

# COSM Faculty Mentor Program for New Tenure-Track Faculty

## Scope

The COSM Faculty Mentor Program has been created to help new tenure-track faculty members reach their full potential in teaching, scholarship, service and professional development. This supplements departmental efforts to mentor new tenure-track faculty. Thus, the college mentors will not address the department-specific tenure requirements.

The college mentors are a select group of tenured COSM faculty, who are advisors with career experience willing to share their knowledge, supporters who provide encouragement, tutors who give performance feedback, sponsors who help open opportunities, and faculty who are role-models. The program is designed to pair each new faculty member with a mentor of their choice. The extent of the relationship that develops between the mentor and mentee depends entirely on the individuals involved. Mentor-mentee relationships can bring great rewards to both partners. For mentors, the act of mentoring provides a great opportunity to be a positive influence in someone's life, give something back to their professional community, or simply honor their own mentors. Meanwhile, the program serves mentees by providing a way to gain invaluable advice, guidance, and support at critical junctures in their professional careers. This program is sponsored by the office of the Dean of COSM and coordinated by Dr. S. Swamy Mruthinti, Associate Dean for Faculty Development and Research.

This is a voluntary program designed to facilitate the professional development of new tenure-track faculty and to expedite a smooth transition into the academic community of COSM. It is not required that a new tenure-track faculty member to participate in this program.

## Confidentiality

The relationship between mentor and mentee is strictly confidential and for the sole purpose of the faculty development only. Mentors neither participate in yearly evaluation of the mentees nor in their tenure/promotion decisions.

## Responsibilities and Compensation for Mentors

The responsibilities of mentors include understanding the goals of this program, willingness to be available to meet with each mentee (typically 3 times a semester, each 1 hour long), desire to nurture the professional life of the mentee, and have patience and empathy. Each mentor will receive

\$200 per year/per mentee, which may be used for faculty development. Please note that there is a limit of 2 mentees for any mentor at any given time. All faculty mentors have to attend an orientation session where the goals of this program and individual responsibilities will be discussed.

## How to get a COSM Faculty Mentor

New tenure-track faculty may choose a faculty mentor from the list of participating mentors available in the COSM Dean's office.

## Due dates for application

The program is scheduled to start from Spring 2012 semester. Application due date for both mentors and mentees is **Monday, Nov 14, 2011**.

## For Further Information

Please contact Dr. Swamy Mruthinti, Associate Dean, COSM, the coordinator of COSM Faculty Mentor program. Phone: 678-839-5190 or email: [smruthin@westga.edu](mailto:smruthin@westga.edu)

## Application form for COSM Faculty Mentors

The information on this form will be used to pair you with a new tenure-track faculty member according to their needs and interests.

Name: \_\_\_\_\_

Department address: \_\_\_\_\_

Office Phone: (678) 839-\_\_\_\_ Email: \_\_\_\_\_@westga.edu Cell phone (optional): \_\_\_\_\_

Best times to meet your mentee (usually 1 hour long):

Fall semester: \_\_\_\_\_ Spring semester: \_\_\_\_\_

Areas mentorship you are most comfortable with (check all applicable):

Teaching: \_\_\_\_ Research: \_\_\_\_ Service: \_\_\_\_ Time-Management: \_\_\_\_ Grant Writing \_\_\_\_

Interdisciplinary Research Collaborations: \_\_\_\_ Professional Development: \_\_\_\_

Other (please list) \_\_\_\_\_

Areas of research interests: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Additional information: \_\_\_\_\_

\_\_\_\_\_

I agree to abide by the rules and regulations of COSM Faculty Mentor Program. I will keep all discussions between me and my mentee in strict confidence.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

(Please send this form to Dr. S. Swamy Mruthinti, Associate Dean, COSM, TLC 3532;  
[smruthin@westga.edu](mailto:smruthin@westga.edu); Phone: 678.839.5190)

# Application form for COSM Faculty Mentees

The information on this form will be used to pair you to the mentors who most closely match your needs and interests.

Name: \_\_\_\_\_

Department address: \_\_\_\_\_

Office Phone: (678) 839-\_\_\_\_ Email: \_\_\_\_\_@westga.edu Cell phone (optional): \_\_\_\_\_

Best times to meet your mentor (usually 1 hour long):

Fall semester: \_\_\_\_\_ Spring semester: \_\_\_\_\_

Areas mentorship you expect from your mentor (check all applicable):

Teaching: \_\_\_\_ Research: \_\_\_\_ Service: \_\_\_\_ Time-Management: \_\_\_\_ Grant Writing \_\_\_\_

Interdisciplinary Research Collaborations: \_\_\_\_ Professional Development: \_\_\_\_

Other (please list) \_\_\_\_\_

Courses you teach:      Fall semester (new or repeat):                      Spring semester (new or repeat):

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Areas of research interests: \_\_\_\_\_

\_\_\_\_\_

Other pertinent information that helps in pairing with appropriate college mentor:

\_\_\_\_\_

\_\_\_\_\_

I agree to abide by the rules and regulations of COSM Faculty Mentor Program. I will keep all discussions between me and my mentor in strict confidence.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

(Please send this form to Dr. S. Swamy Mruthinti, Associate Dean, COSM, TLC 3532;  
[smruthin@westga.edu](mailto:smruthin@westga.edu); Phone: 678.839.5190)