

# BRIEF 4: MENTORING

The purpose of this document is to describe mentoring and to suggest a list of benefits mentoring offers for faculty and students. The Mentoring Partnership Project (<http://www.ist.hawaii.edu/mpp/>) of the Innovative and Sustainable Teaching Methods and Strategies project ([www.ist.hawaii.edu](http://www.ist.hawaii.edu)) has defined mentoring as: a dynamic, reciprocal, long-term formal, or informal, relationship that focuses on personal and/or professional development. A mentor is a sounding board and guide. Mentors provide perspective, resources, and ask thought-provoking questions. In the ideal mentoring relationship, mentors and mentees or protégés, learn and teach each other. The MPP focuses on mentoring relationships between faculty and students with disabilities.

## ***Mentoring provides the following benefits to faculty and students alike:***

- Supports faculty and students working together in both social and formal environments
- Facilitates long-lasting relationships;
- Students learn about the faculty member's areas of expertise;
- Faculty learn about disability issues and living life with a disability on a daily basis from those who know this best: the person with a disability;
- Communicating using a variety of methods and technologies, such as face-to-face meetings, email, and phone conferences;
- Technology can provide avenues for mentoring enabling faculty and students who are not in the same room, or even the same country to sustain their mentoring relationship;
- Encouraging a spirit of faculty-student cooperation;
- Being a model for mutual, collaborative learning;
- Mentoring skills sets are transferable to other areas of learning and life.

Understanding successful mentoring characteristics enables program staff to better assist students with disabilities enrolling, staying in, and graduating from postsecondary institutions. Similarly, mentorship of faculty and staff to increase disability issue awareness will further enhance the positive experience students with disabilities have in postsecondary education.

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*Please feel free to distribute with the following acknowledgement: Teaching All Students, Reaching All Learners, Center on Disability Studies, University of Hawai'i, Honolulu, HI.  
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