

Mentoring at Jepson

The Jepson School faculty and staff are committed to ensuring that new and ongoing faculty members are successful scholars and teachers in the School. To assist with the transition to a full time position at the School and to help continuing faculty members successfully continue teaching and scholarship at the School, a voluntary mentoring program has been developed:

- 1) Mentoring at Jepson is meant to be supportive. Feedback to the mentee shall consequently be considered formative rather than summative. Feedback, written or otherwise, need not enter into a faculty member's annual review or tenure or promotion dossier.
- 2) Upon joining the Jepson School, a new faculty member shall be assigned at least one mentor by the end of his or her first semester.
- 3) The mentor shall be appointed by the dean in consultation with the faculty member.
- 4) Under ordinary circumstances the mentor will not chair the mid-tenure review or the T&P committee for the mentee.
- 5) Mentors will primarily be chosen from within the Jepson School but, at the request of a faculty member, an additional, secondary mentor may be added from another School.
- 6) If a mentee wishes to change mentors he or she may request that the Dean appoint a new mentor.
- 7) The primary role of the mentor is to assist the faculty member in the transition to successful scholarship and teaching in the Jepson School. Specific activities of mentors will vary but might include reading drafts of papers before submission; exchanging and reviewing syllabi; visiting classes; or discussing classroom dynamics and course content.
- 8) Under ordinary circumstances, mentors will meet with their mentees at least twice a semester.
- 9) The Dean's Office will reimburse reasonable expenses for lunch or breakfast meetings in support of mentoring.
- 10) The Dean will consider requests for additional support to assist in the transition to full time teaching and scholarship at the Jepson School. Examples of this might include travel to a conference related to teaching.