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 grower bigger every day

Research Volume

Over 3000 publications since2000

 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 at 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

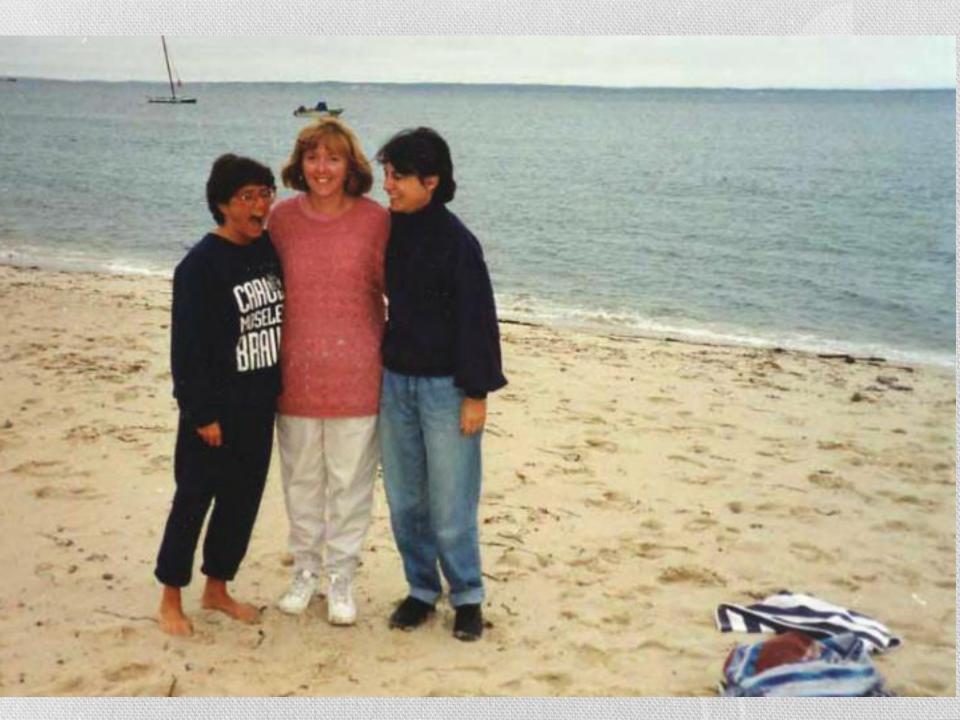
Format of work sessions

- 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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