



# The Importance of Mentoring for Graduate Students' Success

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## What is mentoring?

Mentoring is a mutually beneficial interpersonal and professional relationship between student and professor that develops the student's career and well-being while advancing their academic and professional goals (The Regents of the University of Michigan, 2014).

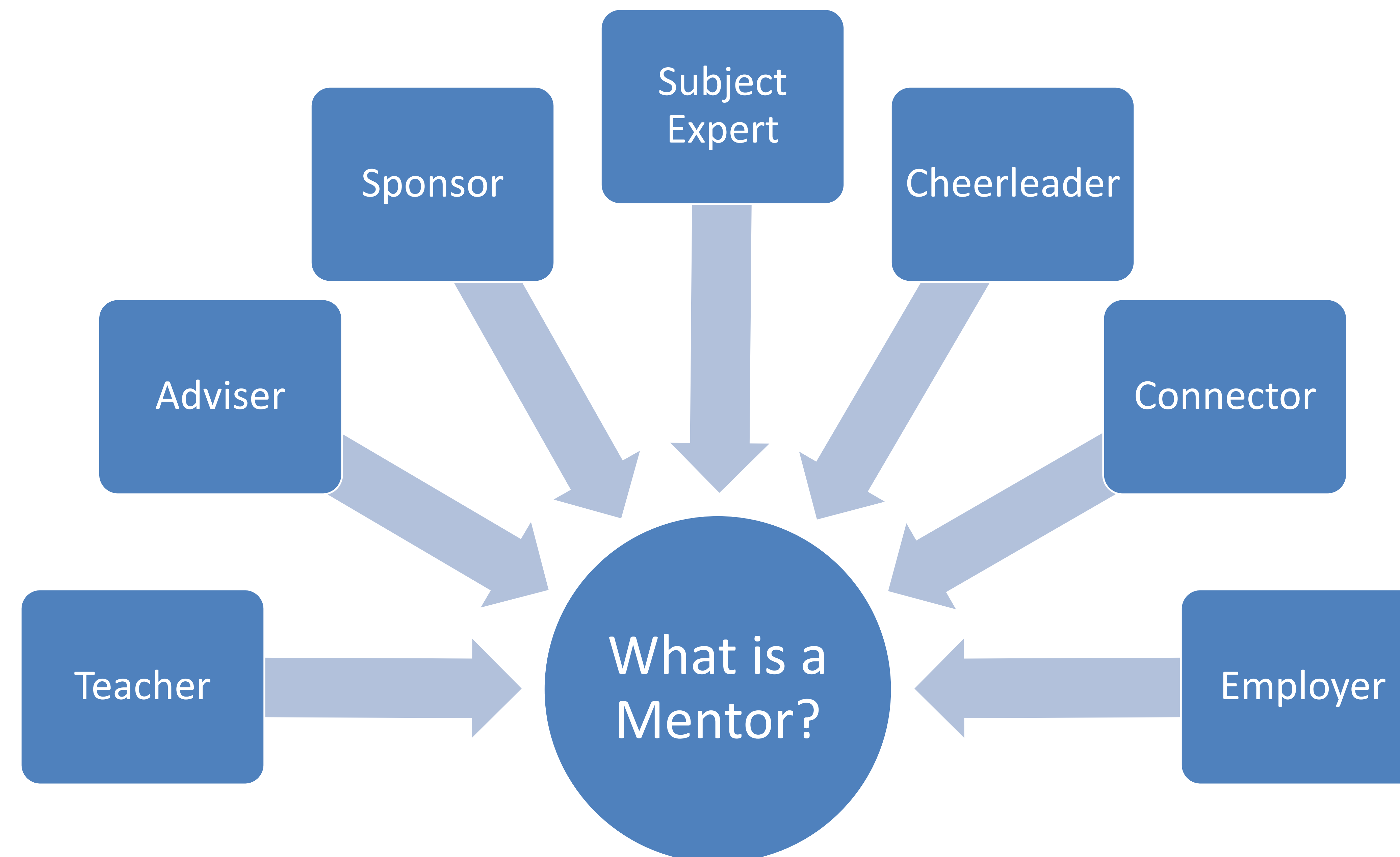
## On average, who is mentored?

- Euroamerican/White
- Female
- Childless
- Plan to Pursue Doctorate
- 30 Years Old

Minority students are often excluded from mentoring in the academy (Waldeck, Orrego, Plax, & Kearney, 1997).

## Johnson's (2007) Traditional Stages of Mentoring:

1. *Initiation*: Each person getting to know each other and settling into roles.
2. *Cultivation*: The active and productive part of the graduate experience.
3. *Separation*: Around graduation, the relationship will start to shift.
4. *Redefinition*: Once the mentee has moved on, the relationship needs to be redefined to meet the new experiences.



## Best Practices for Mentoring

- Model professional responsibility
- Encourage effective use of time
- Demystify graduate school
- Create professional development plans
- Develop skills to improve weaknesses and strengths
- Set and clarify expectations as relationship evolves
- Provide continuous feedback
- Have an open door policy
- Be flexible
- Discuss issues in your field
- Have realistic expectations
- Meet regularly in person
- Be aware of your identities
- Encourage co-presenting or co-publishing
- Assist in finding additional mentors if needed (University of Washington, n.d.)

## Effects of Mentoring on Graduate Students' Success

- Field Socialization (Weidman, Twale, & Stein, 2001)
  - Anticipatory
  - Formal
  - Informal
  - Personal
- Retention
- Professional Network
- Increased Ethical Research (Lyons, Scroggins, & Rule, 1990)

For references and to continue the dialogue on mentoring for graduate students' success, please contact the presenter or collect a handout for more information.

## Benefits to Faculty

- Prepares the next scholars, researchers, and teachers
- Allows for open feedback for growth from student perspective
- Increases professional status as mentees enter the field
- Provides continuous earning opportunities
- Enriches professional networks
- Retains top students through personal connection
- Is personally satisfying (The Regents of the University of Michigan, 2014)