

Management & Hospitality Department Promotion and Tenure Mentorship Team Procedures

Department Promotion and Tenure Mentorship Team:

The Departmental Mentorship Team is part of a supportive, collaborative, and communication-based relationship that provides guidance to a faculty member. The principal objective of the Mentorship Team is to provide consistent formation, guidance, and support that enables the faculty member to achieve his or her personal and professional goals.

Assigning the Mentorship Team

Per Policy 6.1, the P&T Mentorship Team for non-tenure track faculty members and Lecturers will consist of at least one Associate Professor (Tenured or Non-Tenure-Track), or Professor. The P&T Mentorship Team for tenure-track Assistant Professors will consist of at least two tenured faculty members. Department chairs may not serve as members of a P&T Mentorship Team.

Typically, mentors will be chosen from within the individual faculty member's discipline, but situations may arise where mentors are chosen outside the discipline, the department, or even the school. In collaboration with the individual, the department chair assigns the mentorship team. In forming the mentorship team, consideration will be given to the interests, goals, strengths and weaknesses of both the mentors and the mentee.

Changing the Mentorship Team

The expectation is that once a Mentorship Team is assigned, they will continue to serve as mentors through the tenure process for Tenure-Track faculty and for the first five years for Non-Tenure Track faculty. Mentorship teams may change at the request of the individual faculty member, the mentor(s), or the department chair. Given a requested change, the department chair, in collaboration with the individual, will reconstitute the mentorship team.

Responsibilities of the Mentorship Team

Mentors provide advice and guidance to help their mentee develop as engaged, contributing members of the department, school, and university in ways that align with SUU's student-centered mission. All guidelines for a mentorship team are defined in Policy 6.1. In addition to these responsibilities, a mentorship team helps the individual faculty member fulfill professional responsibilities as defined by Policy 6.28.