Google Summer of Code (GSoC): Mentors' Perspective

Thank you for participating in our study on GSoC: mentors' perspective. The purpose of this study is to understand the motivations, challenges, strategies, and gains of GSoC mentors, aiming to assist the better development of the GSoC community.

This survey is composed of 6 pages and should take approximately 20 minutes to complete. Your participation is completely voluntary and will be very important for this research.

All information collected is strictly confidential, and the researchers on this project are the only ones who will have access to this data. Our research is independent from Google. No information collected on the identity of participants will be made available for individuals outside of this research project.

Thanks again for your help!

Motivations

The following questions aim to understand the motivations of GSoC mentors.

1. How much do you agree with the following statements? " I act as a mentor at GSoC because (of) ..."

Mark only one oval per row.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	I don't know
I wanted to receive a payment.	◯	◯	◯	◯	◯	◯
My project/company highly recommended me to do so.	◯	◯	◯	◯	◯	◯
Gaining respect from the project community.	◯	◯	◯	◯	◯	◯
Mentoring others gave me a sense of accomplishment.	◯	◯	◯	◯	◯	◯
I wanted to announce my mentor experience on the resume.	◯	◯	◯	◯	◯	◯
I hoped the project can be sustainable --- need new blood.	◯	◯	◯	◯	◯	◯
Newcomers can stimulate my creativity.	◯	◯	◯	◯	◯	◯
I wanted to improve technical skills.	◯	◯	◯	◯	◯	◯
I hoped to improve instruct ability (e.g., communication, organization, and coordination).	◯	◯	◯	◯	◯	◯
I notice that other project members acted as mentors.	◯	◯	◯	◯	◯	◯
I think it is challenging and I like to do challenging thing.	◯	◯	◯	◯	◯	◯
GSoC can advertise	◯	◯	◯	◯	◯	◯

this project.

2. Other Motivations

Challenges

The following questions aim to understand the challenges of GSoC mentors.

Challenges in Org Application

3. Have you ever participated in an org application (i.e., mentoring organizations submit applications to Google)?

Mark only one oval.

⬭ Yes

⬭ No

4. If yes: How much do you agree with the following statements? "During org application, I faced some challenges because (of) ..."

Mark only one oval per row.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	I don't know
I wasn't sure what should be written in the org application.	○	○	○	○	○	○
I wasn't sure the screening criteria of Google administrators.	○	○	○	○	○	○
Coming up with good ideas was difficult.	○	○	○	○	○	○
Recruiting mentors was difficult.	○	○	○	○	○	○
Previous GSoC experience of my org was limited.	○	○	○	○	○	○
Previous GSoC experience of my org was not good (low pass/fail ratio).	○	○	○	○	○	○
There were too many competitors (organizations).	○	○	○	○	○	○
I wasn't sure about the support strategies, e.g., how to keep mentors engaged with their mentees and get students involved in my community during GSoC.	○	○	○	○	○	○

Challenges in Student Selection and Community Bonding Period

5. How much do you agree with the following statements? "During student selection and community bonding period, I faced some challenges because (of) ..."

Mark only one oval per row.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	I don't know
No clear criteria/ guide for the acceptance of students.	⬭	⬭	⬭	⬭	⬭	⬭
Too many/ few applicants to select.	⬭	⬭	⬭	⬭	⬭	⬭
Difficulty in knowing applicants' technical skills through proposal and pre-contact.	⬭	⬭	⬭	⬭	⬭	⬭
Difficulty in knowing applicants' personality type and work style through proposal and pre-contact.	⬭	⬭	⬭	⬭	⬭	⬭
Communication issues, e.g., different time zones, multiple communication channels, and English skills.	⬭	⬭	⬭	⬭	⬭	⬭
Lack of interpersonal skills.	⬭	⬭	⬭	⬭	⬭	⬭
Not having a formal procedure for introducing the community, e.g., help them learn the organization's processes, projects' code structure, etc.	⬭	⬭	⬭	⬭	⬭	⬭

Challenges in Official Execution (coding process)

6. How much do you agree with the following statements? "During GSoC official execution, as a mentor, I faced some challenges because (of) ..."

