

THE VALUE OF MENTORING

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In this talk

- Breeze through the research
- Tell you about a specific program



The research literature

- Is huge
- And grows bigger every day

Research Volume

- Over 3000 publications since 2000
- Including more than 1000 empirical research publications

Ying et al. (2011)

Research Conclusion

**MENTORING
IS
BENEFICIAL**

Beneficial

- Soft measures (satisfaction)
- Hard measures (persistence, advancement; salary)

Gardiner, Tiggemann, Kearns & Marshall (2007)

Allen et al (2004) – meta-analysis

Benefits are evident in the one experimental study (Blau et al., 2010) as well as in the hundreds of surveys

In academia as well as business

In STEM as well as outside STEM

WHY does mentoring matter?

- Chemers et al. (2011)

undergraduates in STEM programs

relationship between mentoring & persistence
mediated through:

- **EFFICACY**

- **SENSE OF BELONGING (FIT)**

PROBLEM

In STEM, female faculty have less sense of belonging than males

- Trower & Chait (2002)

- Rosser (2004)

For a review, see: Hill, Corbett, & St. Close (2010)

RESEARCH SHOWS

- Women have same access as men to mentors
- But not to same-sex mentors
- Mixed sex: possible sexual tensions
possible implicit attitudes



A specific program

- **NAG'S HEART**

elements

- 8 – 14 participants
- Theme
- Dilemmas
- Facilitated MENTORING CIRCLE







format

- Everyone is present for all parts
- Work sessions (e.g, with 12 participants, 4 work sessions)
- Breakout time

NO WHITE LIES

Format of work sessions

- Each work session,
- 2 hours
- 3 participants
- And bucket time



Format of break out time

- Lots of activities











Nag's Heart model

STATUS ATTENUATING among participants'

- Dilemma
- All equal time
- Faciliator's role


NORMALIZING PROBLEMS

GROUPS PROBLEM SOLVING

Focus on STEM

- Group solutions are the norm
- Problems are normal
- But not personal
- And linking personal and professional is beneficial





Even if you cannot mount a program
like Nag's Heart, do think about

MENTORING CIRCLES

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