Managing and Mentoring Graduate Students

FAST – ADVANCE
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Your Experience as a Mentor

1. Describe some of the struggles you have experienced mentoring graduate students.

2. What strategies have you learned to help you become a better mentor to graduate students?
What Can Go Wrong

- Attention to detail – missed deadlines
- Fabrication/Falsification/Plagiarism
- Funding issues
- Publication/authorship
- Career choice/expectation
- Curriculum doesn’t follow through
Recruiting the Best Graduate Student

• Contact early, often and directly – invite for visit if possible – Consider SROP (summer research); Graduate Diversity Visitation Program in Fall (GDVP)
• Recruit on a continual basis
• Check references closely – read between the lines - call
• Rethink GRE and all admission policies
• Big 10 + Graduate Expo; Midwest Graduate School Summit
Set Expectations Early and in Writing
What to Cover in Initial Meetings

- IDP (individualize development plan)
- GRAD – XXXX Research Credit Hours “Syllabus”
  - 1816 registrations and 1516 with no documentation
- Strengths and weaknesses – honest regular evaluation
- Work Style
- Work Plan – helps with time to degree
- Timely feedback on writing and presentations
- Intellectual Property, Human Subjects, Ethics discussions
- Recommendation letters, travel expectations
Mentoring and Graduate Education

• Most important factor to continue or withdraw from graduate school is the relationship with an advisor or mentor.

• Having a mentor helps maximize the educational experience through guidance and support.

• Helps in the retention of women and minorities who face unique barriers. URMs typically receive less mentoring than their non-URM peers.

• Mentoring relationships are less likely to yield the desired career advancement (Ibarra, Carter, & Silva, 2010).

• Women and minorities tend to be over-mentored and under-sponsored...
Mentoring & Professional Dispositions

- Time management
- Listening
- Critical thinking
- Confidence
- Proactive behaviors
- Assertiveness
- Emotional intelligence
- Anticipatory mindset

- Ability to interpret ambiguity
- Oral communication
- Written communication
- Problem-solving
- Ability to work independently
- Growth mindset
- Attention to detail
- Handling conflict

- Organized
- Manage multiple assignments effectively & efficiently
- Leadership
- Ability to synthesize information & data
- Social graces
- Content knowledge
Strategies for Developing and Maintaining a Quality Mentoring Relationship

1. Ask how they are doing.
2. Provide encouragement and support.
3. Clarify performance expectations upfront.
4. Sponsor mentees for important opportunities.
5. Provide insider information ("demystify the system").
6. Constantly affirm (nurture & support their career goals).
7. Provide professional exposure and promote visibility.
8. Foster their mentoring networks.
9. Self-disclose when appropriate (especially if it will help the mentee).
10. Allow increasing mutuality and collegiality.
Services

- Writing Center – grad student support
- Ithenticate / Fig Share / Overleaf
- Grant Support
- Office of Graduate Assistance -
  - Mental Health (39% GS mod to severe depression scale vs 6% gen. pop)
- Travel Support; Parent Support Network
Professional Development

- 325 Workshops
- 16397 Registrations
- 3653 Unique Students
Student and Faculty Professional Development

Purdue has an NCFDD institutional membership that supports scholars transitioning from graduate student to professor.

Monday Motivator
Access to Career Center
Video recordings
Faculty Success Program
Accountability and tracking software
Dissertation Success Program
Questions?
Minimum Salary

- $19,094 (.50 FTE FY)
- $15,912 (.50 FTE AY)
- Average Salary is = 25K for FY (.50 FTE)
FTE (Full-time Equivalent)

- .25 FTE tuition benefit
- .50 FTE most assistantships at this level
- .75 FTE
Fellowship vs. Assistantship

<table>
<thead>
<tr>
<th></th>
<th>True Fellowship</th>
<th>Fellowship Administered As Assistantship</th>
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<tbody>
<tr>
<td>Stipend</td>
<td>$19,667.00*</td>
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<td>Insurance</td>
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<td>Fringe</td>
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<tr>
<td>Total Cost to Grad School</td>
<td>$56,057.25</td>
<td>$33,161.35</td>
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</tbody>
</table>

*internal funds could be much higher but paid for from grant or fellowship
Funding for Graduate Students

fellowships@purdue.edu
Questions?