LAS Faculty Mentoring Policy

LAS is dedicated to establishing and maintaining a strong mentoring culture by making the mentoring of faculty members a priority and undertaking and regularizing sound mentoring practices, which are clear and transparent to all parties. Each department and program has developed a mentoring program that works best for its faculty (links below). General College policy requires that mentoring plans demonstrate sensitivity to potentially different challenges faced by diverse faculty, including women, persons of color, persons with other facets of identity, and persons with disability. We recommend that mentoring programs include the following basic requirements. It is the responsibility of the Executive Officer to ensure that the policy is implemented.

- **Assistant Professors:**
  - They should have two meetings per year with their mentors, one of which should include the Executive Officer.

- **Associate Professors:**
  - They should have at least one meeting per year with their mentors.
  - A departmental committee should review all Associate Professors annually to see if they are ready for promotion.

- **Faculty members with joint appointments:**
  - 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.
  - Executive Officers should consult each other before assigning service to the faculty member.

- **Executive Officers should review the mentor / mentee relationship annually.**

- **Smaller departments may wish to invite a faculty member from outside the department to be a mentor.**

- **Mentors should be recognized for their efforts in their own annual reviews, and mentoring should be counted as service in promotion and tenure cases.**

- **The mentoring program should be evaluated periodically for its effectiveness.**

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