

Mentoring Junior Faculty (Department of French and Romance Philology)

Junior Faculty Service.

It is the policy of the Department of French and Romance Philology, in total agreement with the recommendations made by the Junior Faculty Advisory Board (JFAB) not to ask from a junior faculty service that would have an impact on their research and their teaching responsibilities.

In particular no service as Director of Graduate Studies (DGS) or Director of Undergraduate Studies (DUS) will be asked from the junior faculty before their third year review has concluded that they are on the right track for a successful tenure process.

The department will ensure that junior faculty are not submitted to a burden of service from outside the department and it will be the role of the Chair to make them feel empowered to negotiate the load of service they are asked to provide.

Junior Faculty Service with *Romanic Review* and other intellectual roles

It is a tradition in the French Department to entrust junior faculty with editorial responsibilities for its century old journal *Romanic Review*. While the amount of work required from the junior faculty should always remain reasonable, the department considers that tradition to be a good opportunity for them to enhance their standing in the discipline and also to network.

The Maison Française plays an important role in the intellectual and cultural life of the French Department as it is a well established space for conferences, lectures and all sorts of cultural and intellectual activities. Through the Maison Française the French Department reaches out to the larger community outside the University. Planning and organizing activities at the Maison will be service roles that junior faculty will be invited to explore in order to enhance their visibility and fulfill their research needs.

Assigning senior mentors to Junior Faculty.

A senior faculty whose field has a connection with a junior colleague's research will be asked to serve as his or her mentor and to meet with him or her regularly. If need be, the mentor will introduce the junior faculty to colleagues from other departments whose field are connected to his or her.

The mentor's role will be in particular to advise the junior faculty on their research, on conferences they should attend, to orient them towards other colleagues, to help them know about available resources etc.

The Chair will have a regular meeting with her or his junior colleagues in order to attend to their needs and to give advice. The meeting will take place each semester during the first three years and every year after that.