

Department of Modern Languages

Mentoring Program

for Tenure Track Faculty

Fall 1993

The Department of Modern Languages has established the following mentoring program for tenure-track faculty members to facilitate their professional development during their probationary period of employment at Southwest Texas State.

During the tenure-track faculty member's first long semester at Southwest Texas State, the chair will assign him or her to a faculty mentor. The chair will select the faculty mentor from the current members of the Senior Faculty in the department. Whenever possible, the chair will assign the mentoree to a faculty mentor on the basis of shared or similar professional interests in teaching, research, and service. No faculty mentor will have more than one mentoree. The mentoring relationship will remain in effect throughout the mentoree's probationary period of employment.

The faculty mentor's responsibilities include

1. meeting with his or her mentoree once each long semester,
2. discussing with the mentoree his or her professional activities, consistent with UPPS 8.01 "Development/Evaluation of Tenure-Track faculty" and the department's policies on annual faculty evaluation, merit and performance raises, and tenure/promotion,
3. discussing the mentoree's strengths and weaknesses and suggesting ways to strengthen areas of weakness, if any,
4. advising the mentoree of appropriate opportunities for professional development and,

The mentoree's responsibilities include

1. meeting with his or her faculty mentor once each long semester to discuss his or her professional activities,
2. knowing the university's and the department's expectations for faculty members,
3. knowing the university's and department's procedures for faculty evaluation, merit and performance raises, and tenure/promotion,
4. seeking the faculty mentor's advice on opportunities for professional development.