

WHAT A FACULTY MENTOR IS AND IS NOT

WHAT A MENTOR IS:

- One who empowers, encourages, and supports his/her mentees
- One who is an advocate for the mentee in the department, at professional meetings, etc.
- One who encourages and values good teaching
- One who expects mentees to have their own ideas and needs
- One who can provide information about what an academic career in this field involves
- One who can help point the mentee in an appropriate direction to find resources for better teaching, for finding employment, for professional development, etc.
- One who is reasonably available
- One who involves the mentee in professional dialogue
- One who actively listens
- One who expresses positive expectations
- One who shares his/her own experiences when relevant and without removing the focus from the mentee
- One who is a positive role-model for the mentee
- One who encourages the mentee to reflect on his/her own experiences
- One who takes time to think carefully about the mentee's needs and goals
- One who can be trusted

WHAT A MENTOR IS NOT:

- One who must know everything about teaching to be helpful

- One who must guide the mentee in all aspects of the mentee's professional and personal development
- One who is shaming, manipulative, arrogant, controlling, or domineering
- One who is responsible for all aspects of the mentee's success or failure
- One who takes sole responsibility for defining the mentoring relationship

Developed by Susan Lewis, University of Minnesota (1993) with information drawn from the following sources:

- Huling-Austin, L.L. 1990. Squishy business. In *Mentoring: Developing Successful New Teachers*. T.M. Bey and C.T. Holmes eds. Reston, VA: Association of Teacher Educators, 39-50.
- Sandler, B.R. 1993. Women as mentors: Myths and commandments. *Chronicle of Higher Education*, March 10.
- Coalition for Women Graduate Students. 1993. Improving the climate for women graduate students through quality mentoring at the University of Minnesota
- Kay, R.S. 1990. A definition for developing self-reliance. In *Mentoring: Developing Successful New Teachers*. T.M. Bey and C.T. Holmes eds. Reston, VA: Association of Teacher Educators, 25-37.