Faculty mentoring

The Department of Political Science seeks to strengthen its mentoring "culture" by making mentoring a priority and by undertaking and regularizing sound mentoring practices, which are clear and transparent to all parties. Our mentoring plan is sensitive to potentially different challenges faced by diverse faculty, including women, persons of color, and persons with other facets of identity, and persons with disability.

The Department Head shall assign mentors to both new and continuing faculty.

- Assistant Professors:
    - They shall have two meetings per year with their mentors, one of which should include the Executive Officer.

- Associate Professors:
    - They should have at least one meeting per year with their mentors.
    - A departmental advisory committee shall review all Associate Professors annually to see if they are ready for promotion.

- Faculty members with joint appointments:
    - The mentoring program will be coordinated between the two departments. The executive officer of the home department will take the lead in developing the mentoring plan for the faculty.

- The Department Head shall review the mentor /mentee relationship annually.

- Mentors will be recognized for their efforts in their own annual reviews, and mentoring will be counted as service in promotion and tenure cases.

- The effectiveness of the mentoring program should be evaluated periodically for its effectiveness by the department advisory committee.