Attachment 15:

Mentee Mentor Assessment

<Name of institution> is involved in a large effort funded by the National Institutes of Health (NIH) to support students and faculty in science, technology, engineering, and mathematics (STEM) fields. This effort, the NIH Diversity Consortium, is seeking to understand what programs and strategies can benefit students interested in STEM careers.

The University of California, Los Angeles (UCLA) will be collecting information about these programs. For some analyses, it will be important to compare students and faculty in STEM majors at <Name of institution> to those at other institutions as well as students and fauclty interested in other fields.

Name of institution   has provided UCLA your name and contact information because you have participated in activities on your campus that are part of the NIH Diversity Consortium's work. All of the information you provide will remain confidential.

Public reporting burden for this collection of information is estimated to average 25 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. **An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number.** Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to: NIH, Project Clearance Branch, 6705 Rockledge Drive, MSC 7974, Bethesda, MD 20892-7974, ATTN: PRA (0925-xxxx*). Do not return the completed form to this address.

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Student Survey: Assessments of Mentor

1. How would you rate the overall quality of the mentoring you received?

	Very low			Average			Very high
a. How would you rate the overall quality of the mentoring you received	◯ 1	◯ 2	◯ 3	◯ 4	◯ 5	◯ 6	◯ 7
	Not at all			moderately			Completely
b. To what extent do you feel this mentor is meeting your expectations	◯ 1	◯ 2	◯ 3	◯ 4	◯ 5	◯ 6	◯ 7

2. Please rate how skilled you feel your primary mentor is in each of the following areas: [We understand that you can only speak from your personal experience. Please try to rate a skill whenever possible, reserving the 'not observed' category for cases where you have no basis for assessment].

Mentoring Competency Assessment								
	Not at all						Extremely	Not observed
a. Active listening	◯ 1	◯ 2	◯ 3	◯ 4	◯ 5	◯ 6	◯ 7	◯ N/A
b. Providing constructive feedback	◯ 1	◯ 2	◯ 3	◯ 4	◯ 5	◯ 6	◯ 7	◯ N/A
c. Establishing a relationship based on trust*	◯ 1	◯ 2	◯ 3	◯ 4	◯ 5	◯ 6	◯ 7	◯ N/A
d. Identifying and accommodating different communication styles*	◯ 1	◯ 2	◯ 3	◯ 4	◯ 5	◯ 6	◯ 7	◯ N/A
e. Working with mentees to set clear expectations of the mentoring relationship	◯ 1	◯ 2	◯ 3	◯ 4	◯ 5	◯ 6	◯ 7	◯ N/A
f. Aligning your expectations with your mentees'	◯ 1	◯ 2	◯ 3	◯ 4	◯ 5	◯ 6	◯ 7	◯ N/A

	1	2	3	4	5	6	7	N/A
g. Considering how personal and professional differences may impact expectations*	○ 1	○ 2	○ 3	○ 4	○ 5	○ 6	○ 7	○ N/A
h. Working with mentees to set research goals	○ 1	○ 2	○ 3	○ 4	○ 5	○ 6	○ 7	○ N/A
i. Helping mentees develop strategies to meet goals	○ 1	○ 2	○ 3	○ 4	○ 5	○ 6	○ 7	○ N/A
j. Accurately estimating your mentees' level of scientific knowledge	○ 1	○ 2	○ 3	○ 4	○ 5	○ 6	○ 7	○ N/A
k. Accurately estimating your mentees' ability to conduct research	○ 1	○ 2	○ 3	○ 4	○ 5	○ 6	○ 7	○ N/A
l. Employing strategies to enhance your mentees' knowledge and abilities	○ 1	○ 2	○ 3	○ 4	○ 5	○ 6	○ 7	○ N/A
m. Motivating your mentees	○ 1	○ 2	○ 3	○ 4	○ 5	○ 6	○ 7	○ N/A
n. Building mentees' confidence	○ 1	○ 2	○ 3	○ 4	○ 5	○ 6	○ 7	○ N/A
o. Stimulating mentees' creativity	○ 1	○ 2	○ 3	○ 4	○ 5	○ 6	○ 7	○ N/A
p. Acknowledging mentees' professional contributions	○ 1	○ 2	○ 3	○ 4	○ 5	○ 6	○ 7	○ N/A
q. Negotiating a path to professional independence with mentees	○ 1	○ 2	○ 3	○ 4	○ 5	○ 6	○ 7	○ N/A
r. Taking into account the biases and prejudices they bring to the mentor/mentee relationship*	○ 1	○ 2	○ 3	○ 4	○ 5	○ 6	○ 7	○ N/A
s. Working effectively with mentees whose personal background is different from their own (age, race, gender, class, region, culture, religion, family composition etc.)*	○ 1	○ 2	○ 3	○ 4	○ 5	○ 6	○ 7	○ N/A
t. Helping mentees network effectively	○ 1	○ 2	○ 3	○ 4	○ 5	○ 6	○ 7	○ N/A
u. Helping mentees set career goals	○ 1	○ 2	○ 3	○ 4	○ 5	○ 6	○ 7	○ N/A

v. Helping mentees balance work with their personal life	○ 1	○ 2	○ 3	○ 4	○ 5	○ 6	○ 7	○ N/A
w. Helping mentees acquire resources (e.g. grants, etc.)	○ 1	○ 2	○ 3	○ 4	○ 5	○ 6	○ 7	○ N/A

