

## **Overview**

Bryn Mawr College has a *New Faculty Mentoring Program* that is intended for new faculty who are in the first year of a tenure-track appointment; new faculty who are in a continuing non-tenure track (CNTT) appointment that carries the expectation of promotion in due course to Senior Lecturer; and interim faculty members who are teaching full-time. The Program affords new faculty with the opportunity to have a mentor from outside of his/her department or program to assist them in getting to know the College.

For those new faculty members who elect to have an extra-departmental mentor, the Provost, in consultation with the Committee on Appointments, will invite a tenured member of another department to act in this capacity.

## **Relationship**

Understanding different aspects of the College's culture will help new faculty members function and thrive at Bryn Mawr.

A mentee may seek advice about such matters as how to negotiate a manageable load of teaching and service activities, how to integrate teaching and research, and how to set appropriate expectations for students at different levels of the curriculum.

The program is designed to support newly appointed faculty members, but is intended to involve a high degree of reciprocity and mutuality. The two parties to the mentoring relationship might, for example, visit each other's classes and share their teaching evaluations with each other.

## **Mentoring and the reappointment and tenure processes**

Conversations between mentees and mentors are understood to be "off the record" relative to the formal processes of review for reappointment and tenure.

If the mentor is a member of the Committee on Appointments when the colleague comes up for review, the mentor will recuse himself or herself from discussion and voting. He/she will be replaced for that review by a former member of the Committee on Appointments.

The mentor may, however, contribute to the review if the candidate so requests, by writing a letter to the Committee on the candidate's behalf.

## **How to participate**

In early September, you will receive an invitation to participate from Provost Kim Cassidy.