
Detours in academic mentoring:

What's a mentor to do?

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What is a mentor?



Telemachus and Mentor, Pablo E. Fabisch (1699)

- **Mentor**, *n.*: a person who acts as guide and adviser to another person, esp. one who is younger and less experienced. Later, more generally: a person who offers support and guidance to another; an experienced and trusted counselor or friend; a patron, a sponsor.
- Source: Oxford English Dictionary, 3rd edition.

Academic *Advisors* vs. Mentors

Sometimes interchangeable, but in general...

- **Academic advisors:**

- ❑ Non-faculty professional staff
- ❑ Experts on program requirements, policies, & procedures



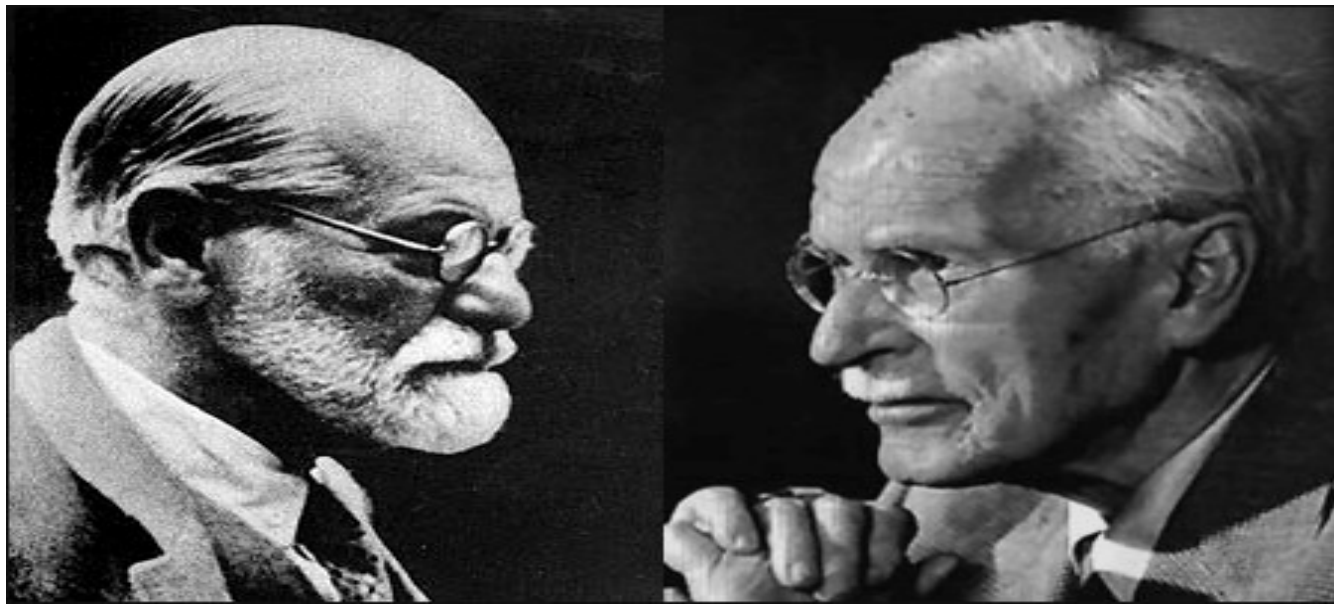
- **Academic mentors:**

- ❑ Professors
- ❑ Help with career planning & academic issues (e.g., research)
- ❑ Peer mentors



Job description of a **mentor**

- “(a) encourage dreams & support career aspirations of protégés, (b) provide opportunities for protégés to observe & participate in their work, & (c) help their protégés become aware of the unwritten rules & politics involved in the profession” (Wright & Wright, 1984, p.204).



