**Mentors**

**What is Mentoring?**

“Mentoring involves a one-to-one relationship in which the mentor encourages and guides the student’s personal growth and academic development, while providing support and assistance as the student works through the challenges of undergraduate life” (Malachowski).

**Why Mentor?**

Mentoring provides benefits not only to the student but also to the mentor. Benefits to the mentor include challenging them intellectually, allowing them to contribute to their field, improve the quality of their teaching, share successes and challenges of their career, feel a sense of personal fulfilment, and expand leadership capabilities (Malachowski) (Hampton University).

**Characteristics of a Good Mentor**

* Interested and supportive
* Positive personality
* Knowledgeable and competent
* Sharing, giving, and non-exploitative

**Dos and Don’ts of Mentoring**

*Dos*

* Actively listen
* Promote independence
* Respect students time
* Be clear about schedule for meetings
* Criticize constructively
* Provide networking
* Teach by example

*Don’t*

* Take over
* Automatically give advice or criticism
* Assume your schedule is always priority
* Expect your mentee to be exactly like you
* Take your mentee for granted
* Move to quickly into a personal friendship

Sources:

* Handbook for Mentors, Hampton University (PDF)
* The Mentoring Role in Undergraduate Research Projects, Mitchell Malachowski (Dec 1996) (PDF)
* Do’s and Don’ts for Mentors and Mentees, University of Alabama Birmingham (PDF)
* Etiquette of mentoring Do’s and Don’ts, National Society of Professional Engineers (PDF)
* Ten Time – Saving Tips for Undergraduate Research Mentors, Jeffrey Scott Coker and Eric Davies, Journal of Natural Resources & Life Sciences Education, Volume 35, pg. 110-112 (pdf)