Survey – Pre-assessment of Mentors

Your  completion  of this survey  indicates your  consent to participate in the described research study.

Your responses are confidential; all data will be collected and analyzed by the research team led by Dr. Lisa Merriweather. Results will be reported in aggregate with any identifying information removed.

Please note that this survey is the first of three that you will receive: prior to training, and after your first and second year summer workshop.

Identifier: Enter initials plus month and day of birth (eg. LRM 0818)

These codes are for internal tracking only and will not be shared with anyone outside of the research team.

Demographics

At which institution are you faculty?

North Carolina A & T University  
North Carolina State University

University of North Carolina at Charlotte

What year did you become a DFD fellow?

What is your rank/title?

What is your tenure status?

Non –tenure track

Tenure track

Tenured

What degrees do you hold?

What department do you teach in?

What is your age?

What is your country of origin?

If not USA, how long have you been in the USA?

What is your race/ethnicity?

What is your gender?

What religious affiliation?

How long have you been in your faculty role?

Is this your first faculty appointment?

Did you have a formal mentor when you were in your doctoral program,?

How many doctoral students have you formally been a mentor for?

How many doctoral students are you currently mentoring formally? Informally?

How long have you been a formal doctoral student mentor?

Have you ever been in a cross-cultural mentoring relationship as a faculty member?

Have you previously received any training as a formal doctoral faculty mentor?

If so, please name.

Please rate your agreement with the following using a 5 point Likert scale with 1 being the lowest/least and 5 being the highest/most.

As a doctoral faculty mentor, I…:

1. Actively listen
2. Provide constructive feedback to mentees
3. Establish a relationship based on trust with mentees
4. Identify and accommodate different communication styles
5. Employ strategies to improve communication with mentees
6. Coordinate effectively with your mentees other mentors
7. Work with mentees to set clear expectations of the mentoring relationship
8. Align your expectations with your mentees’
9. Consider how personal and professional differences may impact expectations
10. Work with mentees to set research goals
11. Help mentees to develop strategies to meet goals
12. Accurately estimate your mentees ‘s level of content knowledge
13. Accurately estimate your mentee’s ability to conduct research
14. Employ strategies to enhance your mentee’s knowledge and abilities
15. Motivate your mentees
16. Build your mentee’s confidence
17. Stimulate mentee’s creativity
18. Acknowledge your mentee’s professional contributions
19. Negotiate a path to professional independence with your mentees
20. Take into account the biases and prejudices you bring to your mentor/mentee relationship
21. Work effectively with mentees whose personal background is different from your own (age, race, gender, class, region, culture, religion, family composition, etc.)
22. Help your mentees network effectively
23. Help your mentees set career goals
24. Help your mentees balance work with their personal life
25. Understand your impact as a role model
26. Help your mentees acquire resources (e.g. grants)
27. Currently, how would you rate the overall quality of your mentoring
28. To what extent do you feel that you are currently meeting your mentees; expectations

Cross-Cultural Mentoring Inventory- Revised (Suffrin, Todd, & Sanchez, 2014) Directions: Please respond to the following statements using the scale provided.

Your possible choices range from Strongly Disagree to Strongly Agree. Please answer honestly, as there are no right or wrong answers. 1 (strongly disagree), 2 (disagree), 3 (slightly disagree), 4 (slightly agree), 5 (agree), 6 (strongly agree)

1. I am aware of my own cultural heritage.

2. I value and respect cultural differences.

3. I am aware of how my values might affect this mentee.

4. I am comfortable with differences between me and my mentee.

5. I willing to suggest referral when cultural differences are extensive.

6. I understand the current socio-political system and its impact on the mentee.

7. I demonstrate knowledge about mentee’s culture.

8. I am aware of institutional barriers which might affect mentee’s circumstances.

9. I elicit a variety of verbal and non-verbal responses from the mentee.

10. I accurately send and receive a variety of verbal and non-verbal messages.

11. I am able to suggest institutional intervention skills that favor the mentee.

12. I send messages that are appropriate to the communication of the mentee.

13. I attempt to perceive problems within the context of the mentee’s cultural experience, values, and/or lifestyle.

14. I present my own values to the mentee.

15. I am at ease talking with this mentee.

16. I recognize those limits determined by the cultural differences between mentee and mentor.

17. I appreciate the mentee’s social status as an ethnic minority.

18. I am aware of the professional and ethical responsibilities of a mentor.

19. I acknowledge and am comfortable with cultural differences.

<https://uwmadison.co1.qualtrics.com/jfe/form/SV_5jMT4fhemifK01n>

<https://chronicle.umbmentoring.org/wp-content/uploads/2014/11/Cross-CulturalInventoryRevised-Mentors.pdf>