Mentoring

Summer Institute

Becky Wai-Ling Packard, Ph.D.
Professor of Psychology and Education
Director, Weissman Center for Leadership

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

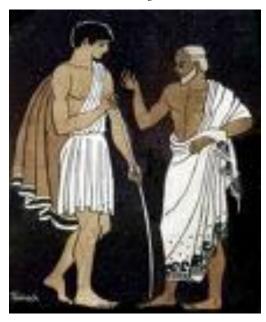# The Research

- **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.

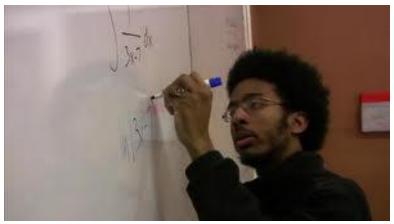Packard (2003);
Packard et al. (2009)

Source-Function Relationship Composition of Network Matters

Mentoring Sources	Mentoring Functions

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

Stolle-McAllister, K., Sto. Domingo, M. R., &
Carrillo, A. (2011); Bronstein (2008)

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?