

## **Mentoring Tenure-Track Faculty at the ASE**

Starting in the academic year 2023-2024, the Amsterdam School of Economics will use a mentoring system for Assistant Professors in the first stage of their Tenure Track (TT). All newly appointed TT Assistant Professors will be paired with a mentor; existing junior faculty members who started less than three years ago will be offered this possibility. The mentor is a tenured Associate or Full Professor from the same section, if possible with a closely matching research interest and teaching expertise. The mentor is selected and appointed by the section head before the start of the TT. All senior faculty is expected to be available for this task, and the section head will distribute the mentorships as evenly as possible over the section.

The purpose of the mentoring system is:

1. To facilitate the onboarding of newly appointed TT Assistant Professors, i.e. help them find their way, familiarise them with faculty policies, the teaching calendar, relevant administrative tools (Self-service, Canvas, ...) and other practical matters. This onboarding process will be initiated by the secretariat, who will provide all necessary information, but the mentor is available for more detailed follow-up questions, also related to the academic culture within a section or research group.
2. To offer the TT Assistant Professor feedback on research matters: new research plans, submission strategies, research budgets, conference visits, grant application and PhD supervision. Ideally, this is a group effort in the relevant research group, but the mentor provides a first access point in this process.
3. To offer the TT Assistant Professor support with teaching matters: what is involved in course coordination, observing and providing feedback on lectures (integrated in the UTQ program), providing feedback on course syllabi, assignments and exams, how to make use of TAs, and so on. Again, this will typically be a group effort, and the mentor can approach other colleagues to help with this task.

The mentoring will take place in regular, informal, one-on-one meetings, at least once a month during the first year, but the mentor and mentee may agree on additional ways to communicate (by email, dropping by when needed, etc.). During the second and third year of the TT, it may be possible to reduce the frequency of meetings; after the mid-term review, there may be no need for scheduled mentoring meetings.