

## The Graduate Teaching and Mentoring Behavior Inventory

Using the response codes shown below, please indicate your opinion on each of the listed behaviors as you think they might best apply to a faculty member involved in the teaching and mentoring of graduate students in your department or graduate program at your university.

1 = Appropriate behavior, should be encouraged.

2 = Discretionary behavior, neither particularly appropriate nor inappropriate.

3 = Mildly inappropriate behavior, generally to be ignored.

4 = Inappropriate behavior, to be handled informally by colleagues or administrators suggesting change or improvement.

5 = Very inappropriate behavior, requiring formal administrative intervention.

1. The professor prohibits graduate students from bringing their laptop computers to any seminar sessions.	1	2	3	4	5
2. An advisor shows favoritism to those graduate students with the most academic promise and neglects those students judged to have lesser degrees of academic promise.	1	2	3	4	5
3. A professor advises his/her graduate assistant who has personally witnessed an incident of research misconduct by a faculty member to ignore the incident.	1	2	3	4	5
4. A professor asks a graduate student to prepare a review of a manuscript or grant proposal that the professor then represents as his/her own review.	1	2	3	4	5
5. A professor routinely awards A's to all graduate students enrolled in his/her seminar regardless of whether the students do any assignments or attend class.	1	2	3	4	5
6. A professor routinely removes graduate students from research projects when they begin to show innovative results.	1	2	3	4	5
7. A professor who supervises graduate research assistants requires his/her assigned students to routinely work many extra hours per week beyond the time specified by the institution.	1	2	3	4	5
8. A professor's outside travel frequently interferes with regularly scheduled research team meetings/appointments.	1	2	3	4	5
9. Joke-telling and humor unrelated to course content occurs routinely in the course.	1	2	3	4	5

10. The professor makes derogatory remarks to graduate students about certain research methods used by other departmental faculty members.	1	2	3	4	5
11. The professor's perspective in every class is U.S. –dominated, without acknowledgement of contributions from other countries.	1	2	3	4	5
12. The professor's professional biases or assumptions about the seminar content are not explicitly made known to students.	1	2	3	4	5
13. A student consistently cannot get an appointment with the thesis/dissertation advisor within three or four weeks to discuss issues concerning the thesis/dissertation.	1	2	3	4	5
14. Assignment or other course requirements are not fully or accurately presented in the course syllabus.	1	2	3	4	5
15. The professor cancels most seminar classes during the term, saying it is to allow more time for the graduate students to read course materials or to write a paper.	1	2	3	4	5
16. The thesis/dissertation advisor does not give any substantive feedback on drafts to any of his/her graduate students.	1	2	3	4	5
17. The thesis/dissertation advisor insists that a student pursue a particular topic/problem for his/her thesis or dissertation.	1	2	3	4	5
18. While able to conduct the graduate class, the faculty member attends class while obviously intoxicated.	1	2	3	4	5
19. A faculty member refuses to serve on the departmental graduate admissions committee.	1	2	3	4	5
20. The professor instructs the research assistant to fabricate citations for a publication.	1	2	3	4	5

References: Braxton, J. M., Proper, E., & Bayer, A. E. (2011). *Professors Behaving Badly: Faculty Misconduct in Graduate Education*. Baltimore, MD: Johns Hopkins University Press.

### **Inviolable Norms:**

A student consistently cannot get an appointment with the thesis/dissertation advisor within three or four weeks to discuss issues concerning the thesis/dissertation.

A professor asks a graduate student to prepare a review of a manuscript or grant proposal that the professor then represents as his/her own review.

A professor routinely removes graduate students from research projects when they begin to show innovative results.

While able to conduct the graduate class, the faculty member attends class while obviously intoxicated.

A professor advises his/her graduate assistant who has personally witnessed an incident of research misconduct by a faculty member to ignore the incident.

The professor instructs the research assistant to fabricate citations for a publication.

A professor routinely awards A's to all graduate students enrolled in his/her seminar regardless of whether the students do any assignments or attend class.

### **Admonitory Norms**

The professor cancels most seminar classes during the term, saying it is to allow more time for the graduate students to read course materials or to write a paper.

A mentor shows favoritism to those graduate students with the most academic promise and neglects those students judged to have lesser degrees of academic promise.

The professor makes derogatory remarks to graduate students about certain research methods used by other departmental faculty members.

The thesis/dissertation advisor does not give any substantive feedback on drafts to any of his/her graduate students.

Assignment or other course requirements are not fully or accurately presented in the course syllabus.

The professor's perspective in every class is U.S. -dominated, without acknowledgement of contributions from other countries.

A professor who supervises graduate research assistants requires his/her assigned students to routinely work many extra hours per week beyond the time specified by the institution.

A faculty member refuses to serve on the departmental graduate admissions committee.

## **Positive Items**

Joke-telling and humor unrelated to course content occurs routinely in the course.

The professor's professional biases or assumptions about the seminar content are not explicitly made known to students.

The professor prohibits graduate students from bringing their laptop computers to any seminar sessions.

A professor's outside travel frequently interferes with regularly scheduled research team meetings/appointments.

The thesis/dissertation advisor insists that a student pursue a particular topic/problem for his/her thesis or dissertation.