

Department of Economics

In short, the Department of Economics' mentoring program consists of having the Chair meet individually with incoming junior faculty in the first month of the semester and explain the review process in all subsequent years. The Chair then charts out a strategy with the junior faculty member to help him or her be as strong a candidate as possible when the candidate goes up for the tenure review. This covers how the Department evaluates tenure candidates, how to cultivate potential letter writers, when to go to conferences and when not to, how to circulate papers, where to submit papers, what to do if they have trouble publishing, how to select research topics, etc.

Following that two-hour meeting, senior faculty in each field interact with junior faculty on a weekly basis in the colloquia, and the culture of the Department is that senior faculty informally mentor junior faculty within their own field. Finally, the Department uses the 3rd and 5th year reviews as opportunities to provide career advice to junior faculty. If junior faculty are not on track to get tenure, senior faculty in their field try to let them know well in advance of a review, so they have as much time as possible to improve their research profile or adjust their career trajectory. Ideally, no one should be surprised by the outcome of a review.