Mentoring

Summer Institute

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Learning Objectives

• Explore how our own mentoring stories and experiences may differ from those of our students
• What are the important components of a dept/program/college’s mentoring infrastructure? How do different components including peer mentors contribute to retention and learning?
• How can we use data to inform our decisions?
Our Mentoring Stories...

• Turn to a neighbor and share about an important undergraduate mentor, if you had one
• Were you in a formal program? Or otherwise?

Discussion:
• How do our students’ experiences possibly differ from our own?
Magical Mentor vs. Diverse Network
Mentoring as Pure Joy or Burden

“SURE! I have tons of capacity, dedicating my summers to students is no big deal...”

Said no faculty member ever

Schwartz, 2011
The Research
• **Mentoring** is linked to **Success**
  - Higher Salaries, Promotions, Careers
  - Better Grades, Persistence
  - Lots of other good things...!

Linnehan, Weer, & Uhl, 2005; Rhodes, Ebert, & Fischer, 1992; Rhodes, Reddy, & Grossman, 2005; Sanchez, Reyes, & Singh, 2006; Sanchez, Esparza, & Colon, 2008; Shotton, Oosahwe, & Cintron, 2007)

Gibson, 2005; Higgins & Thomas, 2001; Terrion & Leonard, 2007; Ragins, 1997; Thomas, 1999; Scandura & Williams, 2004; Sosik & Godshalk, 2005; Zalaquett & Lopez, 2006)
History of Mentoring

- Mentor Myth
- Grooming
- Intense one:one
Students tend to overlook mentors who do not look like them.

However, they can change this view, and gain more mentoring in the process.

*Mentors also tend to overlook students who do not look like them.*

Packard (2003); Packard et al. (2009)
Source-Function Relationship
Composition of Network Matters

Mentoring Sources

- Home
- School
  - Same stage peers
  - Near-peers
  - Step ahead peers
  - Faculty
  - Special program staff
- Work

Mentoring Functions

- Socio-emotional
  - Encouragement
  - Role modeling
- Instrumental
  - Academic
  - College navigation
  - Sponsorship
  - Career
  - Financial
  - Resources

*Ensher et al. (2001); Packard et al. (2009); Stanton-Salazar (2011); Vogt (2008)*
Leverage Peer Mentoring

√ Peer cohorts

√ Near-Peer Supplemental Instruction

√ Step-Ahead mentoring

Examine the College Infrastructure From admission through graduation
Complete Mentoring Intake form

• Primary issues facing students
  ▫ Data? Enrollment, Grades, Climate Surveys
• Current mentoring initiatives that can be tweaked or leveraged
• What is missing, if anything?
• What is possible, given available resources?