

ASPA Mentoring Program Survey Report

January 2026

Introduction

In order to evaluate the impact and level of satisfaction with the ASPA Mentorship Pilot Project, which ran from June to December 2025, program participants were invited to complete a post-program survey. Forty-two people completed the survey (21 mentors and 21 mentees), representing a 75% response rate.

Provided throughout the report are quantitative ratings which are all based on a 5-point scale. In sections A, B, and C "Agree" percentages are based on those who indicated agree or strongly agree. "Disagree" percentages are based those who indicated disagree or strongly disagree. Also included in the report are key themes for the open-ended questions and a sample of quotes.

Survey Results

A. Mentees

Provided below are results based on **mentee** responses.

1. Role as a mentee

	Agree	Disagree	Average Rating
Enhancements have been made to how I carry out my work	95%	0%	4.21
I have increased confidence at work	95%	0%	4.37
I feel better supported in my role	84%	0%	4.16
Because of the mentorship program, I have a stronger sense of belonging to ASPA	84%	0%	4.21
Because of the mentorship program, I have a stronger sense of belonging to USask	74%	5%	4.00
I now have a source of support if experiencing work challenges	100%	0%	4.58
I now have a source of support if experiencing personal challenges	74%	5%	4.00
Being a part of this program was a good experience	100%	0%	4.79

2. Interactions and relationship with mentor

	Agree	Disagree	Average Rating
I could ask my mentor questions and receive meaningful responses	100%	0%	4.79
My mentor was flexible in helping me set and meet goals	100%	0%	4.63
My mentor helped me achieve at least one goal throughout the program	95%	0%	4.58
I would like to continue my mentorship relationship with my mentor beyond the program	100%	0%	4.74

3. Most valuable thing mentees have learned from the mentorship program

Based on responses from 14 mentees, the following key themes were found:

- 1 Gaining insights or practical guidance on how to be more efficient or effective in their work roles. Some also received advice on professional development and career advancement.
- 2 Increased confidence as a result of their interactions with their mentor.
- 3 Feeling supported.
- 4 Gaining networking opportunities.
- 5 Gaining clarity and insider perspectives on university leadership and operations at different levels, and how it affects their work.

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My Mentor was wonderful. She was proactive and asked me great challenging questions to help me think about my career and its development. Throughout our mentorship, I have learned a lot from her and I cannot say how appreciative I am of the opportunity.

Mentee

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To just try new things! Being able to confidently try things that I would not normally try.

Mentee

B. Mentors

Provided below are results based on **mentor** responses.

1. Role as mentor

	Agree	Disagree	Average Rating
The mentoring program was a good opportunity to share my experiences & insights	95%	0%	4.42
I felt I was able to help my mentee professionally	74%	0%	4.00
I felt I was able to help my mentee personally	79%	11%	3.79
I found personal satisfaction in mentoring	95%	0%	4.47
I have become a resource for my mentee	68%	5%	3.84
Enhancements have been made to how I carry out my work	42%	16%	3.21
I have increased confidence in my mentorship abilities	79%	0%	4.00
Being part of this program was a good experience	95%	0%	4.47

2. Interactions and relationship with mentor

	Agree	Disagree	Average Rating
My mentee was engaged and asked good questions	95%	0%	4.53
My mentee was responsive to suggestions for setting and meeting their goals	89%	0%	4.53
I feel I learned something working with my mentee	74%	5%	4.16
I would like to continue my mentorship relationship with my mentee beyond the program	74%	5%	4.11

3. Virtual training session for mentors

	Agree	Disagree	Average Rating
Helped me feel more prepared for my role	50%	13%	3.56
Taught me something that I applied in my mentorship relationship	56%	13%	3.63
Helped me be a better mentor	56%	6%	3.69
Was the right length of time	56%	6%	3.75
Was offered at the right stage of the pilot program	44%	6%	3.63
The online format was sufficient for reviewing and practicing the modules	75%	13%	3.94
The online format was sufficient for breakout group discussion	57%	14%	3.64
Breakout group discussions were the right length of time	57%	0%	3.79

Suggestions for improving the training session were to have it in-person and to hold it before matching with mentees. Another suggestion was for mentors to receive another training/check-in session halfway through the program.

4. Most valuable thing mentor have learned from the mentorship program

Based on responses from 11 mentors, the following key themes emerged:

- 1 Mentors also developed a better understanding of university leadership, politics, and policies.
- 2 Gained value from sharing their knowledge and engaging in reciprocity with their mentees.
- 3 Felt the program was a valuable opportunity and an “effective tool” for its members.
- 4 The offering of the mentorship program helped one mentor learn the potential impact of a union on its membership.
- 5 Merit seems to always be given to the same people every year

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The value of building relationships and sharing learnings and experience to guide someone else's journey.

Mentor

“

I learned that we can all learn something from each other if we have open minds. The weekly email tips were helpful to start conversations.

Mentor

C. Aspects of the Mentorship Program

1. Mentor City platform

The Mentor City platform was used to help with matches, a place to keep all resources, and could be used to schedule meetings.

