

# **University of Pennsylvania Law School**

## **Statement on Mentoring of Junior Faculty**

March 7, 2007

The faculty of the University of Pennsylvania Law School believes that mentoring junior faculty has benefits both for the faculty members involved and for the Law School. Junior faculty members, including both untenured members of the standing faculty and Practice-Professor-track faculty, benefit from the knowledge, perspectives, and experience of senior colleagues as to their substantive fields and as to strategies and tactics that are appropriate to (1) developing reputation and influence as a scholar, (2) achieving excellence as a teacher, and (3) providing effective participation in the life of the Law School, the University, and the larger community. Serving as a mentor encourages faculty members to be reflective about their own scholarship, teaching, and service. Successful mentoring also fosters a spirit of intellectual community.

Although informal relationships with senior faculty are often the most successful means to develop and nurture the scholarly and teaching abilities of untenured faculty, the faculty believes that it is important, as a matter of institutional policy, that every junior faculty member have easy access to a mentoring relationship if he or she desires it. Towards this end, the faculty has established the policy below:

1. Early in his or her first year, a junior faculty member will meet with the Dean or the Dean's representative to consult regarding designation of a senior faculty member to serve as mentor.
2. The mentor should serve as a resource on matters of scholarship, teaching, and service, and should be available to the junior faculty member as needed.
3. The Dean and Associate Dean for Academic Affairs will be responsible for overseeing the selection of the mentor and for following-up, at least once a year, with both the mentor and the junior faculty member to determine whether the relationship is successful. If needed or upon request a new mentor should be secured.
4. Each year, the Associate Dean will report to the Dean on the progress of mentoring untenured faculty at the Law School.
5. Upon request by the untenured faculty member, the mentor shall maintain the confidentiality of any matter discussed.