

Managing and Mentoring Graduate Students

FAST – ADVANCE

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Linda J. Mason

Dean of the Graduate School and Professor of Entomology

Melanie Morgan

Associate Dean Graduate School and Professor of Communication

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. 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

Mentoring & Professional Dispositions

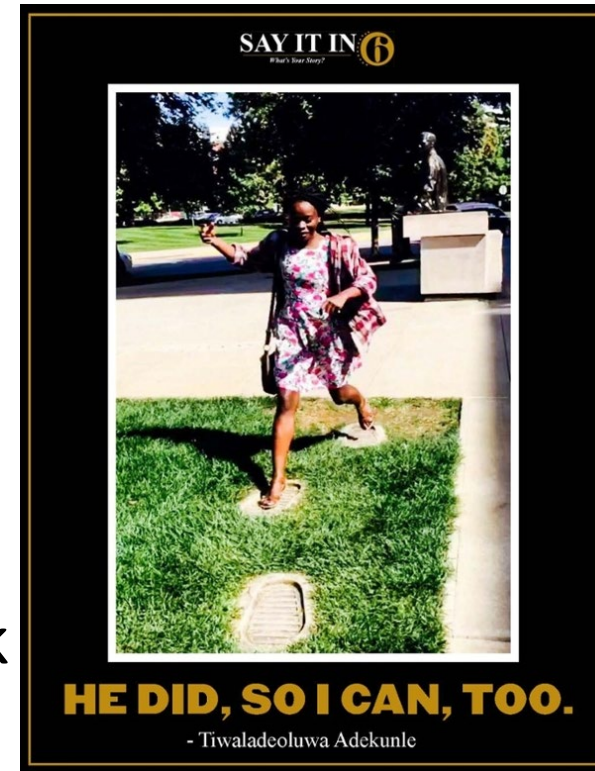
- **Time management**
- Listening
- Critical thinking
- Confidence
- Proactive behaviors
- Assertiveness
- Emotional intelligence
- **Anticipatory mindset**
- **Ability to interpret ambiguity**
- **Oral communication**
- **Written communication**
- Problem-solving
- **Ability to work independently**
- **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



CAREER BUILDING



COMMUNICATION



DIVERSITY



GRANTSMANSHIP



LEADERSHIP



RESEARCH AND ETHICS



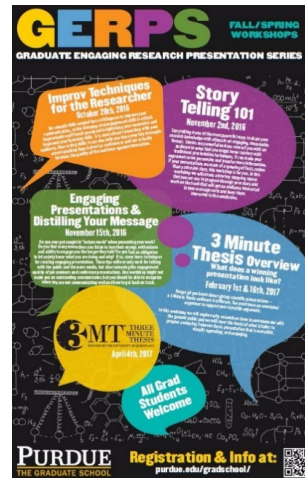
SUCCESS



TEACHING



WELLNESS



The Graduate School



**GRADUATE
SCHOOL**
PROFESSIONAL DEVELOPMENT

Student and Faculty Professional Development

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



**National Center for Faculty
Development & Diversity**

Monday Motivator

Access to Career Center

Video recordings

Faculty Success Program

Accountability and tracking software

Dissertation Success Program

www.FacultyDiversity.org

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

	True Fellowship	Fellowship Administered As Assistantship
Stipend	\$ <u>19,667.00*</u>	\$19,667.00
Insurance	\$ 1,375.00	\$ 1,650.00
Tuition	\$35,012.25	\$10,920.00
Fringe	\$ 0.00	\$ 924.35
Total Cost to Grad School	\$56,057.25	\$33,161.35

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

Funding for Graduate Students

fellowships@purdue.edu



Questions?