

CCFT MENTORSHIP PROGRAM

Purpose Statement

The new Faculty Union Mentorship Program focuses on identifying professional and work-related needs of new faculty members by providing support and guidance in their first year of employment at Cabrillo College. Faculty mentors serve as positive role models, guides, and initial contacts between new faculty and the union, the various college entities, and the district as a whole.

The primary goal of the Mentor Program is to create a welcoming experience for new full-time and part-time faculty and provide our membership the opportunity to participate in a meaningful exchange of ideas regarding college and union membership.

Role and Responsibility of Mentors

The role of the faculty mentor is to assist the new faculty in having a successful start as a college instructor at Cabrillo.

The role is voluntary with certain responsibilities, including the following:

1. Serve as an appropriate role model, guide and support person.
2. Serve as a resource, making referrals to appropriate offices or personnel who may be helpful in answering new faculty inquiries.
3. Serve as a liaison to CCFT for guidance in assisting with issues new faculty may encounter.
4. Promote a positive union image.

Objectives

1. Provide a support network connecting new faculty with the college community and CCFT.
2. Familiarize new faculty members with the role of the faculty union.
3. Provide a positive role model for new members.
4. Support new faculty in their first year of teaching.
5. Provide leadership opportunities for experienced faculty.

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Mentors will:

- Provide at least three contacts with the faculty member per semester.
- Arrange to meet at least once each semester (preferably off campus).
- Be actively involved with the new faculty member's progress in learning "the Cabrillo Way".
- Be available through email or phone.
- Encourage new faculty to attend relevant meetings and social activities.
- Introduce new member to union members, colleagues, staff and administrators as much as possible.
- Help faculty understand the union contract.
- Discuss issues of rights and responsibilities of faculty to students.
- Inform new faculty about CCFT website, newsletter, and officers.
- Explain how membership in CCFT benefits faculty (CCFT website has page of union membership benefits).
- Inform faculty about CCFT's Committee for Political Education (Committee for Political Education) and explain how COPE funds are used.
- Ask how member is adjusting to Cabrillo life and what you can do to assist.
- Provide feedback about the new faculty member's concerns, needs, etc. to membership chair or union leadership.
- If new faculty declines invitation to be mentored, politely inquire about reason and inform membership chair or union leadership.