

**LAIC Mentoring Program for Junior Faculty**  
**Approved on April 28<sup>th</sup> 2015**

The purpose of this program is to

- provide support and advice on how to succeed at Columbia and in academia
- provide a forum for feedback on research and a venue for advocacy
- provide advice to the junior faculty member regarding Columbia resources for research and teaching

The mentoring program does not

- provide a critical evaluation or an assessment of progress, as it is distinct from academic reviews
- require the junior faculty member to follow advice that arises from this context
- constitute a roadmap for promotion or a guarantee of professional success

The mentoring committee

- is constituted by the chair and an ad-hoc member in the general research field of the junior faculty. The ad-hoc member will be chosen by the junior faculty in consultation with the chair. The ad-hoc member may be from either outside LAIC or from the department.

The mentoring process includes both meetings and workshops:

- Meetings
  - A first meeting every September in which the junior faculty and the department chair discuss general questions about research progress, teaching, and service. At this meeting, they also review the tenure calendar and address milestones to be reached, according to the junior faculty's academic status.
  - A second meeting that includes the junior faculty and the ad-hoc mentor. This meeting will take place at the beginning of the spring semester of each academic year.
  - The junior faculty and the mentor may also meet as many times as they consider necessary throughout the academic year.

- Workshops
  - LAIC encourages the junior faculty to organize workshops specifically designed to address his or her research project or the larger field of inquiry, in order to seek advice and feedback, or to develop certain aspects of the junior faculty's ongoing research. Workshops may include the following possibilities:
    - Share a book manuscript to procure feedback on that project in the context of a workshop that includes members of the ad-hoc mentoring committee. This workshop should take place at the junior faculty's convenience, according to the progress of his or her research.
    - Discuss said research in the context of the ongoing Work-in-Progress Workshop, in the presence of the mentoring committee and other researchers.
    - Organize a symposium or colloquium with specialists from the junior faculty's field. The specialists could be colleagues from Columbia or beyond.
    - A workshop on teaching and effective pedagogical techniques.
    - Other initiatives suggested by the junior faculty.