

INLeT Mentoring Framework Guidelines

Seeking mentors and mentorship

The INLeT mentoring framework is designed to complement existing mentoring programs. Your department, unit, or Faculty may have a mentoring program.

- It is the responsibility of faculty to proactively develop and maintain mentoring relationships.
- Contact the INLeT Mentorship Coordinator(s) for more information about the INLeT mentoring framework.

Partnership Models

There are a number of possible mentorship models. Consider what might be best for you:

- Traditional “one-on-one” dyadic partnerships;
- “Network” or “constellation” models characterized by multiple mentors working as a team;
- Group mentoring on general or specific topics between one or more mentors and a number of protégés.

Role of the Mentee(s) or Protégé(s)

- Communicate mentoring goals with mentoring partners;
- Reflect on ways mentoring partners could help your professional development and career advancement goals;
- Reflect on ways mentoring partners could help your teaching practice;
- Recognize the time constraints of mentoring partners;
- Take responsibility: proactively seek input and advice from mentoring partners when needed;
- Follow through on referrals and offers of networking connections from mentors;

Role of the Mentor(s)

- Be prepared to be an advisor, role model, coach and advocate;
- Share institutional information and teaching career experiences with mentoring partner;
- Listen actively and without judgment to what is said and how it is said;
- Expressive positive expectations through the mentoring process;
- Ask open and supportive questions;
- Offer constructive feedback on teaching materials, dossiers and CVs;
- Be accessible and available while clearly communicate time availability;
- Support and facilitate networking and brokering.

Measuring Success

- Members of a mentoring partnership should review the relationship on a regular basis to ensure it is providing value to all partners: a mentoring partnership is not a life sentence!
- Establish the objectives and desired outcomes of the mentoring partnership.

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