Mark only one oval per row.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	I don't know
Handling a large number of mentees.	◯	◯	◯	◯	◯	◯
Difficulty in switching context.	◯	◯	◯	◯	◯	◯
Difficulty in time-management.	◯	◯	◯	◯	◯	◯
Difficulty in managing different mentees' accounts.	◯	◯	◯	◯	◯	◯
Adjusting interaction style to different mentee personalities.	◯	◯	◯	◯	◯	◯
Difficulty in guiding mentees who are resistant to coaching.	◯	◯	◯	◯	◯	◯
Providing constructive feedback based on the mentee's background.	◯	◯	◯	◯	◯	◯
Convincing people to start small rather than big.	◯	◯	◯	◯	◯	◯
Ensuring that the mentees finish their work.	◯	◯	◯	◯	◯	◯
Difficulty in creating an inclusive community.	◯	◯	◯	◯	◯	◯
Cultural differences.	◯	◯	◯	◯	◯	◯
Communication issues related to time zone, place, and English skills.	◯	◯	◯	◯	◯	◯

Lack of interpersonal skills.	◯	◯	◯	◯	◯	◯
Harsh project atmosphere.	◯	◯	◯	◯	◯	◯
Difficulty in identifying appropriate tasks for newcomers.	◯	◯	◯	◯	◯	◯
Difference in the devices that mentors and mentees use.	◯	◯	◯	◯	◯	◯
The cognitive difference between mentors and mentees making mentees feel difficult to understand mentors.	◯	◯	◯	◯	◯	◯
Difficulty in making mentees proactive.	◯	◯	◯	◯	◯	◯
Difficulty in setting milestones for mentees.	◯	◯	◯	◯	◯	◯
Difficulty in knowing when student disappeared.	◯	◯	◯	◯	◯	◯
No clear criteria /guide for the evaluation of students.	◯	◯	◯	◯	◯	◯

7. Other challenges in org application, student selection, and community bonding period, or official execution (coding process)

_____

Strategies

The following questions aim to understand the strategies of GSoC mentors.

Strategies for Org Application

8. How much do you agree with the following statements? "As a mentor of GSoC, I followed the following strategies for writing good ideas list ..."

Mark only one oval per row.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	I don't know
Each project on the ideas list includes title, description, expected outcomes, and skills required.	○	○	○	○	○	○
Set a reasonable workload.	○	○	○	○	○	○
Have multiple ideas and have them categorized.	○	○	○	○	○	○
Make it easy for Administrators to find the ideas list.	○	○	○	○	○	○
Update Project Ideas especially when choosing ideas from previous lists.	○	○	○	○	○	○
Never link to just a bug tracker.	○	○	○	○	○	○
Don't be vague about the ideas.	○	○	○	○	○	○
Be sure the URL linked to for the Ideas list works.	○	○	○	○	○	○
Maintain an "ideas page" with a running list of entry projects year-round.	○	○	○	○	○	○

9. As a mentor, which kind of projects/tasks do you think are suitable for students?

Check all that apply.

☐ Low-hanging fruit
☐ Risky/Exploratory
☐ Fun/Peripheral
☐ Core development
☐ Infrastructure/Automation
Other: ☐ _____

Strategies for Selecting a Student

10. How much do you agree with the following statements? "As a mentor of GSoC, I followed the following strategies for selecting a student ..."

Mark only one oval per row.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	I don't know
Understand student motivations: why do they apply?	○	○	○	○	○	○
Check whether the student has been around contributing before the application period.	○	○	○	○	○	○
Look through student GitHub profiles to check whether they have certain skills.	○	○	○	○	○	○
Assess whether the student is patient to apply every suggestion from mentors.	○	○	○	○	○	○
Assess whether the student can have a proper technical discussion.	○	○	○	○	○	○
Assess whether the student is an online friend.	○	○	○	○	○	○
Assess whether the student can resolve some medium-priority tasks/issues.	○	○	○	○	○	○
Inquire about the student's GSoC history.	○	○	○	○	○	○
Find out where else the student has applied.	○	○	○	○	○	○
Look at the student's	○	○	○	○	○	○

Look at the student's other summer plans.	◯	◯	◯	◯	◯	◯
Assess whether the student personality type and work style match that of mentors.	◯	◯	◯	◯	◯	◯
When in Doubt, fail the Student Early.	◯	◯	◯	◯	◯	◯

Strategies for Official Execution (Coding Process)

11. How much do you agree with the following statements? "As a mentor of GSoC, I followed the following strategies for encouraging good communication and mentorship..."

