

## Leonhard Center December 2019 Workshop

### *Mentoring and Supporting Engineering Graduate Students*

#### **Common Challenges for Graduate Students**

- Not having a clear understanding of the expectations and process for graduate school
- Time management – more responsibilities with more flexible deadlines
- Becoming an independent researcher
- Feeling isolated (especially when writing)

#### **Common strategies for effective mentoring**

*Remember: **Your students are not you.** They are all different and may require different mentoring techniques to be successful.*

- *Set expectations **with** your student*

What are your student's expectations? What are their goals? How do those expectations/goals align with your expectations and goals? How often will you meet? What are the communication expectations for you/your student?

A recommended mentoring practice is to have an explicit conversation with each of your mentees to establish expectations for the relationship.

- *Have a set time (once per year) to evaluate the mentee's progress and re-evaluate the expectations of the mentor/mentee relationship*

Open the door to have a conversation with your students about their long-term progress. What have they accomplished over the past year? Did they meet their goals for that year? Are you satisfied with the progress they are making? What changes can be made to enhance their progress?

Students will change throughout their graduate journey. The communication/meeting expectations for you and the student might change as they progress. Having a regular, set meeting to discuss this requires both you and your student to think about the effectiveness of the relationship and voice any concerns or changes they would like to see.

- *You don't have to be their only mentor.*

Helping students to develop a network of mentors can help fulfill all of their needs as novices in the field. This also helps to expand the student's professional network.

Not all mentors have to be faculty. Encouraging peer mentors amongst your graduate students can also help your students to learn from each other, gain mentoring experience, and promote a collaborative and positive work environment.

## General Mentoring Resources

*Rackham Graduate School at University of Michigan:* Provide tips and resources around graduate mentoring and advising: <https://rackham.umich.edu/faculty-and-staff/facilitating-academic-success/mentoring-advising/>

*How to Mentor Graduate Students: A Guide for Faculty:* <https://rackham.umich.edu/wp-content/uploads/2019/06/Fmentoring.pdf>

*CIMER: Center for the Improvement of Mentored Experiences in Research:* Provides resources for organizations and institutions to improve research mentoring relationships: <https://cimerproject.org/online-resources/>

*Brown University Graduate School:* Advising and Mentoring Resources for Faculty: <https://www.brown.edu/academics/gradschool/academics-research/graduate-advising-and-mentoring/advising-and-mentoring-resources-faculty>

*Best Practices for Advising and Mentoring:* [https://www.brown.edu/academics/gradschool/sites/brown.edu.academics.gradschool/files/uploads/2017%20Best%20Practices%20in%20Advising%20and%20Mentoring%20BrownGrad\\_0.pdf](https://www.brown.edu/academics/gradschool/sites/brown.edu.academics.gradschool/files/uploads/2017%20Best%20Practices%20in%20Advising%20and%20Mentoring%20BrownGrad_0.pdf)

*The Harriet W. Sheridan Center for Teaching and Learning:* Inclusive Mentoring: <https://www.brown.edu/sheridan/teaching-learning-resources/inclusive-teaching/inclusive-mentoring>

*Resources on mentoring for Advisees and Mentees:* <https://www.brown.edu/academics/gradschool/academics-research/graduate-advising-and-mentoring/advising-and-mentoring-resources-students/resourc>

## Mental Health Resources

*Counseling & Psychological Services (CAPS):* Provides group and individual counseling, crisis intervention, and psychological and psychiatric evaluations for undergraduate and graduate students as well as prevention and consultation services for the University community.

<https://studentaffairs.psu.edu/counseling>

**501 Student Health Center**  
**University Park, PA 16802**

**Hours:**  
Monday - Friday  
8:00 a.m. - 5:00 p.m.

**Phone:** (814) 863-0395

**Crisis Services (24/7)**

Penn State Crisis Line:  
1-877-229-6400

Crisis Text Line:  
Text "LIONS" to 741741

*Red Folder:* A guide to help faculty, staff, and others who interact with students to recognize, respond effectively to, and refer distressed students at Penn State

[https://redfolder.psu.edu/campus\\_resources/university\\_park/](https://redfolder.psu.edu/campus_resources/university_park/)