

Leadership Initiative for Faculty Training and Mentorship (LIFT)

Office of the Vice Provost for Faculty Advancement

Overview

Recognizing the vital role that faculty mentoring and development play in advancing academic excellence and fostering institutional resilience, the Office of the Vice Provost for Faculty Advancement has launched two new mentorship programs aimed at equipping participating faculty across disciplines with the guidance, skills, and networks needed to thrive in their current and future roles and advance the university's mission: the Mentorship for Academic Progress and Success (MAPS) program and **Leadership Initiative for Faculty Training and Mentorship (LIFT)**. LIFT supports **mid-career faculty** interested in pursuing leadership roles at Columbia by demystifying and developing core competencies relevant to the realities of academic leadership roles today and strategizing key networks and actions pertinent to future leadership roles.

Program Goals

- **Prepare faculty for success in current and future roles** within departments, schools, and university-wide initiatives by building core academic and leadership competencies
 - Facilitate **meaningful mentoring relationships** that promote both career advancement and general support in navigating complex academic environments
 - Demystify pathways and **increase transparency** around academic and administrative roles and responsibilities
 - Offer structured opportunities for **cross-school and cross-disciplinary community- building**, engagement, learning, and collective problem-solving
 - **Strengthen networks and connections** to build professional and practical pathways towards career success and advancement
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LIFT Program Structure

- *Eligibility*: open to ladder-rank Columbia faculty (all schools), subject to mentor availability
- *Provostial support*: OVPFA will host a welcome event to introduce program expectations and foundational mentoring principles; twice-semesterly cohort meetings for fellows (mentees); and an end-of-program celebration
- *Expectations*: Mentors and fellows in MAPS will be matched according to leadership position and goals, discipline, and other areas of interest as collected in program applications; **mentors and fellows will meet one-on-one at least twice per semester**.
 - *Program expectations for **mentors***: in addition to one-on-one meetings with assigned fellow, mentors will also attend 2 program-wide meetings
 - A program launch (April 2026)
 - Program closing celebration (May 2027)
 - *Program expectations for **fellows***: in addition to one-on-one meetings with assigned mentor, fellows will attend 6 program-wide meetings:
 - A program launch, with mentor (April 2026)
 - **Four** fellow cohort meetings, two each semester (TBD), plus pre-work
 - Program closing celebration, with mentor (May 2027)
- *Assessment*: OVPFA will assess program impact and satisfaction through surveys, artifact analysis, and focus group interviews

Program Calendar

LIFT will commence with a kickoff meeting in April 2026, followed by optional summer engagement for fellows; foundational programming will begin in Fall 2026 through Spring 2027.

Meeting	Topic	Audience	
		Fellow	Mentor
Spring 2026			
Program Kickoff (April)	Program intro expectations; individual development plans	√	√
Fall 2026			
Fellow Cohort Meeting #1: Skill-Building Session 1 (September)	Self-assessment, goal-setting, and network mapping	√	
1/1 mentor/fellow meeting (October)	Suggested: share goals for development	√	√
Fellow Cohort Meeting #2 Panel Discussion (November)	Panel Discussion: Leadership Trajectories	√	
1/1 mentor/fellow meeting (December)	Suggested: identifying network connections, action steps	√	√
Mid-program survey			
Spring 2027			
Fellow Cohort Meeting #3: Panel Discussion (January)	Panel Discussion: Leadership Skills	√	
1/1 mentor/fellow meeting (February)	Suggested: leadership skill-building	√	√
Fellow Cohort Meeting #4 Leadership Skill-Building (March)	TBD according to fellow needs and interests	√	
1/1 mentor/fellow meeting (April)	Suggested: next steps	√	√
End of Program Celebration (May)	Reflect on growth and impact, identify resources and next steps	√	√
End of program survey			

*Note: **bolded** sessions combine LIFT and MAPS program cohorts in a single event to foster an expanded mentorship network; otherwise, meeting topics will vary by program.*

Contact Information

Please reach out to facultyadvancement@adcu.columbia.edu to learn more about these programs.