

**Revised April 16, 2008 Mentoring Resolution Commission on the Status of Women  
2006-2007**

WHEREAS it is in the interest of Louisiana State University and in keeping with the Flagship Agenda to recruit and retain highly qualified Faculty Members

WHEREAS the charge of the Commission on the Status of Women is to report, recommend and initiate policy changes to the Provost on matters pertaining to assuring the optimal conditions for women Faculty, Students and Staff to fulfill their designated roles and contribute effectively to the university

WHEREAS Faculty, Students and Staff should be given every possibility to acquire knowledge of the administrative regulations and professional expectations in their respective disciplines and occupations

WHEREAS the Commission on the Status of Women has examined the structures for mentoring in departments, colleges and units throughout the Baton Rouge campus

WHEREAS in undertaking this study the Commission on the Status of Women has discovered a wide-range of variance in mentoring programs from their total absence to effective well-structured documents on procedures and practices

WHEREAS the Commission on the Status of Women has gathered and evaluated documents and materials on mentoring practices throughout the Baton Rouge campus

WHEREAS Mentoring Reports are not part of the Promotion and Tenure materials as stipulated by PS-36

THEREFORE BE IT RESOLVED that the following recommendation by the Commission on the Status of Women for establishing mentoring procedures be presented to the Provost, Chancellor and Faculty Senate of Louisiana State University and be adapted by all units within the Louisiana State University.

Although, given the nature of mentoring, it is not possible to require that mentoring be mandatory, each department or unit in the university should establish a structure for mentoring which corresponds best to the requirements of the discipline and the particular needs of the individual probationary Faculty Member.

The Mentoring Committee should be established in the first semester of the new Faculty member's employment. In general and especially in cases of Faculty with joint appointments or interdisciplinary research interests, one member of the Mentoring Committee should be selected from the secondary department or unit that most closely corresponds to that interdisciplinary interest. The Faculty Member may recommend a committee member outside his or her department. The Faculty Member should be consulted about the composition of the committee, and may request a change in its composition at any time.

The Mentoring Committee's charges shall include but not be limited to the following:  
Advising the Probationary Faculty Member about the University's and the Department's requirements for professional advancement, especially informing the candidate about the requirements set forth in PS36 and other pertinent policy statements; Advising the candidate about internal and external grant opportunities and reading grant applications; Advising the Faculty Member about technical support for teaching and helping the new Faculty Member by observing classes; Advising the probationary Faculty Member on the aspects of their profession that will assure their success in professional advancement.