Program in Gender and Women’s Studies Mentoring Policy
November 2011

Gender and Women’s Studies is committed to creating an environment where faculty members are encouraged to advance in their research, develop new methods for teaching, and explore a range of service commitments. In order to guide faculty members through this process, the program assigns mentors to junior faculty members and the director regularly meets with Associate faculty to discuss promotion and other matters pertaining to career advancement.

• Assistant Professors:
  o In consultation with the Assistant Professor, the director assigns an Associate Professor or Professor to mentor incoming Assistant Professors.
  o Mentors have at least two meetings per year with their mentees. Mentors report on the results of these meetings to the director.
  o The director meets with each Assistant Professor at least once a year, discussing fellowship and publishing opportunities, service commitments, and plans for promotion.

• Associate Professors:
  o The director, or someone designated by him or her, meets with each Associate Professor at least once a year, discussing fellowship and publishing opportunities, service commitments, and plans for promotion.

• Faculty members with joint appointments:
  o The mentoring program should be coordinated between the two departments. The executive officer of the home department should take the lead in developing the mentoring plan. Depending upon the appointment, and in consultation with the assistant professor, the faculty member and his or her units may decide to have either one or two mentors (one from each unit).
  o Executive Officers should consult each other before assigning service to jointly appointed faculty member at all ranks. Service expectations for junior faculty should be minimal, especially in the case of joint appointments.