The mentoring system for tenure-track assistant professors and tenured associate professors is informal, in the sense that no one is formally assigned to be the mentor for any faculty member. Faculty eligible for promotion to either rank forge links with others with similar research interests, who read and critique their work, and offer advice for appropriate journals and presses for scholarly publication.

The department head bears responsibility for seeing that this informal system functions properly, and for taking action if it fails to do so. To date, this has largely involved watching it function properly, sometimes offering additional or corrective advice about the nature of the promotion process. For tenure-track assistant professors, conversations about such matters occur at least every fall semester, in a mandated discussion of the Primary Committee evaluation of progress toward tenure and promotion. For associate professors, they occur when they seek them.

To preclude breakdowns in the system requiring subsequent repair, the department head will inform each assistant professor that senior faculty are able and willing to help them in their scholarly and professional endeavors. The head will also assure them that if they are reticent to ask senior colleagues for such help directly, he or she will assist them in securing advice and guidance from senior faculty.