MORE: Rackham’s Mentoring Committee

MORE (Mentoring Others Results in Excellence) is a faculty committee that serves as a campus resource for graduate student mentoring by faculty

- MORE synthesizes academic literature on mentoring with committee members’ personal and professional experiences in mentoring graduate students
- MORE engages with faculty and graduate students to foster conversations about mentoring and to help identify norms for mentoring within graduate programs

Today’s Presenters:
Elisabeth Gerber – Professor of Public Policy (Ford School of Public Policy) and Political Science (LSA)
Barbra Meek - Associate Professor of Anthropology and Linguistics (LSA)
Larry Rowley - Rackham; Afroamerican & African Studies
Mike Solomon - Chemical Eng; Macromolecular Sci & Eng (CoE)
Introduction: Mentoring Plan Workshop

May 11, 2015
Rackham Graduate School
Overview of schedule:

10:30-11:00  Welcome & Introduction – What is mentoring?

11:00-11:45  Breakout sessions
             Faculty mentors with Barb Meek & Mike Solomon
             Doctoral students with Larry Rowley & Liz Gerber

11:45-12:00  Reassemble for discussion of mentoring plans

12:00-12:30  Time for one-on-one work on mentoring plans
              (Lunch is available)
What is Mentoring?

- *Mentoring is more than advising.* A mentor actively works to integrate a mentee into a new professional role.

- *Mentoring is our responsibility.* A mentor feels some ethical responsibility for the successful development of the student’s career.

- *Mentoring requires an interpersonal relationship.* This relationship contributes to the student’s sense of competence, confidence, and effectiveness.

- *Mentoring is challenging.* Effective mentoring involves understanding and acknowledging the student’s different identities and communities.

Careful mentoring can help avoid many pitfalls.
What are the outcomes of effective mentoring for students?

- Improved academic performance
- Increased productivity
- Improved professional skills
- Higher self confidence
- Expanded social and professional networks
What are the outcomes of effective mentoring for faculty?

- Satisfaction of seeing your students grow and succeed
- Initial investment in the mentoring relationship can yield future gains in time and productivity
- Mentees can develop into high-level collaborators which can produce dividends for the faculty member’s scholarship
- Satisfies faculty member’s ethical responsibility to engage in the academic and professional development of the students they train
Challenges in mentoring relationships

✓ Mismatch in goals & values
✓ Unrealistic and/or unclear expectations
✓ Conflicting interpersonal & communication styles
✓ Unpredictable support/commitment
✓ Competing responsibilities
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Mentoring is two-way street
What is a mentoring plan?

Agreement between mentor & student about training/educational goals

- Both short-term and long-term goals
- Specifies amount/type of mentoring needed to accomplish goals
- Modifiable (e.g. yearly)
- Establishes process to evaluate whether goals are met
Mentoring Plans are about Mutual Expectations

- **For mentor:** What help/support/guidance am I willing to provide? What do I need from the student?

- **For student:** What help/support/guidance do I need? What does my mentor expect of me?
Elements of Mentoring Plans

- Long-term, career goals of student
- Timing of academic and research milestones
- Frequency and kinds of meetings
- Expectations for research progress
- Availability of opportunities for publication, presentation, and funding
- Mechanisms for feedback
  - Turnaround time for mentor feedback
  - How does student ask for more feedback?
Time for Mentoring Plan Development

• Multiple templates available to frame discussion
• Feel welcome to tailor the templates to your pair’s specific needs
• The discussion itself is as important as the mentoring plan product
• A mentoring plan is a dynamic object – remember to preserve, revisit, and update it as the mentee progresses

Electronic versions of the templates in your folders are at: http://tinyurl.com/mqsdc4p
MORE Mentoring Resources

• MORE website offers downloads of materials:
  • http://tinyurl.com/mqsdc4p

Questions?