Mentoring

Women and faculty of color are underrepresented in academia. They have higher rates of attrition and are less likely to achieve the rank of full professor. The literature says that mentoring relationships have been shown to result in increased job satisfaction, commitment to the institution, rate of promotion, salary, retention and reduced work and family conflict. Good mentoring practices will benefit all faculty.


Wunsch, M. (1994). Mentoring can serve as a powerful tool to identify and change personal and institutional practices and attitudes that may be barriers to women's success. *Initiatives, 56*(1), 1-9.