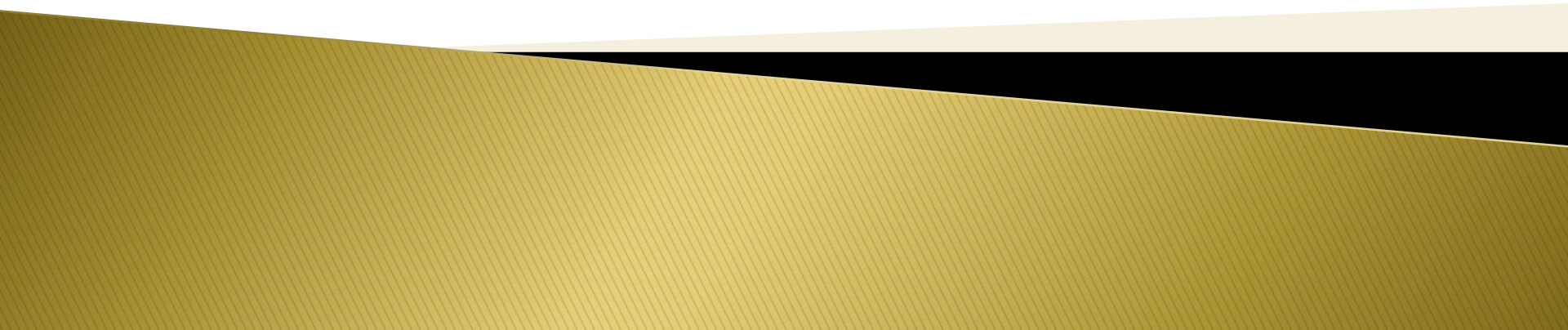
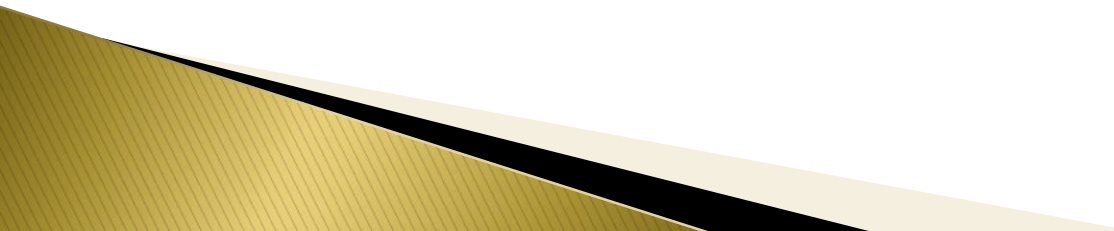


Recruiting and Mentoring Graduate Students

Lessons learned while building futures



Recruitment

- ▶ First few students are critical to getting your program established and productive prior to a tenure decision
 - ▶ Don't rush
 - ▶ Don't rely on just paper
 - ▶ Look beyond the "scores"
 - ▶ Be wary
 - ▶ Think broadly –
 - ▶ Always be on the lookout
- 

Discuss “style” before you offer

▶ Work styles

- Deadlines
- Drafts
- Hours
- Level of contact
- Family responsibilities (population is changing)

▶ Personality styles

- Organizer

Graduate Population

- ▶ National Postsecondary Student Aid Survey (2000)
 - Average grad student is 33 years old
 - 20% over the age of 40
 - Women (all fields) 60% Master's 51% PhD

Discuss “style” before you offer

- ▶ Work styles
 - Deadlines
 - Drafts
 - Hours
 - Level of contact
 - Family responsibilities

 - ▶ Personality styles
 - Organizer
 - Time consideration
- 

Discuss “style” before you offer

- ▶ Establishing expectations before they accept will assist with a good match between styles
- ▶ Then reiterate after they accept and arrive

Mentoring

- ▶ What kind of mentoring did I receive
- ▶ How did other students get mentored
- ▶ What was helpful and unhelpful
- ▶ How well does it apply to the graduate student population today
- ▶ How well did it help me develop professionally
- ▶ Career preparation
- ▶ What didn't I receive that I would have been helpful

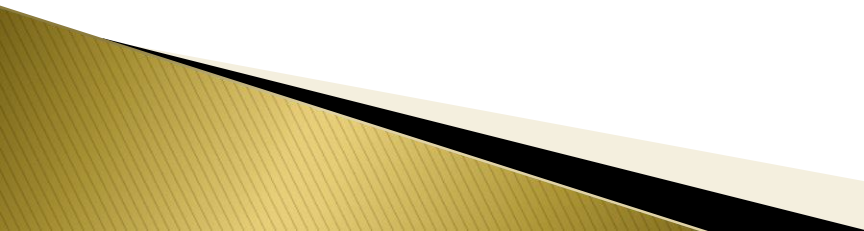
Small group Discussion – Mentor Worksheet



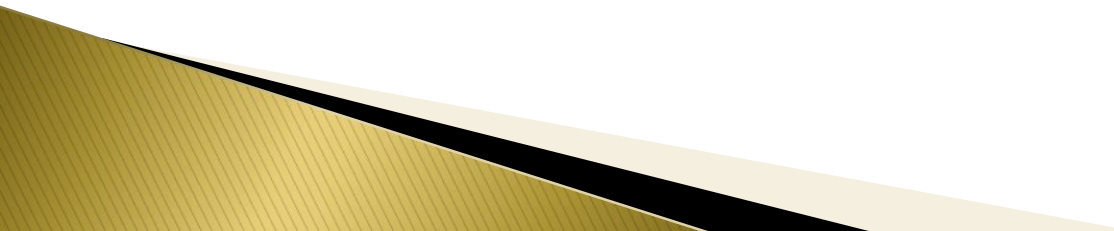
Tailor made mentoring

- ▶ Student experience may be different
 - Undergraduate Institution and interaction with graduate students
 - Master's vs. Doctorate
 - Student's responsibility

Beyond the research

- ▶ Professional Development
 - ▶ Career Counseling
 - ▶ Work Ethic
 - ▶ Encouragement (imposter syndrome)
 - ▶ Constructive and supportive feedback
 - ▶ Foster multiple mentors
- 

When it goes wrong (and it can)

- ▶ Written expectations
 - ▶ Documentation
 - ▶ Intervene early – the problem will only get worse
 - ▶ Understand your emotional investment
- 

Resources

- ▶ Graduate School – University of Washington
(<http://www.grad.washington.edu/mentoring/GradFacultyMentor.pdf>)
- ▶ Rackham Graduate School – Univ. Michigan
(<http://www.rackham.umich.edu/downloads/publications/Fmentoring.pdf>)