

POLICY ON MENTORING TENURE-TRACK FACULTY

The Policy on Faculty Development states, in part,...

“7. Mentoring

Every department should develop a written plan for mentoring tenure-track and new faculty members. Each tenure-track and new faculty member should have the opportunity to receive guidance from senior faculty members in the areas of research, teaching, and service. A variety of models already exist within the university. Mentors are usually from within the department, but also can be from outside the department. A faculty member could have one mentor for development of teaching skills and another for development of research. Mentors from the university community could be helpful to women and minority faculty especially when they are dealing with issues specific to gender and race. An ideal mentoring program would be flexible and sensitive to the needs of the individual faculty member.”

In addition to the mentoring policy which is required of each department, the college seeks to ensure that tenure-track faculty members receive the mentoring they need through the following steps.

- **Each tenure-track faculty member will receive from the dean’s office a copy of the college’s Policy on Faculty Development.**
- **Every Fall, the dean’s office will require all department chairs to submit by December 1 the names of the senior faculty mentor(s) for each tenure-track faculty member. The mentor need not be in the same department as the tenure-track faculty member.**
- **Every Spring, the dean will host a luncheon for all tenure-track faculty members, for a discussion of the mentoring experience and the promotion and tenure procedures.**

Approved by the A&S Executive Committee 9-12-00

Approved by the Faculty of the College of Arts and Sciences 10-26-00