

District-Directed Call
New Faculty Mentors 2020-2021
Colleagues Mentoring Colleagues (CMC)

Fall 2020 through Spring 2021

Applications are being solicited from full-time faculty members to mentor our new full-time hires. 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 2020 and Spring 2021.

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

Criteria for Evaluation (Articles 8.3.5 and 8.3.6 Category II):

- (6) The proposed cost and probable availability of personnel, equipment, supplies, and /or operational support will be available (0-5 points)
- (7) The project activities will not adversely affect the discipline or department budget, facilities, or schedule (0-5 points)
- (8) The applicant(s) appears to have adequate experience and/or training to carry out the proposed project (0-5 points)

Application Process:

Email the following materials to UDWC c/o Rhonda Jones by **August 10, 2020**

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.