Sigmund Freud & Carl Jung

Schroeder & Hillard

Mentoring in Psychology

- Undergraduate = supervised research
- Most common in experimental programs (Cronan-Hillix, et al. 1986; Clark, et al. 2000; Johnson, et al. 2000).
 - Rarely practiced in PsyD. Programs (Johnson, 2002; Johnson, et al, 2000)
- Usually mutually initiated (Johnson, et al., 2000)
- Can be enduring (> 5 years) (Johnson, et al., 2000)

"Good" vs. "Poor" Academic Mentoring

Few empirical studies in psychology

Table 1. Important Characteristics Describing Good and Bad Mentors

Good Mentors		Bad Mentors	
Characteristic	Importance Score	Characteristic	Importance Score
Interested/Supportive	334	Uninterested/Unsupportive	176
Personality Characteristics	323	Personality Characteristics	543
Knowledgeable/Competent	196	Lacks Knowledge/Incompetent	83
Sharing/Giving and Unexploitative	102	Exploitative	150
Involved in Research/Resourceful	99		
Attitudes Toward Students	72	Attitudes Toward Students	80
		Unavailable/Inaccessible	79

Cronan-Hillix, Gensheimer, Cronan-Hillix, & Davidson (1986, p.125)

Benefits of mentoring

■ For undergraduate students

Intrinsic benefits	Extrinsic benefits
Intellectual stimulation Sense of inclusion Emotional maturity Problem-solving skills Establishing career goals ↑ satisfaction with college Feeling better prepared for graduate school	↑ academic achievement Development of technical/work-related skills Professional opportunities (e.g., poster presentation) More informed LOR from faculty

Sources: Campbell & Campbell, 1997; Huss, et al, 2002; Terre, 2002; Bauer & Bennett, 2003; Stoloff, et al. 2004; Koch, 2008; Schroeder, 2008; Wadkins & Miller, 2008

Benefits of mentoring

■ For graduate students

Intrinsic benefits	Extrinsic benefits
<ul style="list-style-type: none">↑ satisfaction with grad trainingDevelopment of skills, knowledge, and abilities	<ul style="list-style-type: none">↑ likelihood of completing program↑ Career development & success↑ publication rate↑ grant funding↑ involvement in professional orgs.↑ collaboration with colleaguesMore likely to become mentors themselves

Sources: Johnson, et al.(2000); Johnson (2002); Forehand (2008)

Benefits of mentoring

■ For faculty

Intrinsic benefits	Extrinsic benefits
Intellectual stimulation Improvement of managerial skills Pedagogical development Generativity/passing on knowledge, values, & skills	Enhanced productivity & research activity Career advancement Developing an academic lineage Advancing the discipline Developing friendships

Sources: Zanna & Darley, 2004; Wadkins & Miller, 2008

"The Plan"

Undergraduate	Graduate
■ Student pursues graduate degree	■ Student pursues academic career
■ Student does not pursue graduate degree	■ Student does not pursue academic career

Questions:

- What happens when we follow the plan?
- What happens when thing don't go according to plan?

Post-Graduation Challenges



Money & Company

TRACKING THE MARKET AND ECONOMIC TRENDS THAT SHAPE YOUR FINANCES.

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Economy hurts the PhD job market too

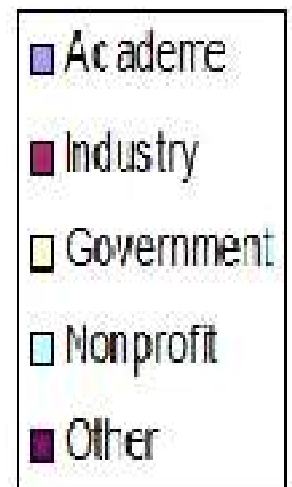
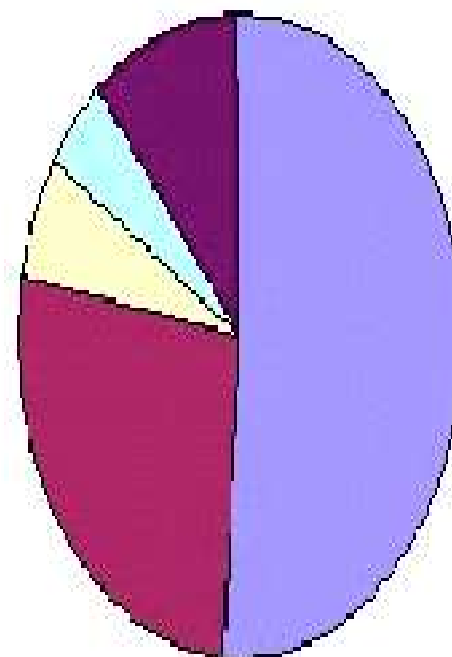
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Employment sector of PhDs with definite postgraduation commitment

Source: NSF Survey of Earned Doctorates (2008)



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