Research in Mentoring

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Greetings and Hook ‘Em

• http://www.nytimes.com/2014/05/18/magazine/who-gets-to-graduate.html
• BEAT o.u.
How Mentorship Shaped My Trajectory

• Luck has everything and nothing to do with it…

• Getting access to college – and staying there
A Quiz

What do these words have in common?

martinet  watt
maverick  sandwich
guillotine  bowdlerize
mesmerize  spoonerism
braille  mentor
Origins of Mentoring

• Who protected Telemachus, Odysseus’ son, while he was away?
Foundational Mentoring Research

• Levinson’s *Seasons of a Man’s Life* (1978)
  – Adult development stages
  – Roles of the mentor
    • Teaching
    • Sponsoring
    • Counseling
    • Exemplar
    • “to support and facilitate the realization of the Dream”
  – Success correlates to mentorship; lack of mentorship a handicap
Foundational Mentoring Research

  – Areas where mentoring research exists
    • Business
    • Higher Education
  – Need for clarification and definition
    • “The literature on mentoring is biased in favor of the phenomenon”
Foundational Mentoring Research

• Kram’s *Mentoring at Work* (1988)
  – Developmental relationships
    • Role modeling
    • Sponsorship
    • Mentorship
  – Domains
    • *instrumental* and *psychosocial*
Mentoring Goes Mainstream

• Mentoring in society
  – Big Brothers Big Sisters (1904)
  – National Mentoring Month (2002-present)

• Popular media
  – Film
  – Television
“The Fatigues” (1996)
Mentoring in Higher Education

• Merriam, “Mentoring in Higher Education: What We Know Now” (1987)
  – Three perspectives:
    • mentoring students by faculty
    • mentoring junior faculty by senior faculty
    • mentoring in the career development of administrators
Cross-Race Mentoring

  - “Two tournament system”
    - Whites are fast-tracked early
    - Blacks who stay motivated see results in middle management
  - Challenges to mentoring across race
    - Trust
    - Open discussion of race as a potential barrier
    - Finding additional supporters
  - Proximal experiences of being othered (Reddick, 2009; Reddick & Pritchett, 2015)
Mentoring from the Perspective of Faculty of Color

- Griffin & Reddick, “Surveillance and Sacrifice: Gender Differences in the Mentoring Patterns of Black Professors at Predominantly White Research Universities” (2011)
  - Mentoring looks different for Black women and Black male professors
    - Women: “academic housekeeping,” obligation to mentor/nurture
    - Men: hypersurveillance; danger in cross-gender mentoring
  - Cultural taxation
    - If we don’t mentor, who will?
    - Where do the time and resources for mentoring come from?
    - What role do White faculty have in mentoring?
Mentoring Graduate Students

- Reddick & Young, “Mentoring Graduate Students of Color” (2012)
  - Navigating predominantly White institutions
    - Invisibility
    - Racial microaggressions
  - Unpacking the hidden curriculum
    - Veiled networks and rules for success
  - Mentoring Practices for students of color
    - Race conscious (antiracist) mentoring
    - Transparency
    - Networks
  - Caveats
    - Mentor selection and preparation
    - Tenure and promotion and Time
    - Gender differences
Reciprocity in Mentoring Relationships

- Reddick, Griffin, & Cherwitz, “Answering President Obama’s Call for Mentoring: It’s Not Just for Mentees Anymore” (2011)
  - Benefits of mentoring
    - Deeper understanding of discipline and self
    - Developing advising and mentoring skills for careers
    - Reciprocity in mentoring (you get what you give)
Reconceptualizing Mentoring

• Kram & Higgins, “A New Mindset on Mentoring: Creating Developmental Networks at Work” (2012)

  – Shift from dyadic, discrete mentorship to networks
Focusing on Mentees

  - Thank you Oscar and Mary!
  - How do we teach young people to benefit the most from mentoring?
    - Being responsive and engaged
    - Seeing the mentor’s perspective
    - Understanding reciprocity (two-way street)
    - Open to constructive feedback
    - Employing a constellation of mentors
References


References


Thank You

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APS Bridge Program Staff, Faculty, and Students

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