

## **CEPSE Mentoring Policy for Untenured Faculty**

Approved by CEPSE faculty Spring Semester 2005

During the 2004-2005 academic year, the CEPSE Faculty Advisory Committee worked with the Department Chair and the Personnel Committee to develop policies and practices that support the professional development of untenured, early career faculty members in CEPSE. The goal is to develop strategies that inform and guide untenured faculty as they navigate the various milestones ahead of them in the tenure system (annual productivity reviews, re-appointment, and promotion and tenure). As a result of these discussions, the FAC has drafted a formal mentoring policy for untenured faculty, which we will ask CEPSE to formally adopt. After exploring various options and seeking advice from experts in this area, such as Dr. Ann Austin, we have decided on a model that appears to take advantage of our Departmental strengths, while minimizing the burden on any one faculty member participating in the mentoring process.

### **New CEPSE Mentoring Policy for Untenured Faculty**

The FAC recommends that CEPSE formally create a Mentoring Committee as a new ad hoc committee for the Department, with the charge of providing assistance and guidance to untenured, early career faculty members in CEPSE. Their role would be to guide, inform and help untenured faculty in planning as they navigate the various milestones in the tenure system. The Committee would consist of three tenured faculty members, who would serve three-year terms. Committee members would be appointed by the Chair, in consultation with the FAC, from tenured faculty not currently serving on the Personnel Committee. If a member of the Mentoring Committee were elected to the Personnel Committee during their three-year term, the Chair would appoint a replacement on the Mentoring Committee.

The Committee would be available for consultation on individual pre-tenure faculty issues, and also plan and convene, on an as needed basis, a series of group meetings each year to address content such as the preparation of annual productivity reports, and planning for re-appointment, promotion and tenure, as well as other topics of interest to pre-tenure faculty members (advising, balancing and integrating work across domains, chairing dissertations, etc.).

The FAC recommends this policy be implemented immediately upon approval of the faculty. The FAC, in coordination with the Chair, will seek nominations of tenured faculty members to staff the Committee. It should be noted, however, that it is not the intent of this policy to preclude mentoring of untenured faculty within ones program unit

or discipline. We would hope this informal mentoring process would continue as a valuable aspect of the professional development process for untenured, early career faculty members in CEPSE.