PSU’s Office Of Global Diversity & Inclusion Support

PSU’s Office of Global Diversity & Inclusion (GDI) is here to provide support to all participants as they move forward in developing their relationship with their mentor or mentee.Outlined below is a framework for the PSU’s Faculty Mentoring Program.

**PSU’s Faculty Mentoring Program Structure**

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<th>Pre-match</th>
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<td>Complete online survey if you are interested in being a Mentor/Mentee on GDI website. <a href="http://www.pdx.edu/diversity">www.pdx.edu/diversity</a>; Go to the Diversity Advocacy Tab and click on PSU’s Faculty Mentoring Program link. The mentor/mentee surveys are listed on this page along with additional information and resources.</td>
<td>Matching software will match participants. Once there is a match, mentors and mentees will be notified.</td>
<td>Participants will be invited to attend an official orientation/social event before their first meeting takes place.</td>
<td>Participants will decide amongst themselves how often they will meet throughout the year.</td>
<td>Trainings, workshops and opportunities will be offered throughout the year. Training and workshops will be conducted by current mentors and others with mentoring expertise.</td>
<td>All participants will be invited to networking events as well as other formal and informal social gatherings throughout the year to build community.</td>
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**Recruitment**
As part of the recruitment process, participants will be invited, self-nominated, or nominated by someone else to participate in the PSU’s Faculty Mentoring program.

**Pre-match**
The GDI office has developed a webpage on the GDI website to provide information on PSU’s Faculty Mentoring program and to help encourage future faculty to participate as a mentor or mentee. Once future participants decide to participate, they can complete the mentor/mentee survey.

**Matching**
The questions in the survey will allow the software to match participants based on how they answer the questions. Once there is a match, mentors and mentees will be notified via email by the GDI office. You will be provided with your mentee or mentor’s contact information or name and department. You will also be invited to attend PSU’s Faculty Mentoring program Networking/Orientation Social event.
**Orientation**
The orientation will provide an overview of the program and resources that are available to participants. To help build community, the GDI office has an expectation that both mentors and mentees attend the orientation before their first official meeting takes place. It is important that we hear from participants as to what kinds of workshops they would like us to provide throughout the year. A survey will be passed out during the orientation.

**Sessions**
Participants in PSU’s Faculty Mentoring program will have an opportunity to decide with their mentee or mentor on how often they will meet and the topics you will discuss during each session.

**Yearlong trainings and support**
The GDI office will host trainings/workshops and opportunities throughout the year based on suggestions/recommendations. Workshops will be conducted by current mentors and other experts in the mentoring field.

**Celebration and Recognition**
All participants will be invited to networking events to meet and network with fellow mentors and mentees. The networking event will help launch the program. All participants will be invited to attend other social gatherings throughout the year including the end of the year celebration to recognize and acknowledge mentors and mentee participation and accomplishments.

**Assessment**
To help learn from the current program year, the GDI office will send out pre and post-assessment survey to participants regarding an overall evaluation of the experience in the program as a mentor or as a mentee.

**Giving Back**
At the conclusion of the year’s mentoring program, we are requesting that mentees commit at least one year as a mentor to support other future mentees.