

1106-VF-53

**Sue Brown\*** (browns@uhcl.edu). *Mentoring New University Faculty.*

New faculty attend an orientation meeting the week before classes begin where they are introduced to procedures that will help navigate the first few months of the semester. The Mentoring Committee sponsors four luncheons that focus on: research, the annual review process, teaching, and mentoring evaluation and feedback. In the spring, each new faculty member meets with the Associate Dean and department chair where the faculty's progress toward tenure is discussed and an action plan is formulated for the next year. Each faculty completes a third year review, which includes a portfolio. The promotion and tenure committee, the AD, and the Dean review the portfolio and submit review letters. Following the receipt of these letters, the faculty member meets with the Dean, AD, department chair, and chair of the P&T committee. These individuals summarize the faculty's progress toward tenure in the areas of teaching, research, and service. The following semester, the faculty receives a one-course reduction in teaching load to focus on the issues raised in the third year review. In the tenure portfolio, faculty are required to document how they addressed the tenure recommendations from the third year review process. (Received June 02, 2014)