To: Michael Dougher, Senior Vice Provost

From: Max Minzner, Associate Dean for Faculty Development, School of Law

Date: November 30, 2012

Subject: Mentoring of Law School Junior Faculty

The School of Law has adopted a number of measures to facilitate the mentoring of our junior faculty. In 2002, the faculty voted to authorize the Dean to appoint a faculty member to oversee the process of mentoring junior faculty. I currently fill this role as Associate Dean for Faculty Development and have the responsibility to coordinate the following efforts.

* Junior Faculty Workshop. The Law School has initiated a Junior Faculty Workshop series designed to provide pre-tenure faculty the opportunity to present early drafts of works and receive feedback on scholarship from their junior colleagues.

* External Mentoring. Each junior faculty member has two opportunities to select an external mentor and arrange a campus visit at the Law School’s expense, once prior to promotion and contract renewal and then again prior to tenure. External mentors are senior faculty members at other institutions whose scholarship interests overlap with the junior faculty member. The external mentor traditionally speaks at the UNMSOL faculty colloquium, visits the junior faculty member’s classroom, and has dinner with the faculty member.
* Dossier review. The Associate Dean of Faculty Development is available to provide support to candidates up for promotion or tenure. At the option of the junior faculty members, the Associate Dean will review of drafts of the candidate’s dossier, help guide on the selection of external reviewers, and meet with the candidate to discuss the promotion and tenure process for both the law school and the University.

In addition, the Associate Dean directly mentors the pre-tenure faculty through one-on-one conversations, review of draft articles, advice on journal selection and submission, classroom visits, and consultation on conference attendance and presentation.

The law school also provides mentoring to its tenure-track librarians. The librarians are included in the Junior Faculty Workshop series and encouraged to participate both by presenting their scholarship and commenting on the work of others. The Director of the Law Library also regularly meets with the junior library faculty to mentor them and monitor their progress.