

MENTOR Institute
Mentorship through Effective Networks, Transformational Opportunities, and Research

MENTOR Universe

COMMUNITIES

Name	Role	Support
_____	_____	_____
_____	_____	_____
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MENTORS

Name	Role	Support
_____	_____	_____
_____	_____	_____
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_____	_____	_____

MENTEES

Name	Role	Support
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

PEER MENTORS

Name	Role	Support
_____	_____	_____
_____	_____	_____
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Definitions

Roles

Mentor – shares disciplinary and institutional knowledge, and provides individualized guidance.

Sponsor – expands mentee’s visibility, advocates for them, nominates and promotes mentee for awards.

Coach – provides guidance and helps mentees reach their full potential.

Advisor – offers value by giving specific feedback about specific questions.

Role Model – serves as an example whose behaviors or successes are looked up to and imitated.

Confidant – someone mentees can trust and feel free to be their authentic self with, who appreciates and motivates the mentees, who provides unconditional support and who will tell the truth (even when it is hard to hear).

Ally – advocates for mentees, gives credit for achievements, and actively partners with the mentees.

Supports

Accountability – includes showing up when expected, meeting deadlines, taking ownership of tasks, completing work in an ethical manner.

Career Support – information and guidance about specific careers, assessing skills and interests, exploring career options,

Emotional Support – show care and affection by offering reassurance, acceptance, and encouragement, so that mentees feels valued and important.

Intellectual Community – a group assembled around intellectual concerns – a research topic-focused group or network, a study group, or a writing group.

Modeling – providing a living example of what it means to be a responsible, ethical, engaged, and balanced scholar.

Networking – connecting mentees with others to help them build relationships.

Access to Opportunity – connecting mentees to individuals and organizations, nominating them for awards, grants, and other opportunities.

Skill or Professional Development – teaching specific skills, traits, and competencies that contribute to success.