

## **Accounting and Finance Department Promotion and Tenure Mentorship Team Policy**

### **Department Promotion and Tenure Mentorship Team:**

The Departmental Mentorship Team is part of a supportive, collaborative, and communication-based relationship that provides guidance to a faculty member. The principal objective of the 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 the Mentorship Team:**

In collaboration with the individual mentee, the Department Chair assigns the mentorship team. In forming the mentorship team, consideration is given to the interests, goals, strengths and weaknesses of both the mentors and the mentee.

Per Policy 6.1, the P&T Mentorship Team for non-tenure track faculty members and Lecturers consists of at least one Associate Professor (Tenured or Non-Tenure-Track), or Professor. The P&T Mentorship Team for tenure-track Assistant Professors consists of at least two tenured faculty members. Department chairs may not serve as members of a P&T Mentorship Team.

### **Eligibility of the Mentorship Team:**

Preference is given to other faculty members within the mentee's discipline. However, situations may arise where mentors are chosen outside the discipline, the department, or even the school of business. In collaboration with the mentee, the Department Chair assigns the mentorship team.

### **Changing the Mentorship Team:**

The expectation is that once a Mentorship Team is assigned, they will continue to serve as mentors through the tenure process for tenure-track faculty and in perpetuity for non-tenure track faculty. Mentorship teams may change at the request of the mentee, the mentor(s), or the Department Chair. Given a requested change, the Department Chair, in collaboration with the mentee, assigns a mentorship team.

### **Responsibility of Mentorship Team:**

Mentors provide advice and guidance to help their mentee develop as engaged, contributing members of the department, school, and university in ways that align with SUU's student-centered mission. All guidelines for a mentorship team are defined in Policy 6.1. In addition to these responsibilities, a mentorship team helps the individual faculty member fulfill professional responsibilities as defined by Policy 6.28.