

Faculty Mentoring in Physics

The Department of Physics has an established mentoring program for all tenure-track and Associate-level-tenured faculty. This program is detailed below:

- The Executive Officer will work with the faculty to best match mentors with new and continuing faculty members.
- For Tenure-Track Faculty:
 - Tenure-track faculty will have at least two meetings per year with their selected mentor.
 - The Executive Officer will meet annually with tenure-track faculty. This meeting would nominally include the mentor.
- For Tenured Associate Professors:
 - Tenured Associate Professors will have at least one meeting per year with their mentor, unless the Associate Professor decides not to participate in the mentoring process.
 - The Departmental Advisory Committee will review all Associate Professors annually to see if they are ready for promotion.
- The Executive Officer will review the mentor / mentee relationship annually.
- Mentoring will count as additional departmental service in the annual review process.
- The mentoring program will be evaluated periodically by the Physics Department Advisory Committee for its effectiveness using feedback from mentors and mentees.

It is the responsibility of the Physics Department Executive Officer to ensure that the policy is implemented.