

Faculty Mentor

Task force: LaNae Jaimez, Erica Beam, Michelle Smith, Rachel Purdie, Rhuenette Alums, Sarah Barsness, Tony Ayala

Background:

- Negotiated by the Union in 2015
- **27.4 Faculty Mentoring Pilot Program:** The District agrees to pilot a mentorship program for new faculty pending the development of such program by the Academic Senate. The pilot program will be limited to no more than one mentor per school, not to exceed \$2,000 per year per mentor.

Hiring Process Recommendations:

- Hired by Schools, Counseling department and/library (similar to school coordinators)
- hiring committee (Dean, Admin Assist, 2 faculty)

Criteria:

- Well versed in SCC services and logistics
- Not a peer reviewer of the new faculty
- Actively engaged in college service
- Minimum 5 years of services at SCC as PT or FT Faculty
- Awareness of ~~PT &~~ FT Faculty duties, responsibilities, and needs (specific to school, counseling and library)

Length of assignment:

- 1 year/Schools, counseling department, library with no new FT faculty members will not have a mentor that AY.

Compensation:

- \$\$/new faculty member

Job responsibilities:

- Communication AA/deans to identify newly hired faculty
- Reach out to all newly hired ~~PT &~~ FT faculty in their school, counseling department, library or as assigned
- Serve as a liaison between newly hired ~~PT &~~ FT faculty and discipline faculty or faculty in related disciplines
- Serves as a liaison with other campus resources
- Provide a safe environment to address professional and personal concerns related to FT teaching
- Maintain mentee confidentiality within legal boundaries (consult with HR for training)
- Guidance and support regarding peer review, program review, DE certification, SLO assessments and other requirements
- Available to connect with mentee on a regular and ongoing basis
- lead monthly mentee meeting (one time per semester)
- Collaborate with other mentors

- Create end of year report
- Attend mentor training sessions???