African American Studies and Research Center supports the development of junior faculty through a formal mentoring program. Each untenured faculty member is assigned a faculty member within AASRC and a faculty member outside of AASRC and their home department. This external mentor can provide information regarding Purdue’s culture, but is not involved in formally evaluating the mentee’s progress towards tenure. The AASRC mentor can provide insight regarding the type of work valued by AASRC. Although we cannot mandate the identification of a formal mentor from the home department, the director works with heads to encourage formal mentoring from within the home department. Ideally, each junior faculty member will have a mentoring committee of three senior faculty members. Mentors are provided with guidelines regarding how often they should try to meet with their mentee and mentees are encouraged to solicit the type of advice that they would find helpful. Each spring, the AASRC director asks the mentee about the quality of the mentoring. Adjustments to the mentoring committee will be made if necessary.