

The Department of Italian Mentoring Program

After consultation with the junior faculty member during his/her first semester at Columbia, the Department Chair designates two tenured faculty members to serve as mentors. Both mentors can be from the Italian Department, or one of the mentors can be from another department, depending primarily on the junior faculty member's preferences. The mentors can change year-to-year.

The mentors are expected to:

- provide support and advice on how to succeed at Columbia and in academia
- serve as a sounding board and advocate (if necessary)
- provide feedback on research
- help orient the junior faculty member within Columbia

Topics mentors might discuss with mentees include:

- General research agenda and how to prioritize among research projects
- Suitability of publication outlets and formats
- Gaining visibility in the field
- Balance of research, teaching, and service, strategies for teaching, and for advising graduate students
- Work/life balance issues

Mentors meet at least once each semester with the junior faculty member (all together, or individually, as the junior faculty member prefers). The junior faculty member should feel free to ask mentors for feedback and advice at other times when needed.

Mentoring meetings should be informal and collegial conversations; junior faculty should feel free to request that conversations, or sensitive aspects thereof be kept confidential. Mentors should not report on the substance of the meeting, nor provide an evaluation of the junior faculty member.

This mentoring program is for junior faculty members who have not yet been promoted to Associate Professor without tenure and is completely separate from the review process. Mentoring programs are not intended to provide a critical evaluation or an assessment of progress.

The junior faculty member is not obligated to follow any advice, nor does the advice constitute a roadmap for or guarantee of promotion or success.