



**University of Pittsburgh**  
Dietrich School of Arts & Sciences

**POST-TENURE MENTORING:  
A CHAIR'S DISCUSSION GUIDE**

**FROM THE DIETRICH SCHOOL  
FACULTY DIVERSITY COMMITTEE**

**A. Discussion of departmental responsibilities**

1. Higher level responsibilities that tenured faculty are expected to assume: mentoring junior colleagues, running searches, chairing committees, etc. What is a typical post-tenure load?
2. Departmental leadership positions (DUGS, DGS, Asst. Chair, Chair, etc.) with a particular emphasis on selection process, timing, and criteria. Does the mentee have any interest in these roles?

**B. Discussion of teaching**

1. Post-tenure teaching responsibilities and how classes are assigned. Would mentee like to teach classes other than those they have been teaching?
2. Expectations for continued engagement and improvement in teaching.

**C. Discussion of research/scholarship**

1. Need for continuous reinvention in scholarship
2. Mentee's next stage research plans
3. Support/resources that might be needed to realize the plan. How can such resources be obtained?

**D. Discussion of balance between departmental responsibilities, teaching, research, and personal life.**

1. Strategies for protecting scholarship/research time
2. Strategies for negotiating with Chair, trading effort in one area for release in another

3. Identifying and prioritizing projects/time commitments that are strategically useful or important to the mentee personally.
4. The importance of seeking advice on balance when needed.

**E. Discussion of the expectations for promotion to full professor**

1. Normal timeline
2. Process for being recommended by the Department
3. Expectations prior to recommendation for promotion
4. Issues that interfere with timely promotion—how careers stall.
5. What is the mentee's trajectory and perceived strengths and weaknesses with regard to promotion to full professor?

**F. Discussion of administrative roles outside the Department: what they entail, paths to those positions, ways to gain necessary information/skills.**

Does the mentee have any interest in these roles and what are the potential benefits and career impacts?

**G. Discussion with the mentee of their experience of the Department: Strengths, weaknesses and areas of opportunity.**

**H. Discussion of possible action items and strategies to make sure the plan is carried out.**