

The School of Interdisciplinary Studies supports the development of junior faculty through a formal mentoring program. Each untenured faculty member with SIS as a tenure home is assigned a faculty mentor from within or without the SIS primary committee, depending on the research expertise required for mentorship. Mentors from outside of the SIS primary committee may provide feedback, but are not involved in formally evaluating the mentee's progress towards tenure and promotion. The SIS mentor may be asked to work with the mentee in preparing materials for primary committee reviews, but this role may also be assigned to other members of the primary committee to ensure broader familiarity with the junior faculty member's research agenda. Ideally, each junior faculty member will augment this formal mentoring program by adding additional formal or informal mentors to address various aspects of their professional agenda. Mentors and mentees are provided with the College of Liberal Arts mentoring incentive program and given access to \$150 hospitality allowance to encourage mentor/mentee meetings. Mentors and mentees are also given resources regarding mentoring to facilitate a successful mentoring relationship. Adjustments to the mentoring assignment will be made if advisable or requested by the faculty.

While assistant professors are assigned mentors, associate professors are encouraged rather than required to select a full professor mentor. The mentor may be from within or without the SIS primary committee, depending on the research expertise required for mentorship. The expectations and procedures would be the same as outlined for assistant professor mentees with the exception that selection of a mentor is optional.