

## Faculty Mentoring Program

This proposal is based on review and consideration of several documents including the ACCP White Paper on Faculty Development along with faculty mentoring guidelines from several sister institutions including Purdue University College of Pharmacy, Nursing, and Health Sciences, the University of Utah College of Pharmacy, the University of California San Francisco, the University of North Carolina at Chapel Hill College of Pharmacy, and Auburn University College of Pharmacy. Additional documents/ideas considered in this proposal include the Guidelines for Promotion and Tenure in the Washington State University College of Pharmacy and the most recent iteration of the Washington State University College of Pharmacy Strategic Plan. Lastly, this proposal was submitted to, reviewed by, and agreed upon by the COP Executive Committee.

- I. The program will be required for faculty (FTE  $\geq$  0.5) at the rank of assistant professor in the clinical track and those at any rank in the tenure track who are not yet tenured. The program will be optional for others in the professorial lines.
- II. The team will consist of two members with at least one member being from the same department as the mentee. All committee members will hold a rank higher than that of the mentee. For example an assistant professor may have those at the rank of associate or higher on their mentoring team. Additionally, members of the committee for a tenure track faculty must themselves hold tenure.
- III. The mentoring team will be chosen by the mentee in consultation with the department chair, within three months of the time of the mentee's appointment. The mentee has the right to request different members if there are potential problematic issues with any chosen member.
- IV. The committee will meet with the mentee periodically with the frequency of these meetings being determined by need. The mentee or the mentor(s) can call

for a meeting. The committee will assist the mentee with all aspects of their careers including research/scholarship, teaching, service, and clinical practice.

V. The committee will participate in the annual review of progress towards promotion and/or tenure for the mentee. The committee and the department chair will meet with the mentee after the review to discuss the results of the review and to provide input regarding plans for continued growth and development of the candidate.

VI. The department chair will maintain a list of mentees and their committee members and will provide this list annually to the Associate Dean for Professional Education for purposes of evaluation and assessment.