

Department Probationary Faculty Mentoring Plan
adopted by the faculty of the Department of Linguistics
October 8, 2012

Probationary faculty should identify one or more senior colleagues as Mentor(s), colleagues with whom they will feel comfortable establishing and maintaining a close, open, and frank professional relationship. The Mentor provides the Protégé with continuous informal guidance and review throughout the academic year as frequently and intensively as the colleagues mutually agree is beneficial. Probationary faculty are encouraged to start to identify potential mentors during their first semester.

Mentors should visit their Protégé's classes once a year or more, and have Protégés visit the classes of their colleagues. At the Protégé's request, Mentors will review their Protégé's *curriculum vitae* and self-statement materials, and consult with them regarding their research and publication plans.

Performance reviews will be written by the department chair in May of each year covering the period of performance from January to December of the prior year. Protégés can request that their Mentors review or propose suggested revisions to their performance reviews.