You cannot solve a problem until you confront it.

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LARGE BODY OF RESEARCH ON MENTORING

• Over 3000 publications since 2000

• Including more than 1000 empirical research publications

Ying et al. (2011)
MENTORING IS BENEFICIAL
Beneficial

Soft measures (self reported satisfaction)
Hard measures (persistence, advancement; salary)

BUT – correlational data and Variable C

Green & Bauer (1995) study of graduate students

Blau et al (2010) only experiment
PAIRED COMPARISON STUDY

• NAG’s HEART
• residential conferences

• Structured intervention
• MENTORING CIRCLES
PAIRED COMPARISON STUDY
Nag’s Heart model

• STATUS ATTENUATING among participants’
  – Dilemma
  – All equal time
  – Facilitator’s role

• NORMALIZING PROBLEMS

• GROUPS PROBLEM SOLVING
NAG’S HEART MODEL
elements

• 8 – 14 participants

• Theme

• Dilemmas

• Facilitated MENTORING CIRCLE
elements

• Everyone is present for all parts

• Work sessions (e.g., with 12 participants, 4 work sessions)

• Breakout time

• Strong and explicit rules: no white lies
In beautiful settings
INFLUENCE
(AND MEASURE) OUTCOMES

EFFICACY
BELONGINGNESS
PERSISTENCE AND ACHIEVEMENT

EFFICACY, BELONGINGNESS, PERSISTENCE
Format of work sessions

• Each work session,

• 2 hours

• 3 participants

• And bucket time
Measure Outcomes

- Sense of Efficacy
- Sense of Belonging
- Persistence
LOTS OF BREAK-OUT time for bonding
Anecdotal Evidence of Success

Stacy Blake-Beard
Margaret (Peg) Stockdale and colleagues

– SIU
– IUPUI
References


References (continued)


