



TO: All Faculty, Springfield Campus

FROM: Chris Craig, Associate Provost for Faculty and Academic Affairs
Julie Masterson, Provost Fellow for Faculty Development
Ken Coopwood, Vice President for Diversity and Inclusion

DATE: September 6, 2013

Opportunity for Junior Faculty from Underrepresented Groups¹

The Offices of the Provost and Vice President for Diversity and Inclusion are pleased to offer an exciting opportunity to junior faculty from all disciplines. A pilot faculty mentoring program has been created to eliminate guess work in faculty research, service and teaching expectations and to ensure a core connection to Missouri State University policies, traditions and community values. This 2-year program is designed to provide a roadmap to academic success through reciprocal relationships between junior and senior faculty.

Teams of junior and senior faculty will meet at least 3 times per semester to determine how best to meet the goals for each individual. One of these meetings also will consist of a social outing. All participants in the mentoring program will meet together one time per semester for discussion and socializing.

Any junior faculty member who wishes to participate should email Dr. Julie Masterson, Provost Fellow for Faculty Development, by **October 1, 2013**. Participating senior faculty will be selected by the end of October, orientation sessions will be held in November, and the program will begin in Spring, 2014. Questions concerning the program should be directed to Dr. Julie Masterson.

<p>A special presentation will be given by Dr. Michelle Camacho, editor of <i>Mentoring Faculty of Color</i> (2013), 10:30-noon, Friday, September 27 in PSU East Ballroom. Faculty who are interested in participating in the mentoring program are encouraged to attend.</p>
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¹ The terms, Underrepresented Groups and Historically Excluded Groups (HEGs) are used interchangeably. HEGs consist of individuals possessing characteristics outside of the majority culture, (e.g., personality, learning styles, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, sexual orientation, country of origin, and ability as well as cultural, political, religious, or other affiliations) for whom traditional means for meeting learning or development needs may have significant limitations-- MSU Office of Vice President for Diversity and Inclusion. Any faculty member who feels that she or he falls into such a group is welcome to participate.