

Managing, Mentoring, and Funding 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?

Mentoring Defined

- NASEM report defines mentoring as a relationship between a faculty member and a graduate student as, “a professional, working alliance in which individuals work together over time to support the personal and professional growth, development, and success of the relational partners through the provision of **career** and **psychosocial support**”

(National Academies of Science, Engineering and Medicine 2019:37).

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.

Recruiting the Best Graduate Student



Equity Task
Force work to
rethink our
student
population



Contact early,
often and
directly – invite
for visit if
possible –



Recruit on a
continual basis



Check
references
closely – read
between the
lines - call



Rethink GRE
and all
admission
policies –
holistic
admission
work with Dr.
Kevin Gibson.
Faculty are key

Two Biggest Problems

Managing Expectations



Communication

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 Statement

- Thesis
- Publications
- Authorship
- Career paths
- Meetings
- Independence
- National Meetings – Travel
- Stipends/Salary
- Research Funding
- Coursework
- Grant Proposal Writing
- Original Literature
- Teaching
- Personal Life
- Time Management
- Dept/Univ Service
- Ethics
- Resolving Conflicts
- IDP

What Can Go Wrong



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

Strategies for Developing and Maintaining a Quality Mentoring Relationship


1. **Ask how they are doing.** Listen
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.

Mentorship vs. Sponsorship

- Two different developmental roles.
- Mentoring ≠ Sponsorship, but...you need both.
- Mentorship does not necessarily provide visibility and opportunity.
- You can ask someone to be a mentor, you cannot ask someone to be your sponsor—they decide that on their own.
- 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 Resources

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Mentoring Improvement Initiative

The Graduate School has initiated an improvement plan for mentoring in graduate education at Purdue University. Beginning in January of 2022, the Graduate School has engaged in an intensive examination of mentoring practices on campus to assess our current state and look for places where we excel and opportunities for change. Research indicates,

Services

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



- 300+ 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



A pink piggy bank sits on a wooden block, with a black and white umbrella positioned above it. The word "Funding?" is written in large, bold, yellow letters across the middle of the image, partially overlapping the umbrella and the piggy bank.

Funding?

Current Minimum Salary

- \$28,000 (.50 FTE FY)
- \$21,913 (.50 FTE AY)



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FTE (Full-
time
Equivalent)

.25 FTE tuition benefit
(but no insurance)

.50 FTE most
assistantships at this level

.75 FTE

Fellowship vs. Assistantship

	True Fellowship	Fellowship Administered As Assistantship
Stipend	<u>\$24,124.00*</u>	\$24,124.00
Insurance	\$ 1,375.00	\$ 1,650.00
Tuition	\$35,012.25	\$10,920.00
Fringe	\$ 0.00	\$ 924.35
Total Cost to Grad School	\$60,511.25	\$37,618.35

* internal could be much higher but paid for from grant or fellowship

Outside Funding Issues

- No tuition
- Pay the fellowship rate
- Little to no COPA (cost of program allowance)
- Contact fellowship office for outside Fellowship budget overview

Questions about funding
for Graduate Students---
reach out to:

fellowships@purdue.edu



Good mentoring can pay you back 1000-fold. The extra effort is worth it.

