

Academic Senate
New Faculty Mentors 2021-2022
Colleagues Mentoring Colleagues (CMC)

Fall 2021 through Spring 2022

Applications are being solicited from full-time faculty members to mentor our new full-time hires and to create a new faculty handbook. Up to three (3) full-time faculty members will be selected and each faculty mentor will receive 1.0 unit each semester for the work during Fall 2021 and Spring 2022. In addition to mentoring the new full-time faculty hires, they will create a new faculty handbook.

Description and Rationale for Project:

While we have already implemented the New Faculty Academy to help orient new faculty members, its limited duration and the scheduling conflicts which arise are not conducive to a thorough immersion in our campus culture. Furthermore, as only new faculty participate, contact with other, more established faculty, is kept to a minimum. In order to ensure that new faculty hires are offered a comprehensive view of the inner workings of our campus and are afforded personal contacts for the first year of employment, we would like to create a faculty to faculty mentorship program.

New faculty in this program will:

- Participate in scheduled meetings with any/all mentors
- Better acclimate to our campus culture and understand how we are advancing equity at the college
- Have a clearer understanding of our governance system, college services, student supports, and service opportunities
- Meet representatives from our various departments, both academic and otherwise
- Be afforded greater opportunity to fine tune their practice, using an equity lens

Scope of Work:

The new faculty members will participate in scheduled meetings with any/all of the mentors throughout the year in order to:

- Socialize and attend cultural events on campus and virtually
- Be introduced to our various campus resources such as student service, counseling, tutoring, and reprographics
- Receive a thorough understanding of, and the ability to navigate, our website
- Understand our participatory governance system
- Meet the various senates and UPM exec
- Explore the various committee opportunities on campus
- Capitalize on continuing education opportunities
- Familiarize themselves with both campuses

- Receive help with Statements of Professional Objectives
- Seek answers concerning pedagogy, curriculum, and classroom management
- Connect with the larger strategic planning efforts and priorities at COM

Eligibility Requirements:

- Full-time faculty status at College of Marin.
- Able to participate in mentoring events via Zoom
- Able to participate in mentor training program
- Recent participation in professional development focusing on best practices and innovative pedagogy
- Ability to collaborate to create content for handbook

Application Process:

Email the following materials to Alicia (Meg) Pasquel, Academic Senate President and UDWC c/o Rhonda Jones by **June 30, 2021**

Page 1 – Information Sheet

- Name; Phone extension; Years of employment at the College of Marin
- Indication that the department chair and appropriate dean are aware of your application

Page 2 – Essay:

- Describe in 250 – 500 words your qualifications, experiences, and interests qualifying you for this position.