

**College of Education
Western Oregon University**

Mentoring Program Mission Statement:

To facilitate the successful orientation and professional development of faculty at Western Oregon University.

Mentoring in a university setting allows more experienced and knowledgeable faculty to assist newer faculty to become more proficient in their activities related to teaching, scholarship, and service. In keeping with the classic definition of a mentor as a wise and trusted counselor or teacher, Western Oregon University (WOU) mentors are experienced faculty members who volunteer and who are selected on the basis of their ability to serve as a resource and a positive role model for those seeking tenure and promotion.

Mentoring at WOU will require a firm commitment and a willingness to invest some time and energy from both the mentor and the mentee. The mentoring relationship will require a specifically articulated agreement that includes expectations, specific goals and a structure to keep it going. It is preferable that mentors do not directly supervise and/or formally evaluate mentees.