One mentor cannot provide all of a protégé’s needs (Peluchette & Jeanquart 2000)

What is a mentoring mosaic?

A mentoring mosaic brings together a wide range of individuals in a non-hierarchical relationship, where each member is expected to bring something of value to the network from which others can continuously learn and grow (Kanuka & Marini 2004, Mullen 2000). Mosaics allow for a diverse range of opinions, experiences, and cultures, and place an equal value on each individual contributing to the mosaic.

Mosaics of mentors

- Provides an open environment for exchange of multiple ideas (Wasburn 2007)

Benefits of mosaic mentoring

- Reduces pressure on mentor to be “ideal faculty member” in research and teaching (Kanuka& Marini 2004, Wasburn 2007)
- Makes the most of small pools of mentors and mentor time (Kanuka & Marini 2004, Wasburn 2007)
- Is equally successful for women, men and minorities (Chesler & Chesler 2002)
- Reduces issues with solo status by providing a sense of community; psychosocial support from peer and senior mentors (Boice 1992, Chesler & Chesler 2002, Stanley & Lincoln 2005, Wasburn 2007)
- Reduces issues with cross-gender and cross-race mentoring (Cleveland et al. 2000, Wasburn 2007)
- Reduces personality conflicts and mentor-protégé mismatches (Wasburn 2007)
- Beneficial for exploring cross boundary or novel concepts (e.g. interdisciplinary studies, active learning classroom techniques) (de Janasz et al. 2003)
• More effective than single or no mentoring (McCormack & West 2006, Peluchette & Jeanquart 2000, Subramaniam & Wyer 1998)

• Can lead to learning new techniques, stimulate innovative research and teaching, and improve climate (Milem 2003)

• The give-and-take of skills and experiences is empowering of protégés (McCormack & West 2006)

**Cyber- or e-mentoring** (Single & Single 2005)

• Use of email, chat-rooms, message boards, video conferencing, or websites to supplement face-to-face meetings

• May require training and some supervision, facilitation, or reminders

• Decreased issues with status provides increased mentoring opportunities for women and minorities and safer environment for discussion

• Includes geographically distant members (at another institution or those traveling)

• Several simultaneous discussion threads can occur and a history of the conversation recorded for future reference

• Board or chat rooms can be established for peers or mentors only and all participants