

Managing and Mentoring Graduate Students

FAST – ADVANCE

January 26, 2021

Linda J. Mason

Dean of the Graduate School and Professor of Entomology

Melanie Morgan

Associate Dean Graduate School and Professor of Communication

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

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?

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. URM's 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

What Can Go Wrong



- Attention to detail – missed deadlines
- Fabrication/Falsification/Plagiarism
- Funding issues
- Publication/authorship
- Career choice/expectation
- Curriculum doesn't follow through


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



- Fall – 135 workshops and 6600+ registrations
- Communication & Networking
 - Diversity & Inclusion
 - Mental Health
 - Teaching & Research
 - Industry & Academic Career Preparation
 - Grantsmanship & More!
- Three Minute Thesis (3MT) & Say It In 6 Competitions
 - InnovatED Graduate Research Magazine

SAY IT IN 6
What's Your Story?



**WHETHER TOGETHER OR
APART, WE'RE BOILERMAKERS.**
– Mackenzie Breneman

P PURDUE | The Graduate School
UNIVERSITY.

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

Funding for Graduate Students



Assistantships vs.
Fellowships



Graduate Tuition
Calculator:
fellowships@purdue.edu

Questions?