

DEES Policy on Mentorship of Untenured Faculty

Every untenured DEES faculty member will be assigned two mentors from the senior faculty. It should be understood that the purpose is to maximize the likelihood of a successful tenure review, and that DEES encourages a positive and constructive relationship, with frequent communication.

Nevertheless, in order to ensure that DEES is aware of the progress, there has to be some formal component, and this is outlined below.

1. Mentor and Mentee are expected to meet at least once a term. It is the responsibility of the Mentee to make sure it happens.
2. During the meeting they should consider goals and time-lines, and how well these are being met, keeping in mind that the objective is a successful tenure review.
3. The Mentors should produce a constructive written evaluation of where things stand and what might be done to enhance the chances for success.
4. The Mentors will not be members of the three-person committee that conducts the 3rd and 5th year A&S mandated evaluations.