
Faculty Mentoring and Networking Program

Welcome to Western! We hope you are excited to join our community, and we want to do everything we can to help you thrive and succeed. As a faculty member, you'll be teaching and working with a new group of students from diverse backgrounds. Many of you are pursuing scholarly and artistic projects, and you'll be serving on various committees that support the goals and daily operations of our university. Western's faculty mentoring and networking program is designed to connect you with people and resources to support your career development as well as your personal wellbeing as you transition into your new work environment and community culture.

The Program

Our approach incorporates a team mentoring model—a circle of faculty committed to supporting their colleagues within a larger resource network of staff, administrators, and community leaders who can help you and your loved ones settle in and thrive here.

You'll have an opportunity to meet the mentoring and resource community during the New Faculty Orientation Connections Kickoff. During this time, mentors will listen to your questions and share experiences as you collaborate to set goals for the year. In your first few weeks, you are encouraged to choose a single mentor or multiple mentors from the group who you feel can provide perspective and feedback that will inform your career progression, or even help you get your bearings socially and personally.

Goals

- Provide a formal and informal cross-disciplinary mentoring experience for faculty new to Western
- Facilitate opportunities for faculty to explore, discuss, and learn about resources, assistance, opportunities, and information relevant to their career trajectory and personal wellbeing
- Foster internal and external networking to help faculty thrive with work-life balance
- Create a multidisciplinary community of faculty and staff that mutually benefit from sharing their experiences and expertise and supporting each other's professional endeavors
- Cultivate collegiality, collaboration, and meaningful connection across our community
- Empower faculty by supporting their growth as teachers, scholars, and leaders
- Meet the practical needs of faculty in their first year

Activities

The year-long program will include:

- Developing a mentoring plan with your mentors
- Social events during the year
- One-on-one and group mentoring meetings during the year
- Workshops aimed at supporting new faculty in teaching, research, and service activities
- Shared interest groups
- Networking opportunities

wiu.edu/provost/faculty_orientation/index.php

Mentor Responsibilities

- Reach out to new faculty to ensure they have a support structure in place for career satisfaction and success
- Participate in the mentoring program activities
- Contribute to the development and delivery of the mentoring program
- Connect new faculty with additional resources and opportunities with which you are familiar
- Model professionalism, collegiality, and problem-solving
- Be an active agent in fostering a sense of belonging for new faculty through a culture of inclusivity, collegiality, and collaboration among members of the group and the broader university community

Mentee Responsibilities

- Connect with mentors and other new faculty from the mentoring network whom you feel can provide support as you navigate your first year
- Participate in the mentoring program to an extent that feels satisfactory and productive for you
- Be proactive in seeking support from the group and your self-selected mentors and communicating questions and concerns
- Take advantage of opportunities for professional growth in research, teaching, and service
- Be an active agent in fostering a culture of inclusivity, collegiality, and collaboration among members of the group and the broader university community