

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE
FACULTY SENATE

Senate Document Number 1016F
Date of Senate Approval 12/08/16

Statement of Faculty Senate Action:

FWDC 3: **Faculty Mentoring and Evaluation**
(Faculty Handbook [3.5.4.1](#), [4.1.7](#), and [14.2](#))

Effective date: Immediately

Summary: This document clarifies that formal faculty mentors are not allowed to participate in evaluation of their mentees.

Rationale: Since the establishment of the New Faculty Mentor program over twenty years ago, and the formalization of coordination of the program as a formal service assignment in 2008, we have communicated to new faculty members that their mentor can never be in a position of evaluating their work. However, this practice has never been codified in the faculty handbook. FWDC believes that this practice is sound in that it ensures objectivity in faculty evaluation and candor and confidentiality in the mentor/mentee relationship, both desirable outcomes.

Modify 3.5.4.1.5.B as follows:

B. When the Department has fewer than three tenured faculty members

If the department has fewer than three tenured faculty members, the Chair will consult with faculty members outside the department chosen in consultation with the candidate and approved by the Provost and VCAA. No fewer than three tenured faculty members shall participate fully in the departmental review process. Faculty mentors from the New Faculty Mentoring Program (see section 4.1.7) may not be selected to act in this capacity. The following are faculty appropriate to consider for inclusion:

- 1) Tenured faculty members in Departments where the faculty member has taught courses.
- 2) Chairs or Program Directors in Departments where the faculty member has taught courses.
- 3) Tenured faculty members in other Departments who are familiar with the faculty member's work.

Modify 4.1.7 as follows:

4.1.7 Mentoring Program for New Faculty ([SD8108S](#))

The New Faculty Mentoring Program is a volunteer program that welcomes new colleagues to UNC Asheville and provides support as they adapt to the culture, expectations, and pace of our institution. New faculty members are matched with experienced faculty members who act as personal mentors during the coming years. Mentors volunteer for the program and new faculty have the opportunity to meet and select their personal mentors. Faculty members are

encouraged to pair with mentors from a different academic department so that they can benefit from an objective and confidential partnership and begin to form connections with colleagues outside of their home departments. For tenure-track faculty members, mentors can serve as confidential advisors during the progression towards contract renewal, tenure and promotion, but cannot serve on the committee evaluating a mentee's application for reappointment, tenure, or promotion, and, if a member of the Committee of Tenured Faculty, must recuse themselves from deliberations if their mentee is a candidate. In addition to opportunities for private mentoring meetings, participating faculty and mentors are invited to a series of social gatherings each semester.

Modify 14.2, Section III.D.3 as follows:

After receiving the department Chair's recommendation the Provost and VCAA shall consult the Committee of the Tenured Faculty which consultation shall include review both of the Chair's recommendation and of institutional needs and resources. A committee member who holds an appointment in the faculty member's department or has a conflict of interest, such as serving as a formal faculty mentor for the candidate, shall withdraw from the deliberations and voting on that case after consultation with the committee Chair and the Chair of the Faculty Senate. The Provost and VCAA may involve the program area Dean in a consultative role so as to help assure equity of standards. Except where the Provost and VCAA intends to decide that a faculty member shall not be reappointed, the Provost and VCAA then shall notify the faculty member and send his or her written recommendation, together with the Chair's recommendations and written statements of the views of the Committee of the Tenured Faculty, to the Chancellor.