

## Mentoring

The Department of English and Philosophy recognizes the value of offering guidance and support to its newly hired members. Mentoring provides an opportunity for new faculty to interact with colleagues well situated to address questions regarding aspects of departmental logistics and policy, resources for teaching and scholarship, and features of institutional culture. These partnerships also afford a framework for conversations about work in progress, future academic projects or goals, and other considerations related to acclimation at a new university. The department maintains a pool of established faculty members (four to five, including one non-tenure track member to address the particular needs of lecturers) who have volunteered to serve as mentors. A member of this pool contacts a new faculty member during her or his first semester on campus; this member establishes him/herself as a reference person for any questions or concerns the new faculty member may have. The partnership then continues and is shaped at the new faculty member's discretion. The new faculty member may also request a professional development partner whose expertise and interests more closely aligns with the new faculty member's own.

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