



CAMPUS MEMO

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

Call for Faculty Mentors

The Offices of the Provost and Vice President for Diversity and Inclusion are soliciting applications from individuals interested in serving as Faculty Mentors for a pilot program in mentoring faculty from underrepresented groups. Individuals with a commitment to diversity and inclusion and a willingness to engage in reciprocal relationships are encouraged to apply. Mentors will be selected based on their personal skills as well as their fit with the junior faculty who will participate. Examples of desired attributes are listed below.

- Record of strong performance in teaching, research, and service at MSU
- Knowledge of policies and procedures for tenure and promotion evaluation and decisions
- Demonstrated ability to listen and provide genuine support and concern for faculty personal and professional development
- Accessibility and commitment to program responsibilities and activities
- Respect for the development of intellectual independence
- Ability to form developmental relationships
- Familiarity with Springfield community and cultural/social events

Mentors will devote 10 to 15 hours to the program each semester during the 2-year pilot. 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. Mentors will receive a small financial reward for participation, and expenses associated with mentoring activities will be covered by the university.

Individuals wishing to be considered for this position should submit **a CV and letter of interest** to Dr. Julie Masterson, Provost Fellow for Faculty Development, by **October 14, 2013**. Review of applications will begin immediately, and mentors will be selected to participate in orientation by November 1. Questions concerning this position should be directed to Dr. Julie Masterson.

A special presentation will be given by Dr. Michelle Camacho, editor of *Mentoring Faculty of Color* (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.