

Subject: Faculty Mentoring  
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## POLICY

The School of Journalism and Mass Communications shall establish mentoring procedures to ensure that all tenure track faculty below the rank of professor have access to important information about the School's tenure and promotion policy.

## PROCEDURE

To ensure each eligible faculty member's access to a mentor, the director of the school shall assign, in consultation with the parties involved, mentors for all tenure-track faculty below the rank of professor. In the case of new faculty, the director shall, within 10 days of appointment and/or arrival on campus of a new faculty member, select a mentor for that new member of the faculty. The Director shall notify in writing the mentor and the faculty member immediately upon assignment of the mentor.

The Director shall select as a mentor a person with a strong record who is a good role model and whose achievements are worthy of emulation.

In addition to the Director's appointed mentor, the School encourages faculty to confer with other members of the faculty on an informal basis. Faculty may also choose to have more than one mentor.

The duties of the mentor shall include providing advice and counsel, especially on matters relating to effective teaching; scholarship and publication; and service to the College, University and profession - and all criteria regarding tenure and promotion. Mentoring partners may confer about all matters affecting academic performance.