

Managing, Mentoring, and Funding 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

Mentoring Initiative on Campus

- Mentoring Fellows
- Peer Mentoring Study this spring

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**” (NASEM 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

- 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
- Consider a mentoring statement on your website

Two Biggest Problems

- Communication
- Expectations

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

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.

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 Resources

- Mentoring Website Resources

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



Funding?



Minimum Salary

- \$24,124 (.50 FTE FY)
- \$18,880 (.50 FTE AY)
- Fall '22 half-time AY average salary is \$21,237



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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

Funding for Graduate Students

fellowships@purdue.edu

