

PHIL Mentoring Guidelines

The mentoring of junior faculty is a Departmental responsibility. It is the duty of senior faculty to know how junior faculty are doing with respect to tenure and to advise appropriately. In addition, the Department Chair will assign a mentor to each junior faculty member. The mentor will meet with the junior faculty member regularly to discuss progress towards tenure as well as any issues that the junior faculty member faces. It is the joint responsibility of the senior faculty member and the junior faculty member to meet. The tenured faculty will also have annual discussions concerning the junior faculty member's progress toward tenure and list any concerns or recommendations they might have. These will be shared with the junior faculty member by the Chair and the mentor. The Chair's annual review of junior faculty will include an assessment of progress towards tenure.