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**Faculty Empowerment and Leadership Academy**

**MENTOR APPLICATION**

The Faculty Empowerment and Leadership Academy (FELA) is a one-to-one mentoring program designed to meet the needs of our diverse faculty in the California community college system. The program will provide opportunities for participants to engage in empowerment for personal and professional development, including networking opportunities and support through an entire year (starting in summer and ending in spring). FELA will focus on the development of faculty from groups historically underrepresented within higher education leadership, such as Black/African American, Latinx, Native American, Asian-Pacific Islander, and women. The academy will provide opportunities to connect with leaders, empower faculty to seek leadership roles, and provide regular contact with mentors. All activities in this leadership development program are designed to ensure participants are ready to meet the challenges of engaging in transformative leadership and equity-minded approaches to working with diverse student populations.

**Program Mission:**

* TO CONNECT: Providing one-on-one mentoring to diverse faculty for personal and professional development with mentors who are campus leaders and/or administrators.
* TO EMPOWER: Creating safe and brave spaces for courageous conversations to investigate equity, diversity, and inclusion; to share personal and collective experiences on race, privilege, and oppression; and to embolden new faculty leaders to advocate for transformative change on their campuses.
* TO GUIDE: Providing networking opportunities and sharing guidance for navigating the systems of higher education. The focus of the mentoring will be to address the specific goals of the mentee.

**Application Process**:

* Mentor applications are open to all California community college faculty and administrators.
* Mentor application is due November 1, 2020.
* Mentor and mentees will be matched and paired based on the application information gathered from your preferences as noted from the questionnaire below (as best possible).

**Program Requirements**:

* FELA Mentor Orientation/Training Day (February 2021)
* Academy (FELA) Day 1 at ASCCC Part-Time Faculty Institute (February 2021)
* 2 other FELA Days prior to other ASCCC events, such as Spring Plenary and Faculty Leadership Institute (note that registration, travel, and lodging for Plenary and other events is not included in program)
* Monthly check-ins with mentee (during fall and spring, either remotely or in-person, duration determined by mentor in coordination with mentee approximately one half-hour or more)
* Co-write a *Rostrum* article or co-present at an ASCCC event with mentee

**Fees and Reimbursement:**

The Faculty Empowerment and Leadership Academy is free to mentees and mentors. The FELA program will cover the following expenses for Academy days only: lunches, cost of hotel, and travel expenses (travel and lodging will be reimbursed after attendance to each Academy day according to [ASCCC policy](https://asccc.org/sites/default/files/ASCCC_Expense_Reimbursement_Policy_mlr_ahh_v4.pdf) and not to exceed $300, unless otherwise determined by ASCCC). The FELA program is not able to offer financial assistance to other ASCCC events. Here are suggested entities to ask for funding for participation in other ASCCC events:

* Local academic senate--ask your senate president for support and/or guidance
* Professional development funds--seek out local/campus professional development grants; ask your professional development coordinator or senate president for assistance
* Administration--ask your vice presidents, deans, or president/chancellor for support and/or guidance in finding resources
* Equity funds or special funds/grants--ask directors or coordinators for support or other funding source ideas

Please know that the ASCCC recognizes that cost may be a barrier to participation, if financial support from your campus is unavailable, please email foundation@asccc.org to apply for an Academic Senate Foundation Scholarship or for assistance in navigating the system as you seek to secure financial support. We are here to help, guide, and support you during every step of the process while applying and participating in FELA!

**FELA MENTOR APPLICATION**

**Your name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

College: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Campus position: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Discipline in which you teach/taught: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Cell phone #: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Campus address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Given the FELA program mission, what makes you an ideal mentor for this program?
2. List any leadership roles you have held (on campus, in your community, at state level, other organizations, or any informal roles):
3. What particular skills, areas, or special interests do you have that may contribute to your role as a mentor?
4. Do you have prior mentor experience? If yes, please list the program and dates of commitment.
5. Please provide a reference or recommendation contact name and phone number or email.
6. Are you willing to commit to FELA from February 2021 to June 2022?

