Strategies for Mentoring Students

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How do Faculty spend their time?

Average Weekday Schedule

- Teaching Duties: 45%
- Admin: 16%
- Research: 17%
- Service: 12%
- Mentoring: 3%
- Professional Development: 2%
- Advising: 5%


How professors spend their time:

- How they actually spend their time:
  - Teaching: 59%
  - Research: 18%
  - Service: 23%

- How departments expect them to spend their time:
  - Teaching: 20%
  - Research: 175%
  - “Service”: 20%

- How professors would like to spend their time:
  - Don’t tell me what to do

Source: Higher Education Research Institute Survey (1999)
Mentoring Strategies for Busy Faculty

• **Reserve mentoring time.**
  - Set time aside for mentoring activities
  - Use scheduling software.
  - Keep an online log.

• **Engage in group mentoring and use support networks.**
  - Organize teamwork sessions.
  - Establish a community of mentors.
  - Promote peer-mentoring.

• **Practice clear communication.**
  - Know perceptions and expectations of mentees.
  - Use various communication methods (e.g. individual group sessions, face-to-face, online).
Mentoring Strategies for Busy Faculty

• **Be flexible and accessible.**
  • Be accessible for quick drop by visits and other opportunities.
  • Be responsive and provide timely feedback.

• **Maximize your travel or break time.**
  • Coordinate flight schedule and conference breaks
  • Utilize e-mentoring.

• **Attend mentorship training.**
  • Participate in training opportunities.
  • Recognize unconscious bias.
  • Share effective mentoring practices.
Benefits to Mentors

• Improves communication and leadership skills

• Promotes self-reflection

• Promotes sense of contribution and accomplishment

• Increases career and personal satisfaction

• Enhances awareness of cultural differences
Benefits to Mentors

• Exposes faculty to fresh ideas and new perspectives
• Revitalizes interest in their own work
• Increases research productivity and scientific progress
• Expands collaborative connections and networks
• Impacts the success of the future workforce
Resources

- National Research Mentoring Network
  https://nrmnet.net/

- National Mentoring Resource Center
  https://nationalmentoringresourcecenter.org/

- The National Mentoring Partnership
  https://www.mentoring.org/

- U.S. Department of Education
  https://www.ed.gov/college-completion/promising-strategies/tags/Mentoring

  — by Julie Starr

- On Being a Mentor: A Guide for Higher Education Faculty
  — by W. Brad Johnson

- Student Development in College: Theory, Research and Practice (2nd ed)
  — by Evans, Forney, Guido, Patton, & Renn
References


