

Mentoring Policy

While acknowledging that mentors play an important role, the Department of English Language and Literature also believes that tenure-track faculty should be fully in charge of their trajectories toward mid-probationary and tenure reviews. For this reason, tenure-track faculty in English are not assigned a mentor but rather encouraged to **select a mentor of their choosing** by March of their first probationary year. Mentors need not be members of the English Department; however, it is expected that all mentors will be familiar (or will make themselves familiar) with the procedures and expectations set forth in this “Pathway to Tenure” document. The Chair (or the Associate Chair for Tenure and Promotion as delegated by the Chair) will evaluate the mentor/mentee relationship as needed, serve as a mediator in case of conflict, and suggest alternative mentors if circumstances require it. The Chair, Associate Chair for Tenure and Promotion, and other tenured members of the faculty may occasionally serve as unofficial mentors, providing additional guidance as needed or requested.

Mentors' Responsibilities

It is the shared responsibility of mentors and mentees to meet at least once a semester to discuss research, teaching, and service matters as appropriate.

In the area of research, mentors will assist mentees with planning and implementing an efficacious path to tenure, developing a research trajectory, and negotiating professional issues as they arise. Mentors should also be available to read mentees' manuscripts and/or grant proposals, suggest publication venues, and consult on grant/fellowship opportunities.

In the area of teaching, mentors will visit their mentees' classes at least once between years one and three, and at least once between years four and five. Mentors will also consult with mentees about who else should visit their classes, keeping in mind that Assistant Professors should obtain a minimum of two peer observation letters each year (and may want to collect even more to document their teaching thoroughly). Mentors may also consult with mentees about syllabi, course assignments, and other pedagogical matters.

Mentors will help mentees work out a balanced approach to research, teaching, and service. In the area of service, mentors will also provide advice regarding service obligations.

Mentors are expected to assist the Chair with the annual review of probationary faculty. At the mid-probationary and tenure reviews, mentors will be responsible for presenting the case for their mentees to the department. It is understood that mentors will function primarily as advocates, and that their presentation to the department will complement the presentation made by the Associate Chair for Tenure and Promotion.