

## **FAQs about MCC's College-wide Faculty Mentor Program**

### **1) What's the history and purpose of the program?**

The College-wide Mentoring Program for New Faculty was established by Dr. Ken Huggins at Monroe Community College in 1993 to assist new faculty members in their orientation and transition to the College. In addition to maintaining the continuity of the culture and shared values, the program aims to familiarize new faculty members with the challenges and rewards of teaching at MCC. As the program grew, a brochure and web page were added to improve communication.

### **2) What is the timeline of events that occurs each year?**

Shortly after new faculty members are hired, they receive a welcome letter and program brochure inviting them to participate in the program. Often, mentors and new faculty members are paired during the summer months and begin their working relationship once school is in session for the fall semester..

During October, the program often hosts a fall lunch. Mentors and their new faculty members are invited and usually attend together. Often they have already met before the fall lunch. Thereafter they meet informally throughout the academic year without a predetermined structure imposed by the program. Likewise, the number and duration of meetings between each of the pairs of mentors and new faculty members is mutually agreed upon rather than set by anyone outside of the pair.

During the spring semester, there is a similar informal lunch. Mentors and new faculty are invited to come and go as they desire; no one is expected to stay at either lunch for the entire time.

Towards the end of the spring semester, a college-wide announcement is sent out in the daily college newsletter to recruit potential mentors for the following fall. Persons interested in serving as mentors can notify the coordinator in any week of the year.

On June 30, the mentor relationship officially ends. Mentors and new faculty members often remain in contact beyond this date. The mentors receive a thank you letter for their year of service and are welcome to renew their volunteer service in subsequent years.

### **3) Is there release time or a stipend paid to the coordinator or to mentors?**

No. The entire program is an all-volunteer effort and we are grateful for the time volunteered by all participants.

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## Abridged Description of the College—wide Mentoring Program for New Faculty:

Mentors for new faculty are chosen from among tenured and untenured faculty. New full—time teaching faculty members are invited to participate and they seldom decline the opportunity to have a mentor. A coordinator selects mentors from across the college and pairs new faculty with tenured or nearly tenured faculty. There is a pizza lunch at the beginning of the fall semester and a summertime lunch late in the spring semester for the pairs of new faculty and their mentors. During the period from September 1<sup>st</sup> through June 30<sup>th</sup> of the following year, mentors and new faculty meet. The level of interaction between mentors and new faculty is determined by each individual relationship that unfolds without an agenda imposed by the program. Likewise, the number and duration of meetings between each of the pairs of mentors and new faculty is mutually agreed upon rather than set by anyone outside of the pair

## Condensed Suggested Activities for New Faculty and their Mentors:

Attending campus events together, enjoying lunch in the Brighton Room, and sharing experiences on finding work—life balance

Discussing career goals, the tenure process, academic bullying, classroom issues, embracing diversity, classroom technology, disruptive students

Honing instructional techniques, course development, and curriculum issues, informally observing each other's classes

Getting acquainted with issues specific to teaching at a community college such as, reaching the full range of learners we have in our classrooms.

Also important are MCC procedures such as parking, key control, print shop, bookstore, health services, human resources, leave reports, and travel reimbursements.

*The limits on psycho—social support and career development in this program are seemingly unending.*