Mentor Model FAQs: A quick overview

What is the purpose of the Mentor Continuing Contract and Promotion Model?
The emphasis in the Mentor CC&P Model is on facilitating successful promotion and continuing contract through:

- **Choice.** Having a range of options in secondary responsibilities allows us to pursue our interests.
- **Standards.** Providing clearly defined expectations for both the documents we produce and the activities we engage in allows us to focus on our work.
- **Feedback.** Interacting with, and receiving input from, colleagues annually allows us ample time to adjust our activities as needed.

This system has been revised based on the pilot, faculty feedback, and the new state mandates regarding continuing contract to accommodate all suggestions and legal changes.

Where are we in the process?
In the 11-12 academic year, faculty voted to revise the promotion and continuing contract process. To respond to faculty suggestions regarding the initial procedural document, the committee conducted a pilot during the 12-13 academic year. After conducting and analyzing the pilot, the Pilot Implementation Committee revised the Mentor Model. If accepted this fall, this system would go into effect in fall 2014. We can no longer continue the pilot or do a staggered implementation because college counsel advised that we should not have two concurrent systems for CC&P running in the same year.

When would the new system be implemented?
If faculty vote for the Mentor Model in the referendum, Faculty Senate will immediately create a Transition Committee to help facilitate the process so that implementation could take place in the 14-15 academic year.

How would the implementation of the Mentor Model affect me?
A vote for the interactive system will not delay anyone applying for continuing contract or promotion. Faculty who were hired before Fall 2013 are “grandfathered in” to the old timeline, meaning that you will still be able to apply for either continuing contract or promotion under the same guidelines (for years of service in rank) as you were hired under. Thus, whenever you would be eligible for tenure or promotion under the current (portfolio) system would be the same under the Mentor Model.

Since the outcome of this vote will not take effect during the 2013-2014 academic year, faculty who are applying for continuing contract or promotion in 2013-2014 will use the portfolio system. Faculty who would be eligible for continuing contract or promotion during the first year the Mentor Model takes effect (14-15) would assume a compressed track with the assistance of the Transition Committee, much like what was done during the pilot, in acquiring and working with their Committee of Three (CO3) so that they could apply for tenure or promotion at the time they normally would, according to the guidelines at their time of hire.

Due to changes to state statutes regarding continuing contract, time in rank and time to receive continuing contract will change for new faculty regardless of what CC&P system we use at the college.