

“You work for them?!”

How not to be the mentor students avoid

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What is mentorship?

- “A professional, working alliance in which individuals work together over time to support the personal and professional growth, development, and success of the relational partners through the provision of career and psychosocial support.”*
- Can take different forms, as in a one-on-one relationship, or a group of individuals working together with one or more mentors

*The Science of Effective Mentorship in STEMM

<https://www.nap.edu/resource/25568/interactive/mentorship-defined.html>

What are some effects of good mentoring?

- Graduate students are more likely to persist in their academic decisions if engaged in positive mentoring experiences (McGee and Keller, 2007; Williams et al., 2016)
- Graduate students cite positive mentoring experiences as the most important factor in completing a STEM degree (Ashtiani and Feliciano, 2012; Solorzano, 2000)
- Women and underrepresented students are better integrated into the STEM academic community if engaged in positive mentoring experiences (Anderson and Kim, 2006; Byars-Winston et al., 2015; Estrada et al., 2018; Felder, 2010; Good et al., 2000; Griffith, 2010; Huang et al., 2000; Lewis et al., 2016; Lisberg and Woods, 2018)
- Positive mentoring experiences increase recruitment of underrepresented mentees into graduate school and research-related career paths (Hathaway et al., 2002; Junge et al., 2010; Nagda et al., 1998; Thiry and Laursen, 2011).
- A focus on psychosocial needs is associated with increases in how mentees perceive the quality of the mentoring relationship and how satisfied they are with that relationship, which in turn enables them to see themselves as more competent as STEM researchers (Tenenbaum et al., 2001; Waldeck et al., 1997).
- Mentored graduate students and medical trainees are more likely to publish their research than those who are not mentored (Steiner et al., 2004; Steiner et al., 2002; Wingard et al., 2004)

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Negative Mentoring Experiences

- Bad intent or good intent?
- Sometimes there is just a bad fit
 - It's OK to walk away
- The rumor mill
- Be aware of negative environments that may pop up in your own group

Creating a culture of mentorship

- Possible barriers:
 - Belief that this is not a problem that needs addressed
 - A commitment to and comfort with traditional practices
 - The tendency to place responsibility with the trainee
 - The lack of commitment to support implementation of effective mentorship

*The Science of Effective Mentorship in STEMM
<https://www.nap.edu/resource/25568/interactive/tools-and-resources.html>



Individual Development Plans

- Set professional goals
- Make a plan for developing skills related to goals
- Establish lines of communication
- Set expectations (on both sides)
- Meant to be a living document

Sample IDP

INDIVIDUAL DEVELOPMENT PLAN

Student:

KSU ID#:

Degree program:

Year of study in program:

Academic Year:

Mentor:

Mentor Rank:

Professional goals and expectations for academic year:

Professional goals for graduate education:

By signing below, both the mentor and student acknowledge that this document accurately reflects the work expectation of the student for the above named academic year.

Student:

Date:

Print Name:

Mentor:

Date:

Print Name:



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Other Mentoring Tools

- Mentoring compacts
 - “SOP” for the research group as a whole
- Mentoring maps
 - Help identify goals, find support for those goals, and seek supplemental mentoring
- Mentoring plans
 - How the mentor approaches mentoring

The most important rule of mentoring:

- **The Golden Rule**

- Do unto others as you would have them do unto you.
- If you see yourself in others, then whom can you harm?
- The heart of the person before you is a mirror. See there your own form.
- Don't create enmity with anyone as God is within everyone.

(Guru Granth Sahib 259)

- **Model the behaviors you expect from your trainees**

Mentoring Resources

- National Research Mentoring Network (<https://nrmnet.net>)
- The Science of Effective Mentorship in STEMM (<https://www.nap.edu/resource/25568/interactive/index.html>)
- University of Michigan Rackham Graduate School (<https://rackham.umich.edu/faculty-and-staff/facilitating-academic-success/mentoring-advising/>)
- IDPs (<https://grad.wisc.edu/professional-development/individual-development-plan/>,
https://rwjms.rutgers.edu/gsbs/student_affairs/documents/IDPRutgers.pdf,
<https://gradschool.fsu.edu/professional-development/individual-development-plan-idp>)