



Faculty Mentoring Program

This program for faculty mentoring is based on review and consideration of several documents including the ACCP White Paper on Faculty Development (PMID 19113802), along with faculty mentoring guidelines from several institutions, including colleges of pharmacy at Purdue University, University of Utah, University of California San Francisco, University of North Carolina at Chapel Hill, and Auburn University. Additional documents/ideas considered in this policy include the Guidelines for Promotion and Tenure and the strategic plan of the Washington State University College of Pharmacy and Pharmaceutical Sciences (CPPS). This policy was submitted to, reviewed by, and approved by the CPPS Executive Council.

- I. The program will be required for faculty ($FTE \geq 0.5$) at the rank of assistant professor in the career 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 and/or desire of the mentee. The mentee or the mentor(s) can call a faculty mentoring 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 office of the department chair will maintain a list of mentees and their committee members and will provide this list annually to the dean for purposes of evaluation and assessment.