This commitment includes the following:

* Four one-day in-person meetings (including a one-day mentor training)
* Monthly check-ins with mentee (during fall and spring, either remotely or in-person, duration determined by mentor in coordination with mentee approximately one half-hour or more)
* Culminating celebratory event in June 2022

1. Would there be any factors that might influence your participation in the FELA program (e.g., long duration of unavailability)? Please explain.
2. Would you prefer to be matched with a mentee for any particular reasons (e.g., geographical proximity to your campus, race, ethnicity, gender identity, discipline, or any other reason)?
3. How did you hear about the FELA Program?

**Optional Information:**

The ASCCC aims to intentionally support the increase of development opportunities for diverse faculty, as called for in the [ASCCC Strategic Plan 2018-2023 Goal 2 Objective 2.1](https://asccc.org/sites/default/files/ASCCC_Strategic_Plan_2018-2023_final.pdf). In order to design and lead professional development opportunities for diverse faculty, it is essential to begin gathering data to identify and meet the needs of the diverse faculty in our community college system. We ask that you please consider answering the following optional questions to help us identify the needs of our diverse faculty and also to effectively and thoughtfully match mentors with mentees. Please know that we value your voice and confidentiality, and this information will be secure and not shared or published without permission.

1. With which racial/ethnic group(s) do you identify? (check all that apply)

African American/Black

American Indian/Alaskan Native

Asian/Asian American

Caucasian/White

Latino/a/x/Chicano/a/x

Middle Eastern

Native American/First Nations

Pacific Islander

Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Decline to state

1. What is your sexual orientation? (check all that apply)

Asexual

Bisexual, pansexual or fluid

Gay or lesbian

Heterosexual or straight

Queer

Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Decline to state

1. What is your current gender identity? (check all that apply)

\*Cisgender man

\*Cisgender woman

\*(Cisgender is defined as a person whose gender identity aligns with their sex assigned at birth)

\*\*Gender non-conforming

\*\*(Gender non-conforming is defined as a person whose behavior or appearance does not conform to traditional gender expectations)

\*\*Genderqueer/non-binary

\*\*(Non-binary is defined as a person whose gender identity is not exclusively male or female)

\*\*\*Trans man

\*\*\*Trans woman

\*\*\*(Transgender is defined as a person whose gender identity and/or expression is different from their sex assigned at birth)

Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Decline to state

**Photo and Video Release:**

By participating in the FELA Academy, you agree to the following: "I agree to grant permission to the rights of my image, likeness and sound of my voice as recorded on audio or video tape without payment or any other consideration. I understand that my image may be edited, copied, exhibited, published or distributed and waive the right to inspect or approve the finished product wherein my likeness appears. Additionally, I waive any right to royalties or other compensation arising or related to the use of my image or recording. I also understand that this material may be used in diverse educational settings within an unrestricted geographic area."

Photographic, audio or video recordings may be used for the following purposes:

• conference presentations

• educational presentations or courses

• informational presentations or workshops

• on-line educational courses, presentations, or workshops

• educational videos

• social media/promotional content

Please contact ASCCC directly, should you not agree with this photo and video release at [info@asccc.org](mailto:info@asccc.org).

**ASCCC Mission:**

The FELA Mentor Program adheres to the mission of the Academic Senate for California Community Colleges. Please review the ASCCC mission, values, constitution, and bylaws at <https://www.asccc.org/about>.

**Agreement:**

By completing this application form, you agree to the goals and purpose of the FELA mentoring program. ASCCC encourages an open exchange of information and ideas between members participating in the program. However, ASCCC cannot and does not review such communications and does not guarantee or endorse the accuracy of any information exchanged between mentor and mentee. You agree that you will participate in the mentor program in a manner consistent with the ASCCC Mission and its constitution and bylaws. You further agree to completely release ASCCC, and its directors, from all claims, judgments, demands, liabilities, and actions that you may have arising out of, or in any way relating to, your participating in the mentorship program. I agree with the above terms, conditions, and goals of the mentor program.

Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_