

SCHOOL OF DENTAL MEDICINE

MENTORSHIP COMMITTEE FOR JUNIOR FACULTY

4/11/2007

Each junior faculty (instructor, assistant professor) must have a specified, personalized mentorship committee that will serve to assist the faculty member in goal setting, explore opportunities both within and external to the SDM, and review, at least annually, the progress made during the previous year.

The mentorship committee shall consist (at a minimum) of a committee chairperson selected by the junior faculty member and approved by the department head/division chair and the faculty member, and the department head or division chair or center director in the academic unit in which the faculty member is appointed.

Outcomes (goals and objectives for the coming year and evaluation of progress made during the past year) of the annual mentorship meeting will be recorded by the committee chairperson in a general manner and will be used by the department head and faculty member in discussions of academic status including appropriateness of the current academic track, timetable for changing tracks and for promotion and tenure nominations. It is the responsibility of the department head to verify that each mentorship committee meets at least annually and that minutes are taken which include outcomes assessment and the setting of goals for the coming year.

The outcomes of the mentorship committee meeting will be used by the department head as part of the annual review process and for future planning of promotion and tenure nominations. The mentorship committee report will not replace the annual review but will supplement it.

Accumulated mentoring committee reports may (at the discretion of the faculty member and the department head) be provided to the Senior Appointments and Promotions Committee as part of the documentation for nominations for promotion and/or tenure.