

Effective mentoring of the faculty enhances academic excellence, builds a strong and diverse faculty, and develops a respectful and positive work climate where all members of the UIC community can thrive. The Department of Communication makes regular, sound faculty mentoring practices a priority. The head appoints faculty mentors and reviews mentoring relationships annually. Assistant Professors have two meetings per academic year with their mentors, one of which should include the Department Head. Associate Professors meet with their mentors at least once per academic year. The Personnel Committee and the Department Head review the CVs of all Associate Professors annually to determine their progress toward promotion. All mentoring meetings review teaching, research, and service leading to tenure or promotion. For faculty with a joint appointment, the executive officer of the home department takes the lead in developing the plan, and the departments share mentoring and coordinate with each other. Through the process of annual review, the Department recognizes mentors for their efforts, which count as service for promotion and tenure. The Department assesses the effectiveness of its mentoring program periodically and implements adjustments as needed. Mentoring plans are designed to demonstrate sensitivity to potentially different challenges faced by diverse faculty.