Effective Graduate Mentoring: Evidence Based Practices from IUPUI

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IUPUI Graduate Mentoring Center

- Established in 2018
- Director, Graduate Assistant, Graduate Office Staff
- Serves over 500 Faculty and Graduate/Professional Students each year/~100 hours of programming
- Utilizes established programing from NRMN, CIMER, NIH
- Collaborates with other campus units on grant applications
- **Empowering Successful Mentoring Relationships**

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Attributes of IUPUI addressed by Graduate Mentoring Center

- Discipline focus of campus - STEM/health and life sciences

- Growing enrollment of students from underrepresented, first generation to college, and historically marginalized groups

- Multiple federally funded grants with requirements for graduate students mentoring

- Campus focus on diversity and inclusion

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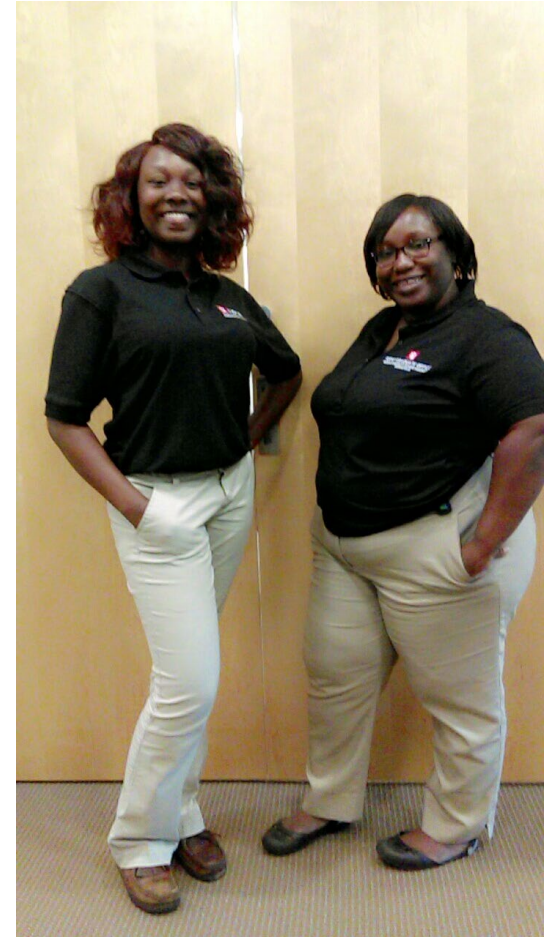
Goals of the IUPUI Graduate Mentoring Center

- Provide resources and opportunities for faculty and staff to strengthen mentoring skills
- Inform faculty and staff about best practices in mentoring
- Teach graduate and professional students about mentoring
- Foster graduate and professional school academic and career success
- Promote a greater understanding of diversity on campus

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Mentoring at its best

"At its best, mentoring can be a life-altering relationship that inspires mutual growth, learning, and development. Its effects can be remarkable, profound and enduring; mentoring relationships have the capacity to transform individuals, groups, organizations and communities."

– (Ragins and Kram, 2007)

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Beginning Strategy of IUPUI Graduate Mentoring Center

- Emphasize that effective, "good" mentoring is important

- Provide resources and venues to share best practices in mentoring

- Develop GMC website to share information and upcoming events
  https://graduate.iupui.edu/support/gmc/index.html

- Instruct in mentoring competencies

- Recognize outstanding mentoring on campus

- Address culturally aware mentoring

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Utilize NRMN/CIMER* framework of mentor training and facilitation

- Began hosting lunch and learn training for students and faculty
  - Maintaining Effective Communication, Aligning Expectations, Assessing Understanding, Addressing Equity and Inclusion, Fostering Independence, Promoting Professional Development
- NRMN Level 1 training
  - Co-facilitated with different facilitators on campus
  - Faculty and Staff training offered 3-4 times a year
  - Training with Graduate Students in summer

  *National Research Mentoring Network: NRMNet.net Center for Improvement in Mentored Experiences in Research: CIMERproject.org

Utilize National Institutes of Health (NIH) Office of Intramural Training & Education Programming

- Becoming a Resilient Scientist Series (graduate and professional students)
    - https://www.training.nih.gov/nih_becoming_a_resilient_scientist_series
    - Five webinars from NIH (Every 2 weeks)
        Introduction to Resilience and Wellness , Exploring our Self-Talk: Cognitive Distortions and Imposter Fears, Self-Advocacy and Assertiveness for Scientists, Developing Feedback Resilience, Managing Up to Maximize Mentoring Relationships
    - Local Discussion Sections
- Raising a Resilient Scientist Series (faculty and staff)
    - https://www.training.nih.gov/workshops_and_trainings_for_extramural_principal_investigators
    - Five webinars from NIH
        - Communication Skills to Build Trainee Resilience, Promoting Trainee Resilience, Building a Welcoming and Inclusive Research Group, Difficult Conversations, Conflict, and Feedback, The Mental Health and Well-being of Your Trainees

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Faculty and Staff Mentoring Dialogues

