Managing and Mentoring Graduate Students

FAST – ADVANCE
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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. 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
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
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
Questions?