LAS Mentoring Policy Statement

UIC seeks to strengthen its mentoring “culture” by making mentoring a priority and by undertaking and regularizing sound mentoring practices, which are clear and transparent to all parties. As such, the campus will soon require that each college/school implement a mentoring program. In LAS we are asking that each department and program develop a mentoring program that will work best for its faculty. Mentoring plans should demonstrate sensitivity to potentially different challenges faced by diverse faculty, including women, persons of color, and persons with other facets of identity, and persons with disability.

Department of Criminology, Law and Justice Mentorship Program

The Department of Criminology, Law and Justice is committed to recruiting and retaining and excellent and diverse faculty. To this end, the Department provides a mentorship program for junior faculty. The Department is committed to:

- Having a strong mentoring program
- Providing the necessary resources to support junior faculty
- Implementing and monitoring regular evaluations of the mentoring program
- Including mentorship as one of the criteria for merit recognition

Mentoring in the Department of Criminology, Law and Justice will address publication, research productivity, teaching, and service standards. It will ensure that faculty members have and understanding of the Department’s mission, strategic plan, and policies and procedures, particularly those for promotion and tenure. Further, it will aid with access to resources, professional development and personal career issues.

Assignment of Mentors

The Department Head with the Chair of the Promotion and Tenure Committee will assign junior faculty members a mentor within the first year of their appointment at UIC. Junior faculty should discuss with senior faculty members who they wish to be their mentor. If appropriate junior faculty can be can be assigned a mentor outside the department. Junior faculty members may also request to have more than one mentor.

Yearly Reviews

Mentors should contact mentees to arrange meetings. Assistant professors should have at least two meetings per year with their mentors, one of which should include the Department Head. Associate professors should have at least one meeting with their mentor per year.

Opt Out

Junior faculty members may opt out of the departmental mentoring program. These requests must be put in writing and sent to the Department Head.

Oversight

The Department Head will be responsible for the management of the departmental mentoring program. Information about the program will be provided to each faculty member as soon as they arrive at UIC. At the end of each academic year, the Chair of the Promotion and Tenure Committee will be ask to report to the Department Head on the mentoring plan for each of the assistant and associate professors in the department.