- Topics:
  - Maintaining Effective Communication
  - Aligning Expectations
  - Assessing Understanding
  - Addressing Equity and Inclusion
  - Fostering Independence
  - Promoting Professional Development
  - Articulating your Mentoring Philosophy and Plan
- Certificate of completion, line on CV for nationally recognized program

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Student Mentoring Dialogues

Graduate and Professional Students: Monthly Mentoring Dialogues

- Collaboration with student organizations UPnGO and PFFP
- Topics:
  - How to Choose a Mentor
  - Grad Student Life Hacks
  - Negotiation
  - Networking
  - Interviewing
  - Work/Life Integration
  - Time Management
  - Professional Conflict Resolution

**** Winner 2020 IUPUI Outstanding Collaborative Program of the Year (with Underrepresented Professional and Graduate Student Organization)

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Annual Programming: Trailblazers and Innovators

- Trailblazers and Innovators programming honors exceptional work in the field of mentoring

- March 2023

- Dr. Tera R. Jordan,

- Assistant Provost for Faculty Development and an Associate Professor of Human Development and Family Studies (HDFS) at Iowa State University

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IUPUI Outstanding Graduate & Professional Student Mentor Award

- This year: Dr. Katrenia Reed-Hughes (Dr. K), Assistant Professor of Organizational Leadership in the Department of Technology Leadership and Communication at the Purdue School of Engineering and Technology.

- "Dr. K is an outstanding mentor because of her own personal philosophy to help others, specifically marginalized and underrepresented students find a voice through mentoring relationships. Her ability to recognize a student's potential and capabilities no matter their background allows her to be a positive example of an outstanding mentor. Her passion to help others succeed is incorporated into her mentoring philosophy."

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Culturally Aware Mentor Training

Seminars:

2019: NRMN Culturally Aware Mentoring Training
Internal Presenters: A Conversation about Bias in Mentorship; Community Mapping as a Tool for Developing Culturally Relevant Pedagogy; Cultural Humility
NRMN Trained, IUPUI Facilitators: Enhancing Cultural Awareness
New for 2023: NRMN Culturally Aware Mentor Training

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Collaboration is Key

- Graduate office staff provides key administrative support
  - Website, purchasing, desk space
- Working with student groups and programs
  - Underrepresented Professional and Graduate Student Organization (UPnGO)
  - Preparing Future Faculty and Professionals (PFFP)
  - Graduate and Professional Student Government (GPSG)
  - SREB fellows
  - Graduate Emissaries for Student Diversity
- IUPUI Office of Diversity Equity and Inclusion
- IUPUI University Writing Center
- National Mentoring Symposium

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Advertising GMC Programs

- Website: go.iupui.edu/gmc
  - https://graduate.iupui.edu/support/gmc/index.html
- Email: iupuigmc@iupui.edu
- Graduate School monthly newsletter
- Instagram ⬚ gmc_iupui
- Graduate Affairs Committee
- Student Organizations
- Presentations to Departments
- Outreach to Staff

Getting the word out to students

- Weeks of Welcome (WOW): Graduate Student Mixer
  - Swag giveaways and emails—listserv
- Instagram
  - Extensively used
  - Follow many other IUPUI graduate student organizations

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Evaluations After Faculty Training:

- "I really enjoyed this training and got more out of it than I was expecting."
- "My interaction within smaller groups allowed me the opportunity to be receptive to other opinions. Ultimately, I felt a sense of growth while participating in the case study dialogue."
- "Initially I was feeling stagnate in my career and I questioned my ability to be a strong mentor. After my participation in the workshop, I walked away confident and ready to take on more opportunities. I'm excited to share my knowledge and I'm committed and open to further developing my knowledge and skills."

Evaluations After Student Training:

- "Novel insights. Practical application. Good takeaways."
- "I liked practicing ways to answer interview questions."
- "Relevant topic"
- "The speaker was passionate and informative"
- "Very helpful information"
- "Concrete examples of what it looks like in the real world."

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Mentor programming can be online or in person

Current and Future Plans

- Continue development of culturally aware mentoring

- Innovative ways to provide mentor training to more faculty

- Collaborate with groups on campus for grant applications that utilize mentor training and culturally aware mentoring

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Observations after establishing a Graduate Mentoring Center

1. Faculty, Staff, Students, and Administrators know about the GMC and some of the activities we provide
2. Monthly activities for Graduate and Professional Students are continually well attended and appreciated
3. Facilitation of faculty mentor training has trended toward smaller and niche groups
4. Collaborations with groups applying for graduate training type grants has dramatically increased
5. Beginning to see a "Culture of Mentoring Excellence" across campus

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Questions that often arise for our Graduate Mentoring Center

1. How do I learn more about how to be an inclusive mentor?

2. How do I know if I am an effective mentor?

3. I mentor graduate and undergraduate students. Do I mentor them the same?

4. How do I get mentors that need mentor training to participate in these programs?

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- Discover the benefits of mentoring: https://youtu.be/uK3Evtld9zE

- Website: https://graduate.iupui.edu/support/gmc/
  go.iupui.edu/gmc

- email:
  iupuigmc@iupui.edu

- Instagram:
  gmc_iupui

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