and Sponsored Programs (RSP) will help with this
process. Note that identification of possible external funding agencies is a requirement of the URG application.

12. **University Grant Writing Workshop**
As it is appropriate to progress on a research agenda and the availability of funding in a specific discipline, mentees will be encouraged to participate in the University-wide grant writing workshop and the various grant-writing support programs offered by CAST and the RSP. Individuals with a viable project and a potential funding source will be given priority for these programs.
# Appendix I

## Proposed Timeline for Completion of Mentoring Program Components

<table>
<thead>
<tr>
<th>Year</th>
<th>Fall Semester</th>
<th>Spring Semester</th>
<th>Summer Session</th>
</tr>
</thead>
</table>
| 1    | CAST New Faculty Orientation (September)  
Identification of mentor  
Manuscript Submission  
URG workshop (October)  
Scholarship Workshop I (November) | **URG submission**  
Scholarship Workshop II  
**Initial Research Plan Submission**  
Research Profile with Assoc Dean  
Discuss FSC review with Mentor | |
| 2    | Discuss ASPT with Assoc Dean | | |
| 3    | | | |
| 4    | **Apply for ISU Research Initiative Award** | **Apply to Grant Writing Workshop**  
**Apply to CAST or RSP External Grant Development Program** | **University Grant Writing Workshop** |
| 5    | ¼ reassigned time for grant development | ¼ reassigned time for grant development | |
| 6    | | | |
| 7    | | | |

Completion of the items in **bold** are basis for release of mentor program funding. Items in *italics* are optional, depending on the research agenda and record of the mentee.

Faculty are encouraged to apply for a URG on an annual basis. The research plan should be revised annually and included with materials for the annual merit and/or formative promotion & tenure evaluations.
Appendix II
CAST MENTORING PROGRAM: MENTOR CRITERIA

CAST mentors should meet 4 of the following 6 criteria:

1) Hold the rank of associate professor or professor,
2) Had at least three funded University Research Grant Proposals with at least one in the Grant Development Category,
3) Received a CAST Publication Incentive Program award, or published in a refereed journal.
4) Reviewed for or served on the Editorial Board of a refereed journal.
5) Been the Primary Investigator on a funded external grant.
6) Presented at a refereed national or international conference.
Appendix III
CAST MENTORING PROGRAM FUNDING

For the Mentee
1. URG or External Grant Proposal Submission  $250

Total  $250

For the Mentor*
1. Research Plan  $200
2. URG/External grant proposal  $200

Total  $400

* Note that the mentor has an option to decline either or both of these payments, or to request that the funding be allocated to the mentee.

Revised October, 2008
Appendix IV
SAMPLE RESEARCH AGENDA

Note: These are only examples, and yours may vary in detail.

Example 1:

Fall 2005 - Spring 2006

Data Collection
1. Reliability and validity of measuring posterior shoulder range of motion (submit to Journal of Athletic Training (JAT))
2. The relationship between shoulder range of motion and scapular upward rotation in throwing athletes (submit to JAT)
   Present at National Athletic Trainers’ Association (NATA)
3. The effect of posterior shoulder capsule tightness on subsequent range of motion in throwing athletes (submit to American Journal of Sports Medicine (AJSM))
   Present at any of the following: American College of Sports Medicine (ACSM), American Association of Orthopaedic Surgeons (AAOS), American Orthopaedic Society for Sports Medicine (AOSSM)

Grants
1. URG- The Relationship between decreased hip rotation and shoulder pathology among elite baseball pitchers
2. NATA Grant- Functional characteristic alterations over the course of an entire professional baseball season

Fall 2006 – Spring 2007

Data Collection
1. The Relationship between decreased hip rotation and shoulder pathology among elite baseball pitchers (submit to AJSM or Journal of Shoulder & Elbow Surgery)
   Present at ACSM
2. Begin collecting- Functional characteristic alterations over the course of an entire professional baseball season

Grants
1. URG- Effect of joint mobilizations on posterior capsule tightness
2. External grant - Effect of close chain exercise program on shoulder characteristics

