

HHS External Graduate Student Mentoring Support

The College of Health and Human Sciences (HHS) introduces an external mentoring program for the support of graduate students from underrepresented and underserved groups. Some students may find an external mentor, in addition to internal mentoring from their graduate advisors and others at Purdue, to be beneficial. Graduate students generally benefit from multiple mentors to enhance their professionalization experiences, and studies show that mentoring relationships are especially critical for students belonging to underrepresented groups to improve retention, career preparation, and sense of belongingness (Thomas, Willis, & Davis, 2007; Lewis et al., 2016; Wingle-Wagner, & McCoy, 2016). Many times students may derive unique benefits if one of their mentors shares their lived experiences through a similar social identity (e.g., relevant to race, gender, culture; Blake-Beard, et al., 2011; McCoy, Winkle-Wagner, & Luedke, 2015).

Students pursuing a M.S. or Ph.D. degree with mentoring needs relevant to their personal experiences or social identities that may be uniquely enhanced by an external mentoring relationship may apply for this program. Mentors will be provided with a \$500 honorarium in recognition of their time commitment and contributions at the end of a one-year period.

Eligibility

To apply for mentorship, graduate students must

- Be enrolled full-time in a HHS M.S. or Ph.D. graduate program.
- Have mentoring needs based on personal experiences or social identities that may be uniquely enhanced by an external mentoring relationship
- Identify a mentor external to the university who is uniquely able to contribute to the mentee's growth and professional development due to shared identities, background, or experiences. Although an established relationship is not required, the graduate student is responsible for seeking and connecting with the individual who will serve as their mentor. *The mentor must either be an academic scholar at another institution and/or professionally employed in the student's field of study.* If a student desires assistance identifying a mentor, the college will assist as best we can (see email for assistance provided below).
- Applicants who have previously participated in this program may apply again for a subsequent year.
- Priority will be given to students who have not previously received the award.

Program Expectations

- Mentors and mentees will meet at least five times across the one-year period.
- Meetings should typically be career-focused, although personal goal setting can be included.

- Mentors and mentees should be committed to developing a professional relationship. At the conclusion of the mentoring period, mentees will submit a log of dates and times they met with their mentor, who should sign the log. Mentees will also comment on whether their main objectives with their external mentor were met. Honorariums will then be processed.

Application Requirements

Please submit the attached application form to hhsinclusion@purdue.edu. Applications will be accepted throughout the year. Questions or requests for assistance can also be directed to hhsinclusion@purdue.edu.

Note: Students of all races and national origin are invited to apply.

References

- Thomas, K.M., Willis, L.A., & Davis, J. (2007). Mentoring minority graduate students: issues and strategies for institutions, faculty, and students. *Equal Opportunities International*, 26, 179-192.
- Lewis, V., Martina, C.A., McDermott, M.P., Goodman, S.R., Morse, G.D., LaGuardia, J.G., Sharp, D., & Ryan R.M. (2016). A randomized controlled trial of mentoring interventions for underrepresented minorities. *Academic Medicine*, 91, 994-1001.
- Winkle-Wagner, R. and McCoy, D.L. (2016). Underrepresented students' acquisition of cultural and social capital in graduate school preparation programs. *The Journal of Higher Education*, 87, 178-205.
- Blake-Beard, S., Bayne, M.L., Crosby, F.J., & Muller, C.B. (2011). Matching by race and gender in mentoring relationships: Keeping our eyes on the prize. *Journal of Social Issues*, 67, 622-643.
- McCoy, D.L., Winkle-Wagner, R., & Luedkle, C.L. (2015). Colorblind mentoring? Exploring white faculty mentoring of students of color. *Journal of Diversity in Higher Education*, 8, 225-242.

**External Graduate Student Mentoring Program
College of Health and Human Sciences
Application Form**

Student (Mentee) Information:

Name: _____ Email address: _____

Academic Department/School: _____

Your expected graduation date: _____ Degree sought (MS or PhD): _____

Have you received this award previously? If yes, please provide the date(s) of the award and mentor's name and affiliation. _____

Mentor Information:

Name: _____ Email address: _____

Affiliation: _____

Attach copy of the mentor's CV or resume.

Application Statement :

Please attach a brief statement (no more than 300 words) that describes a) your mentoring needs based on personal experiences or social identities that may be uniquely enhanced by an external mentoring relationship, and b) why the external mentor you have identified is suitable. Within this statement, please mention what efforts you have made to identify multiple mentors within Purdue (e.g., through the Graduate School) and professional associations in your field, as it is possible that these opportunities will satisfy your mentoring needs. Please also mention whether you are currently or have participated in any other mentoring programs at Purdue or beyond.

I certify that I have read and agree to the current rules and directions for the External Graduate Student Mentoring Program and certify that all information I have provided in this application is accurate. I grant permission to the College to verify my status as a student in good standing at Purdue, my eligibility for the Award and to use my photo when recipients of this award are featured (e.g., on the HHS DEI website).

Applicant signature: _____ Date: _____

HHS External Graduate Student Mentoring Agreement

Mentoring is a formal or informal relationship through which a mentor provides professional or personal guidance and support to assist a mentee with goal setting, career discernment, and professional development. Mentors share knowledge and experiences, and they may assist in other ways such helping the mentee to network or to become involved in professional organizations and meetings. Although the mentoring relationship is primarily professional, addressing personal goals and interests may be relevant in supporting mentees during their graduate work. It is also the case that mentees may foster positive outcomes for mentors, such as providing fresh perspectives and new opportunities for professional and personal engagement.

Expectations for Mentees

- Contact your mentor and respond to communications from your mentor in a timely manner.
- Discuss frequency and mode of communication.
- Communicate openly, effectively, and consistently, including sharing your schedule and other priorities, along with any expectations for confidentiality and topics that are off-limits.
- Describe your needs and establish mutual expectations for the mentoring relationship.
- Come prepared with a reasonable agenda or plan for each meeting. This can be somewhat informal but should be negotiated with your mentor.
- At the end of the mentoring period, submit a log of dates and times you met with your mentor. Your mentor should sign the log before it is submitted.

Expectations for Mentors

- Respond to communications from your mentee in a timely manner.
- Communicate openly, effectively, and consistently, including sharing your schedule and other priorities, along with any expectations for confidentiality and topics that are off-limits.
- Assist your mentee in setting reasonable and meaningful goals.
- Sign the mentoring log that the mentee prepares at the conclusion of the mentoring period.

If either party finds the mentoring relationship unproductive and requests that it be terminated, we agree to honor that individual's decision without question or blame. In these situations, the mentor or mentee should contact HHS DEI (hhsinclusion@purdue.edu; or [Margo Monteith, 765-496-9461](tel:765-496-9461)). The provision of an honorarium in these cases.

I have read and agree to the terms outlined above.

Mentee signature: _____

Date: _____

Mentor signature: _____

Date: _____