

Mentoring Policy for Junior Faculty
Department of Statistics
May 1, 2015

Composition of the Mentoring Committee:

- Appointed by the chair, in consultation with the junior faculty member during his/her first semester at Columbia. The committee can change from year-to-year or at any time at the request of the junior faculty member.
- The mentoring committee shall consist of at least three tenured faculty members, two of whom are from within Statistics. In cases where appropriate (particularly where the junior faculty member is engaged in inter-disciplinary research) inclusion of a member from a department other than Statistics is encouraged.

Charge:

- The purpose of the mentoring program should be to provide support and advice on how to succeed at Columbia and in academia, and in particular to provide feedback and advice on research, but also schools, housing et cetera, and funding (external and additional compensation), and also teaching. At times, the mentoring committee may be called upon to advocate for the junior faculty member vis-à-vis the Department or Arts and Sciences.
- The mentoring process should be separate from the review process mandated by Arts and Sciences.
- Mentors should meet at least once per year with the junior faculty member. But junior faculty members should feel free to request additional advice or more frequent meetings.
- Junior faculty members should provide the mentoring committee with an updated CV and a research statement, and perhaps representative papers, prior to regular meetings.
- Mentors in turn should provide junior faculty members with a confidential written consensus statement of suggestions following the meeting. This paper maybe circulated to the chair at the mentee's discretion.
- Committee members should also be responsible for discussing with the Department Chair any actions that the Department might make to improve the situation of the junior faculty member.
- Junior faculty members should be entitled to request that mentors sit in on classes, so as to inform their advice on teaching.