

**UNIVERSITY OF NORTH TEXAS**  
**DEPARTMENT OF ACCOUNTING**  
**Mentoring Program for New, Tenure-Track Faculty**  
**Revised January 25, 2008**

The Department of Accounting recognizes the importance of providing effective guidance to all new, tenure-track faculty in the areas of teaching, research, and service. In pursuit of this objective, the Department has established the following mentor program.

**Foundation:**

Upon joining the Department, all new, tenure-track faculty (hereafter called "new faculty") will receive and become familiar with copies of the following materials:

1. UNT and COBA Faculty Handbooks, UNT Catalogs, COBA and ACCT Department Mission Statements,
2. Accounting Department PAT / PAC procedures, and
3. The UNT tenure-track calendar, as well as annual or periodic COBA / UNT review procedures.

**Mentor Program Activities:**

Duration of the mentoring program is the first two years of Department employment (a "year" defined as two consecutive "long" (or 16-week) semesters). Mentoring activities are as follows:

<b>Activity</b>	<b>Year 1</b>	<b>Year 2</b>
<b>Teaching</b>	Teaching Mentor: Course Coordinator (if any) or person (with similar teaching interests) selected by (Department) Chair.  Teaching progress reviewed periodically by Chair.	Teaching Mentor: Course Coordinator (if any) or person (with similar teaching interests) selected by (Department) Chair.  Teaching progress reviewed periodically by Chair.
<b>Research</b>	Research Mentor: A Professor in the Department (with similar research interests) selected by Chair.  Research progress reviewed periodically by Chair.	Research Mentor: A Professor in the Department (with similar research interests) selected by Chair.  Research progress reviewed periodically by Chair.
<b>Service</b>	Service Mentor: A Professor in the Department (selected by Chair).	Service Mentor: A Professor in the Department (selected by Chair).

**Mentor Responsibilities:**

Specifics of mentoring are left to the Mentor and the new faculty member, so that the two together can decide what is appropriate/best. All Mentors will attend to the collegial behavior of the new faculty member, and provide guidance if or when needed for this important evaluative area.

At the end of each long semester, the Mentor(s) will report on the new faculty member's progress in writing to the department chair. The report should document that the mentor and faculty member have met.

**New Faculty Member Responsibilities:**

To have a successful probationary employment, the new faculty member must participate in all aspects of this mentoring program.