*Starred items are cultural competence subscale

3.   Please respond to the following statements regarding your primary mentor:

On a scale from 1 to 4 where 1= "My mentor did not do this", 2= "My mentor tried to do this but was ineffective", 3= "My mentor did this sometimes, and was effective", and 4= "My mentor did this frequently, and was effective".

Mentor Actions				
Skill				
	My mentor did not do this	My mentor tried to do this but was ineffective	My mentor did this sometimes, and was effective	My mentor did this frequently, and was effective
a. My mentor gave me an overview of how my research fit into an overall research project.	○ 1	○ 2	○ 3	○ 4
b. My mentor helped me develop my research skills.	○ 1	○ 2	○ 3	○ 4
c. My mentor showed interest in my research project.	○ 1	○ 2	○ 3	○ 4
d. My mentor was available to me when I had problems or questions about my research.	○ 1	○ 2	○ 3	○ 4
e. My mentor offered constructive feedback when necessary.	○ 1	○ 2	○ 3	○ 4
f. My mentor and I developed a relationship based on trust.	○ 1	○ 2	○ 3	○ 4
g. My mentor understood how I learn best.	○ 1	○ 2	○ 3	○ 4
h. My mentor created an environment that allowed me to achieve my goals.	○ 1	○ 2	○ 3	○ 4
i. My mentor seemed so busy that I was afraid to interrupt her/him.	○ 1	○ 2	○ 3	○ 4
j. My mentor had an effective mentoring style.	○ 1	○ 2	○ 3	○ 4
k. My mentor had an effective mentoring style.	○ 1	○ 2	○ 3	○ 4

l. My mentor acted as a positive role model.	○ 1	○ 2	○ 3	○ 4
m. My mentor showed interest in me as a person.	○ 1	○ 2	○ 3	○ 4
n. My mentor fostered my independence.	○ 1	○ 2	○ 3	○ 4
o. My mentor fostered confidence in my skills.	○ 1	○ 2	○ 3	○ 4
p. My mentor appreciated my contributions.	○ 1	○ 2	○ 3	○ 4
q. My mentor encouraged me to be creative.	○ 1	○ 2	○ 3	○ 4
r. My mentor made me enthusiastic about my project.	○ 1	○ 2	○ 3	○ 4
s. My mentor helped me feel curious about my project.	○ 1	○ 2	○ 3	○ 4
t. My mentor treated me as a colleague.	○ 1	○ 2	○ 3	○ 4
u. My mentor helped me decide on a career path.	○ 1	○ 2	○ 3	○ 4
v. My mentor communicated his/her expectations of me.	○ 1	○ 2	○ 3	○ 4
w. My mentor respected my goals.	○ 1	○ 2	○ 3	○ 4
x. My mentor allowed me to take ownership in my research.	○ 1	○ 2	○ 3	○ 4
y. My mentor created an environment where I felt safe to make mistakes.	○ 1	○ 2	○ 3	○ 4
z. My mentor made me feel included in the lab.	○ 1	○ 2	○ 3	○ 4
aa. My mentor regularly assessed skills and knowledge that I gained in the lab	○ 1	○ 2	○ 3	○ 4

4. In your mentoring relationship, how important is it to you that your primary research mentor

	Not at all important	Somewhat important	Very important
Is willing to discuss diversity	○ 1	○ 2	○ 3
Considers their own cultural background, as well as yours	○ 1	○ 2	○ 3
Values and respects cultural differences	○ 1	○ 2	○ 3

In your mentoring relationship, how skilled is your primary research mentor…	Not at all	Somewhat	Very
Discussing diversity	◯ 1	◯ 2	◯ 3
Considering their own cultural background, as well as yours	◯ 1	◯ 2	◯ 3
Valuing and respecting cultural differences	◯ 1	◯ 2	◯ 3

16b. How satisfied are you with the mentoring you are receiving from your primary mentor?

Very Low			Average			Very High	
◯ 1	◯ 2	◯ 3	◯ 4	◯ 5	◯ 6	◯ 7	

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