

Promotion and Tenure Mentorship Team Policy

Department of Economics, Marketing, & Analytics

The Department P&T Mentorship Team is part of a supportive, collaborative, and communication-based relationship that provides guidance to a faculty member. The principal objective of the P&T Mentorship Team is to provide consistent formation, guidance, and support to the faculty member that contributes to a campus culture of continuous improvement.

Selection of P&T Mentorship Team

The Department Chair assigns the mentorship team in collaboration with the individual faculty member.

In forming the mentorship team, preference is given to faculty members within the individual's discipline, but situations may arise where mentors are chosen outside the discipline, the department, or even the college. Moreover, consideration is given to the interests, goals, strengths and weaknesses of both the mentors and the individual to be mentored.

Structure of the P&T Mentorship Team

Position Type	Team
Tenure-track Assistant Professor	At least 2 tenured faculty members Other members may be added at the request of the faculty member or chair
All non-tenure-track faculty	At least 1 tenured faculty member Other members may be added at the request of the faculty member or chair

Changing the P&T Mentorship Team

The expectation is that team members will continue to serve as mentors throughout the tenure process for tenure-track faculty and for at least the first five years for non-tenure track faculty. Nevertheless, mentorship teams may change at the request of the individual faculty member, a mentor, or the Department Chair. Given a requested change, the Department Chair may assign a new mentorship team, in collaboration with the individual.

Responsibilities of the P&T Mentorship Team

All mentorship team responsibilities are described in Policy 6.1.¹ In addition, the mentorship team helps the individual faculty member fulfill his or her professional responsibilities as defined by Policy 6.28.

¹ See <https://www.suu.edu/academics/p-and-t/documents/policy-6.1.pdf>. In particular, see 6.1.1, IV.A (pg. 15) for general evaluation; 6.1.2, III.B (pg. 20) for mid-point review; 6.1.3, VI.B (pg. 25) for rank advancement; and 6.1.4, IV.A (pg. 31) for tenure.