**Individual Interview Faculty**

How do you define mentoring?

What are the key responsibilities of a Mentor? Mentee?

What impacts the effectiveness of doctoral faculty mentoring?

What is the role of culture in a mentorship?

What are the benefits and challenges in the cross cultural mentorship?

How prepared do you feel in your role as a faculty doctoral mentor? As a mentor for an URM student?

How supported do you feel in your role as a faculty doctoral mentor?

---Where does the support come from? Training, Department? Institutional?

What are your perceptions about the diversity of your doctoral program?

What impacts your ability to be a change agent for diversity in your doctoral program?

Who are you currently serving as a doctoral faculty mentor for?

**Individual Interview GPDs, Department Heads**

How do you define mentoring?

What are the key responsibilities of a Mentor? Mentee?

What impacts the effectiveness of doctoral faculty mentoring?

What is the role of culture in a mentorship?

What are the benefits and challenges in the cross cultural mentorship?

How prepared do you feel in your role as a department chair/GPD to support mentoring in your department? for an URM student?

How supported do you feel in your role as a department chair/GPD help facilitate quality mentorships?

---Where does the support come from? Training, Department? Institutional?

What role do (department heads, GPDs) play in creating a sustainable climate for mentoring? For mentoring URM students?

Tell me about ways your department creates a climate for sustainable mentorship

Tell me about ways your institution supports the development of quality mentorships.

What are your perceptions about the diversity of your doctoral program?

What impacts your ability to be a change agent for diversity in your doctoral program?

How many URM doctoral students are currently in your doctoral program?

How many URM doctoral students have mentors?