

October 1, 2012

TO: Philip T. Ganderton, Senior Associate Dean,

College of Arts and Sciences

FROM: Charlie R. Steen, Chair, History

SUBJECT: Mentoring Plan

I enclose our mentoring plan for the Department of History.

Department Probationary Faculty Mentoring Plan

The policy of the History Department is to assign a senior professor to each new member of the faculty as a mentor. The expectation is that the mentor will offer counsel, advice, and encouragement and that they will be an asset and an early source of advice should any problems arise. Only in rare instances is it possible to pair a new faculty member with an experienced person who is in the same area of study. Consequently, the mentor is most often an advocate and a source of advice rather than an active agent in furthering an individual's career. In cases where the new faculty member is not performing at an expected level, the mentor is the initial contact between the Department and that person and is responsible for giving solid recommendations for improvement. The mentor is also charged with serving on the mid-probationary committee of the faculty member and on the tenure and promotion committee as well. In both cases the Department expects the mentor to be a major resource in the decisions and recommendations.

Our most recent hires have been experienced historians with significant experience in teaching, research, and service and whose publications placed them on a fast track to tenure. Thus their mentors have been colleagues and guides to the practices of the University rather than counselors.