Adjunct Faculty Mentoring Program – Description

The Adjunct Faculty Mentoring Program (AFMP) is the Applied Integration component of Estrella’s Adjunct Faculty Professional Development. Consistent with mentoring research representing diverse organizational settings and research specific to higher education, the mentoring component was created by the EMCC Adjunct Faculty Professional Learning Community. It has a two-fold purpose: the transfer of best practices to the classroom, and continuous improvement of teaching and learning.

This innovative mentoring program is in alignment with the following:

- MCCCD Strategic Plan
- EMCC Vision, Mission, Purposes, Values
- EMCC Learning College Initiative
- Engage Estrella (EMCC is demonstrating a commitment to facilitating a mentoring culture)

While there are many different perspectives on best practices in mentoring and specific programs vary significantly based on goals, underlying philosophy, types of mentoring relationships, duration of relationship and measures of success, the AFMP can be described through the following key characteristics:

1) AFMP mentoring philosophy is based on the Learning Centered Paradigm
   • Since MCCCD’s mentoring training is based on the learning centered paradigm, the AFMP is also based on this philosophy

2) AFMP is Peer to Peer Mentoring
   • There is no power differential between the mentor and the mentee – both individuals are EMCC instructors

3) AFMP mentoring defines the mentor as a facilitator, navigator and resource, not an evaluator
   • It is assumed that the mentor and mentee come to the relationship with some shared knowledge and experience in addition to their own talents, strengths, knowledge, skills and experiences (i.e., it is not an expert-novice relationship)
   • The mentor is helping the mentee use their personal strengths and achieve their personal goals for improving teaching and learning (in part, based on learning from the Workshop Component of the Adjunct Faculty Professional Development)

4) AFMP mentors and mentees invited to apply. Applicants that meet program criteria are matched by an ad hoc committee and supported by Division Chairs.
   • It is not assumed that mentors-mentees need to be from the same discipline – teaching strategies can be applied and adapted throughout EMCC courses (i.e., good teaching is good teaching)

5) AFMP begins and ends within the same semester (new applicants are invited the prior semester)
   • Mentors and mentees attend a joint training during week of accountability, meet 6 to 8 hours during the semester, and respond in Canvas dialog. The program is completed with end of semester program celebration, completed checklists, evaluations, and testimonials.

6) AFMP is evaluated based on Mentee and Mentor formal surveys, informal feedback, and testimonials.