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Jenna P Carpenter* (jenna@latech.edu), Po Box 10348, Ruston, LA 71272. *Mentoring Junior Faculty: A Formula for Success.*

New faculty struggle with the often competing demands of teaching, research and service, on top of trying to figure out processes and procedures for a myriad of required activities. Equally important to faculty success and retention is navigating, and finding a home within, the department and campus culture. Research clearly shows the value of implementing a formal mentoring program for new faculty to assist and support them in this transition. Given that the only real resource required to implement such a program is some time and attention from a willing leader, this is a particularly timely strategy for improving faculty satisfaction, success, and retention in economically challenging times. This talk will review such a faculty mentoring program, highlighting the availability of great resources on the web, sharing successful research-based strategies and best practices for starting and running a mentoring program, feedback from participants, as well as practical information on how to maintain a program over time. (Received September 15, 2011)