

Department of Mathematics

University of Kentucky

Mentoring Program for Tenure-track Assistant Professors

Approved by faculty on September 9, 2008

The objective of the mentoring program is to help assistant professors adjust to their new environment, provide them with guidance as they launch their research program, help them in navigating the appropriate levels and types of institutional and professional service, and assist in improving their teaching (see the College's policy on probationary faculty at the College website, www.as.uky.edu). For each assistant professor, the Chair of the Department, in consultation with the Department's Executive Committee, appoints a tenured faculty member to serve as a faculty mentor. The mentor and assistant professor must agree to this relationship, which will continue for the probationary period.

The mentor is expected to meet on a regular basis with the probationary faculty member to discuss research, teaching, service, progress toward tenure, and other issues relating to the professional performance of the faculty member. The probationary faculty member is also encouraged to seek the advice of other faculty members. Through the annual faculty merit review and informal interactions, the Chair is expected to provide mentoring assistance. It is the Chair's responsibility to protect assistant professors from excessive departmental service.

The mentor and the probationary faculty member are encouraged to engage in an informal on-going dialogue on teaching. It is expected that the mentor attends at least three of probationary faculty member's classes per year, and provides formative advice and feedback regarding the probationary faculty member's teaching. No formal evaluation of the classroom visits will be written or included in the probationary faculty member's FMER, second-, third-, or fourth-year reviews, or promotion and tenure dossier. However, the Chair should ensure that these observations take place and are discussed with the probationary faculty members.

Mentoring Program for Lecturers

Approved by the faculty on October 26, 2010

The objective of the mentoring program is to help lecturers adjust to their new environment and to assist them in improving their teaching and service. For each lecturer, the Chair of the Mathematics Department, in consultation with the Director of Undergraduate Studies and Director of Service Courses, appoints a tenured faculty member or senior lecturer or the director of service courses to serve as a mentor. The mentor and lecturer must agree to this relationship.

The mentor is expected to meet on a regular basis with the lecturer to discuss teaching, service, professional development, and other issues relating to the professional performance of the lecturer. The lecturer is also encouraged to seek the advice of other faculty members. Through the annual faculty merit review and informal interactions, the Chair is expected to provide mentoring assistance.

The mentor and lecturer are encouraged to engage in an informal on-going dialogue on teaching. It is expected that the mentor attends at least three of the lecturer's classes per year, and provides formative advice and feedback regarding the lecturer's teaching. No formal evaluation of the classroom visits will be written or included in the lecturer's FMER. However, the Chair should ensure that these observations take place and are discussed with the lecturer.