Mark only one oval per row.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	I don't know
Share contact details, e.g., informed about when you may be unavailable to your student.	◯	◯	◯	◯	◯	◯
Use multiple communication channels.	◯	◯	◯	◯	◯	◯
Request regular reports, e.g., weekly reports.	◯	◯	◯	◯	◯	◯
Keep communicating as much as possible.	◯	◯	◯	◯	◯	◯
Provide a safe environment to allow students to ask silly questions.	◯	◯	◯	◯	◯	◯
Be patient with students even when they ask silly questions.	◯	◯	◯	◯	◯	◯
Be inclusive.	◯	◯	◯	◯	◯	◯
Apologize effectively if it is needed.	◯	◯	◯	◯	◯	◯
Set achievable goals and progressive milestones.	◯	◯	◯	◯	◯	◯
Ask students how much time they can devote per week.	◯	◯	◯	◯	◯	◯
Ask students for their opinions before	◯	◯	◯	◯	◯	◯

decisions.

Make sure that students are familiar with the workflow of the community as early as possible.	◯	◯	◯	◯	◯	◯
Tasks and completion dates are associated with each milestone.	◯	◯	◯	◯	◯	◯
Discuss the failure, e.g., miss a deadline.	◯	◯	◯	◯	◯	◯
Deliver feedback early.	◯	◯	◯	◯	◯	◯
Give positive feedback to students.	◯	◯	◯	◯	◯	◯
Don't avoid critique, but don't be a jerk.	◯	◯	◯	◯	◯	◯
During an evaluation, be specific about both positive and negative aspects of a student's performance.	◯	◯	◯	◯	◯	◯
Make the suggestions or improvements relevant to what the student is currently working on.	◯	◯	◯	◯	◯	◯
Provide specific examples for students.	◯	◯	◯	◯	◯	◯

12. Other Strategies

Gains

The following questions aim to understand the gains of GSoC mentors.

13. How much do you agree with the following statements? "As a mentor of GSoC, I have gained ..."

Mark only one oval per row.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	I don't know
Interpersonal skills (e.g., communication and coordination)	⬭	⬭	⬭	⬭	⬭	⬭
Organizational management skills (e.g., plan, project management, and time management)	⬭	⬭	⬭	⬭	⬭	⬭
Ability to identify suitable tasks for newcomers	⬭	⬭	⬭	⬭	⬭	⬭
Ability to break down tasks	⬭	⬭	⬭	⬭	⬭	⬭
Sense of accomplishment	⬭	⬭	⬭	⬭	⬭	⬭
Improvement of technical skills	⬭	⬭	⬭	⬭	⬭	⬭
Community reputation	⬭	⬭	⬭	⬭	⬭	⬭
Donation or reward	⬭	⬭	⬭	⬭	⬭	⬭

14. Other Gains

_____

Demographics

15. How many years of professional experience do you have in software development?

_____

16. How many GSoC editions have you participated in as a mentor?

Mark only one oval.

- ⬭ 1
- ⬭ 2
- ⬭ 3
- ⬭ 4
- ⬭ 5
- ⬭ 6
- ⬭ 7
- ⬭ 8
- ⬭ 9
- ⬭ 10
- ⬭ 11
- ⬭ 12
- ⬭ 13
- ⬭ 14
- ⬭ 15
- ⬭ 16

17. Which field does the project you mentored belong to?

    Mark only one oval.

    ◯ Cloud

    ◯ Data and Databases

    ◯ End-User Applications

    ◯ Graphics / Video / Audio / Virtual Reality

    ◯ Operating Systems

    ◯ Programming Languages and Development Tools

    ◯ Science and Medicine

    ◯ Security

    ◯ Social / Communications

    ◯ Web

    ◯ Other

18. Are your hired by the company to contribute to this project?

    Mark only one oval.

    ◯ Yes

    ◯ No

19. Gender

    Mark only one oval.

    ◯ Male

    ◯ Female

    ◯ Prefer not to say

    ◯ Other: _____

20. Age

Mark only one oval.

◯ Less than 18

◯ 18-20

◯ 21-25

◯ 26-30

◯ 31-40

◯ More than 40

PostScript

21. Thank you for your participation in this survey. If you'd like to be informed about our findings, please leave your email address below.

_____

22. Would you be willing to be contacted for a quick follow-up online interview?

Mark only one oval.

◯ Yes

◯ No

23. Do you have any further comments for us?

_____

Google Forms