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 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)
  

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
• Facilitator’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
References