Fall 2007 – Spring 2008

Data Collection
1. Effect of joint mobilization on posterior capsule tightness in baseball players (submit to JAT)
   Present at NATA and one of the following: ACSM, AAOS, AOSSM
2. Effect of close chain exercise program on shoulder characteristics (submit to Journal of Orthopaedic and Sports Physical Therapy (JOSPT))
   Present at international conference
3. Functional characteristic alterations over the course of an entire professional baseball season (submit to AJSM)
   Present at international conference
Grants
1. URG- open
2. External grant - study looking at characteristics of baseball pitchers before next game after an extensive number of throws
3. National Operating Committee on Standards for Athletic Equipment grant - Effectiveness of “Knee Savers” pads

Fall 2008 – Spring 2009
Data Collection
1. Functional characteristics of baseball pitchers before next game after an extensive number of throws (submit to AJSM)
   *Present at one of the following: ACSM, AAOS, AOSSM, Shoulder & Elbow Day*
2. The Effectiveness of “Knee Savers” pads (submit to JAT)
   *Present at NATA*

Grants
1. URG- open
2. Air Cast Foundation grant- Shoulder characteristics among industrial laborers prone to shoulder injury (collaborate with safety or health education division of health sciences)

Fall 2009 – Spring 2010
Data Collection
1. Shoulder characteristics among industrial laborers prone to shoulder injury (submit to Journal of Physical Therapy)
   *Present at NATA*

Grants
1. URG- open
2. External grant- open
Example 2:

**Short Term Research Goals**

Completion of my doctoral dissertation research took the majority of my scholarly productivity time during my first year at ISU. Research items that have been completed this year as well as those that are in progress that will be completed in the next 1-2 years are listed below:

<table>
<thead>
<tr>
<th>Event</th>
<th>Time line</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Peer reviewed <strong>manuscript</strong> titled: “Service Expectations of Older Generation Y Customers: An Examination of Apparel Retail Settings”</td>
<td>Fall 2006</td>
<td><strong>Published</strong>: November 2006 Managing Service Quality, 16(6), 620-640</td>
</tr>
<tr>
<td>4 Submission of peer reviewed <strong>article</strong> regarding college students’ consumption behaviors in mobile commerce, in collaboration with Dr. Kim, Virginia Tech and Dr. Park, Hankuk University of Foreign Studies, Korea</td>
<td>Spring 2007-Fall 2007</td>
<td>Expected submission Fall 2007</td>
</tr>
<tr>
<td>5 Submission of peer reviewed <strong>article</strong> regarding self-views and decision making styles in collaboration with Dr. Kim, University of Wisconsin-Stout</td>
<td>Spring 2007-Spring 2008</td>
<td>Expected submission Spring 2008</td>
</tr>
<tr>
<td>6 Submission of peer reviewed <strong>article</strong> from dissertation research tentatively titled: Young consumers’ fair trade consumption</td>
<td>Fall 2007-Spring 2008</td>
<td>Expected submission Spring 2008</td>
</tr>
</tbody>
</table>
The preceding scholarly activity includes the successful publication of one peer reviewed manuscript and one peer reviewed presentation presented during my first year at ISU. The research activities outlined for completion by Spring 2009 include the submission of four additional peer reviewed publications and three additional peer reviewed presentations. The accomplishments during my first two years at ISU provide the foundation for my long term research goals.

Long Term Research Goals

Long term scholarly work planned for the next 3-5 years includes the continuation of my established scholarly/research efforts with emphasis on these four related areas:

- Socially responsible apparel business and consumption
- Services marketing
- Mass customization
- Consumer behavior and promotional strategies in mobile commerce

To achieve both short and long term research goals, I will be conducting independent research as well as collaborating with colleagues, both within our FCS department and outside the institution. I have been successfully working with faculty members at other institutions in the fields of FCS and Business. Research partnerships with scholars in related disciplines will help broaden the scope of my research and strengthen my overall approach. Dissemination of my scholarly works is also important to enhance my discipline, and I plan on publishing and/or presenting results in leading FCS journals and conferences as well as business and marketing journals (see the list for publication
below). The scholarly productivity and research efforts which I am pursuing will provide a solid background for future internal and external funding (see the list for funding below).

The possible locations for peer-reviewed publications include:

- Journal of Fashion Marketing and Management
- Clothing and Textile Research Journal
- Family and Consumer Sciences Research Journal
- Managing Service Quality
- Information and Technology
- Journal of Consumer Marketing

The possible locations for internal/external funding include:

- CAST URG
- United States Department of Agriculture and National Science Foundation