

Support for Mentoring Assessment (Dean/Department Head Version)

Answer each item using the following scale: 1=strongly disagree, 2=disagree, 3=neither agree nor disagree, 4=agree, 5=strongly agree.

Perceived University Support for Mentoring

- ___ The university encourages faculty and administrators to become mentors.
- ___ University-level awards and kudos are available for being a good mentor.
- ___ Mentors at UT receive recognition by university administration.
- ___ Effective mentoring relationships are reinforced by senior administration at UT.

Perceived Division/Department Support for Mentoring

- ___ My division/department encourages faculty to mentor junior colleagues.
- ___ Faculty mentors in my division/department receive recognition for their efforts.
- ___ I model effective mentoring behavior for the faculty in my division/department.
- ___ There is a collaborative spirit among faculty members in my division/department.

Perceived Accountability for Mentoring

- ___ I will hold faculty mentors accountable for their treatment of junior faculty protégés.
- ___ I will be willing to look into junior faculty protégés' claims of problems with their mentors.
- ___ I will take steps to remedy a junior faculty member's dissatisfaction with his or her mentor.

Source: Eby, L. T., Lockwood, A., & Butts, M. (2006). Perceived organizational support for mentoring: A multiple perspectives approach. *Journal of Vocational Behavior* 68, 267-291.