

Characteristics of an effective mentor

Project development

- Develops projects of appropriate scope and challenge for UW-Eau Claire students
- Defines project outcomes, both professional and personal
- Acquires resources to perform the project
- Is flexible to modify project as appropriate as it unfolds

Recruitment

- Recruits students intentionally to match project to student skills and abilities
- Recruits broadly

Student development

- Initiation stage
 - Helps student learn background information that represents the depth and breadth of knowledge in the discipline.
 - Communicates expectations and responsibilities (of student and mentor)
 - Creates work plans and division of labor
 - Prepares more senior students to mentor junior students, as appropriate
- Cultivation stage
 - Develops working relationship
 - Clarifies performance expectations
 - Teaches and/or trains students in needed skills
 - Challenges students (encourages risk taking and honors failure)
 - Helps students learn and practice characteristics of good scholars
 - Provides clear, constructive critique of student performance and behavior
 - Gathers evidence of quality of student performance in research activities
 - Is an intentional model of professional and personal behavior in scholarly endeavors
 - Provides exposure to the discipline and promotes student visibility/networking opportunities
 - Provides information about content and process: demystifies the system
- Transformation
 - Shifts from direction to coaching as appropriate
 - Enables mentor/student roles and relationship to grow and transform
 - Offers opportunities for student independence and agency
- Completion and Dissemination – completion of project (product) and end of the formal relationship
 - Guides creation of final product
 - Guides implementation of presentation, performance or publication of product

Collaborative relationship and environment

- Is accessible
- Provides regular encouragement, support and counsel
- Conveys passion for learning through the scholarly process
- Supports long-term goals: nurtures the student's passion and growth
- Assists development of realistic expectations
- Shares power judiciously
- Fosters networks and other mentoring relationships (mentoring constellations)
- Fosters increasing mutuality and collegiality over time
- Protects and supports students when necessary

Evaluation Form: Based on the evidence provided in the applicant's materials, how would you rate the mentor's performance on each of the following elements?

Project development

0 1 2 3 4 5 6 7 8 9 10
poor exemplary

Recruitment

0 1 2 3 4 5 6 7 8 9 10
poor exemplary

Student development - Initiation

0 1 2 3 4 5 6 7 8 9 10
poor exemplary

Student development – Cultivation

0 1 2 3 4 5 6 7 8 9 10
poor exemplary

Student development – Transformation

0 1 2 3 4 5 6 7 8 9 10
poor exemplary

Student development – Dissemination

0 1 2 3 4 5 6 7 8 9 10
poor exemplary

Collaborative relationship and environment

0 1 2 3 4 5 6 7 8 9 10
poor exemplary

Average Score _____