Part 1: Aligning Expectations

Inclusion Considerations:

Our ability to align expectations can be influenced by individual differences:

- **Our lenses are different**: Students might perceive typical lab or mentoring dynamics (e.g., limited access) as related to their identity.

- **Connecting can be challenging:** Differing identities may create barriers to connecting and developing effective relationships.

- **Power dynamics influence our behavior:** Students may be unsure of how to handle the power and authority dynamics they perceive in the relationship and therefore resist asking for exactly what they need.

Closing Tips:

1. **Try to avoid making assumptions.**
   "The single biggest problem in communication is the illusion that it has taken place." - George Bernard Shaw

2. **Consider the other person's perspective.**
   Fundamentally, we are all human beings.

3. **If you are unsure, ask.**
   None of us are mind readers.

Additional Resources:

- **Departmental Graduate Manuals:** Each Department has their own set of expectations, milestones and policies for their graduate students. Familiarize yourself with your department's manual. See your department website or ask your department Graduate Coordinator for a copy.

- **How to Get the Mentoring You Want:**
    - 2020 Graduate Student Mentoring Guidebook (from UMich) https://rackham.umich.edu/downloads/student-mentoring-handbook.pdf

    - Mentee Self Assessment Questionnaire (from UMich) - Uploaded on Canvas

    - Developing Shared Expectations: STEM and Social Science focus (from UMich) https://rackham.umich.edu/wp-content/uploads/2019/09/Developing-Shared-Expectations-STEM-and-SS.pdf

    - Mentee Guide to Planning for First Meetings (from UMich) - Uploaded on Canvas

- **Publications about Online Graduate Student Mentoring:**
    - Kumar, S., Kumar, V. & Taylor, S. (2020) A Guide to Online Supervision. UK Council for Graduate Education. Retrieved from https://ukcge.ac.uk/assets/resources/A-Guide-to-Online-Supervision-Kumar-Kumar-Taylor-UK-Council-for-Graduate-Education.pdf

    - Kumar, S. & Johnson, M. (2019). Online mentoring of dissertations: the role of structure and support. *Studies in Higher Education, 44*(1), 59-71*.* http://dx.doi.org/10.1080/03075079.2017.1337736

    - Kumar, S. & Coe, C. (2017). Online mentoring and student support in online doctoral programs. *American Journal of Distance Education, 31*(2),128-142. http://dx.doi.org/10.1080/08923647.2017.1300464.

    - Kumar, S. & Johnson, M. (2017). Mentoring doctoral students online: Mentor Strategies and Challenges. *Mentoring and Tutoring: Partnerships in Learning. 27*(2), 202-222*.* http://dx.doi.org/10.1080/13611267.2017.1326693

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