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The Effectiveness of a Mentoring Program at a Small Liberal Arts University.

In the fall of 2012 Athens State University established an annual mentoring program which included formative orientation sessions, opportunities for the new faculty cohort to discuss issues relevant to new instructional faculty at the university during their first year of employment, and support for the mentor-mentee relationship. While many higher education communities realize the need for mentoring new faculty, particularly in mathematics and other STEM disciplines, Athens State University realizes the need to mentor veteran educators new to the university and those who have been employed in vocations not part of the professoriate. The fundamental purpose of the six orientation sessions over the two-semester duration is to acquaint new faculty with representatives of departments or committees considered influential on university faculty. In addition to the representatives' presentations, new faculty members engage in conversations central to the presentation theme. Near the end of the spring semester for each academic year, the participants complete a survey, the results of which are carefully considered by the coordinator of the program, disseminated to the provost and deans, and the program is adjusted to meet the needs of future participants. (Received July 10, 2017)