**UNIVERSITY OF NEW MEXICO**

**DEPARTMENT OF ANTHROPOLOGY**

**Faculty Mentoring Policy**

The Department Chair, in consultation with the subfield, assigns a tenured faculty mentor to each untenured faculty member upon their hiring. The tenured faculty mentor may be a member of the untenured faculty member’s subfield, but in some cases may be a member of another subfield of discipline. The purpose of the faculty mentor is to work with the untenured faculty member on matters pertaining to preparation for mid probationary review and promotion and tenure review. The faculty mentor provides feedback to the untenured faculty member regarding teaching methods and strategies, research proposals and projects, and service requirements. The faculty mentor may also provide advice to the untenured faculty member regarding preparation of dossier materials for review, selection of reviewers, and general expectations of the process.

Untenured faculty members may request that the Department Chair select an alternate faculty mentor at any time without prejudice.

Mentors may not simultaneously serve on the review committees of faculty who are their mentees.