	Agree	Disagree	Average Rating
Allowed for easy mentor-mentee pairing	82%	3%	4.03
Acted as a good repository for additional resources	37%	19%	3.18
Had an easy interface for scheduling meetings with my mentee/mentor	39%	19%	3.24

2. Resources and Communication

	Agree	Disagree	Average Rating
The Mentorship Program Guidebook provided valuable suggested phases and questions	64%	4%	3.79
Resources provided through the program helped me in my role	64%	15%	3.64
The communications from the ASPA Mentorship Working Group were effective	73%	6%	3.82
The gift cards provided by the program encouraged me to meet with my mentor/mentee in person	42%	21%	3.36

3. Weekly motivation emails

Shown below are the ratings pertaining to weekly emails sent to mentors and mentees with helpful tips and words of encouragement.

	Agree	Disagree	Average Rating
I recall receiving these emails	92%	0%	4.53
I read the messages in the emails	92%	3%	4.45
The messages in the email helped me feel motivated	59%	8%	3.76
The messages in the email were helpful for me	62%	8%	3.81

D. Mentorship Meetings

Shown below are results for various questions pertaining to mentor/mentee meetings.

- **65%** of meetings were held **in person**, while 35% were virtual.
- The most common meeting length was 45-60 minutes (**53%**), followed by more than 60 minutes (29%) and 30-45 minutes (18%).
- The majority of respondents **met with their mentor/mentee** once per month (**71%**)
- **95%** indicated that the **time commitment** was **manageable/very manageable** (average rating = 4.45).

E. Mentorship Program and Well-Being

The majority of respondents (**87%**) reported that the mentorship program had a **positive impact on their well-being**, while 13% indicated it had neither a positive nor negative impact (average rating = 4.45). The following key themes emerged when asked to describe how mentorship had a positive effect on their well-being.

- 1 The support and connection offered through mentorship had a large impact on well-being for both mentors and mentees.
- 2 Both mentors and mentees reported an improvement in their confidence and motivation.
- 3 Participants benefitted from the sharing and reciprocity aspect of mentorship.
- 4 Building a community increased a sense of belonging, and many reported a positive effect of the collaborative aspect of the program.
- 5 The mentorship program allowed for reflection, which had a positive effect on well-being, especially for mentors.
- 6 Some reported developing genuine relationships with their mentor/mentee and had flattering things to say about the individual (not just the relationship).

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Having a supportive space to talk through challenges, get perspective, and receive practical guidance has reduced a lot of stress and uncertainty in my role.

Mentee

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Overall, the experience has been uplifting and has strengthened my sense of belonging and engagement in my work.

Mentee

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Getting to know someone from another part of our institution was really great - my mentee was awesome and I really enjoyed getting to know them.

Mentor

F. Satisfaction with Mentorship Program

1. Shown below are various questions related to satisfaction with the Mentorship Program.

- **87%** were **satisfied/very satisfied** with their **mentor/mentee match** (average rating = 4.47).
- **89%** of mentors would consider **being a mentor again**, while 11% were unsure.
- **97%** would **recommend** the ASPA Mentorship Program to a colleague.
- Overall, **92%** were **satisfied/very satisfied** with the **Mentorship Program** (average rating = 4.39).

2. Listed below are the key themes and accompanying quotes pertaining to how to improve the mentorship program.

- 1 Clearer expectations and structured goals at the outset of the program.

“More communication early on for mentors and mentees to get an idea of what options are available in the program (i.e. for goal setting). It felt a little too open-ended.”
- 2 Extend the program or allow for flexible commitment.

“Maybe we can match with more than one person, or we can select how many meetings we need right now (like 3 or 4 instead of the 6 months commitment).”
- 3 Improve matching and access to mentors.

“Allow individuals to be both mentees and mentors.”
“Access to mentors in similar/related roles would be more helpful in career advancement.”
- 4 Increased interaction among mentors/mentees, and peer support.

“Perhaps opportunities to meet with other mentors to discuss our experiences and challenges (and have some opportunities for mentees as well).”
- 5 Additional training for mentors and guidance for mentees.

“I think more training for mentors would be great.”
“More resources and guidance on questions to discuss, structured better.”
- 6 MentorCity not required beyond matching participants.

“I don’t think that the app added value at all. Encouraging folks to use Teams rather than learning a new platform would make far more sense.”
- 7 More in person events and networking activities.

“Might be nice to have few more in person events/activities for mentors/mentees.”
- 8 Numerous positive comments with no suggestions for improvement.

“Overall, it was a very positive experience!”
“I thought it went very well overall, so not that much to improve upon.”

G. Additional Comments

At the end of the survey, participants had the opportunity to provide additional comments. Most of the responses conveyed gratitude for the program and a positive experience overall.

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Thank you for organizing and investing in your members. People are the most important assets so I am very pleased we have the program and so looking forward its growth.

Mentor

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I really appreciate the work and time that went into making this happen. Thank you. I think having mentors on campus helps me to build resiliency and better habits.

Mentee

“

This has been a great pilot program and we will be continuing our mentorship relationship in a little less formal setting. Thank you for this amazing pilot.

Mentor

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I had a great time and I'm so glad I joined this program. Thank you for putting this together!

Mentee

“

The mentoring program provided valuable networking opportunities to connect with other ASPA members. There was good communication and the platform was helpful to manage notes, goals, and meetings.

Mentor

“

I really appreciated having this program and would like to participate again - as both a mentee and mentor. I think this program strengthens our connections across campus and is beneficial to the organization as a whole plus the individuals who participate. I also really appreciated the flexibility the program allowed - it gave me an opportunity to target the areas I really wanted to focus on.

Mentee