

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)

# Research Conclusion

**MENTORING  
IS  
BENEFICIAL**



# Beneficial

Soft measures ( self reported satisfaction)

Hard measures (persistence, advancement;  
salary)

Gardiner, Tiggemann, Kearns & Marshall (2007)

Allen et al (2004) – meta-analysis

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
  - Faciliator'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

Chemers et al. (2011), Hill et al. (2010), McNeely & Vlaicu (2010),  
Rosser (2004), Thomas (1993), Trower & Chait (2002)

# 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

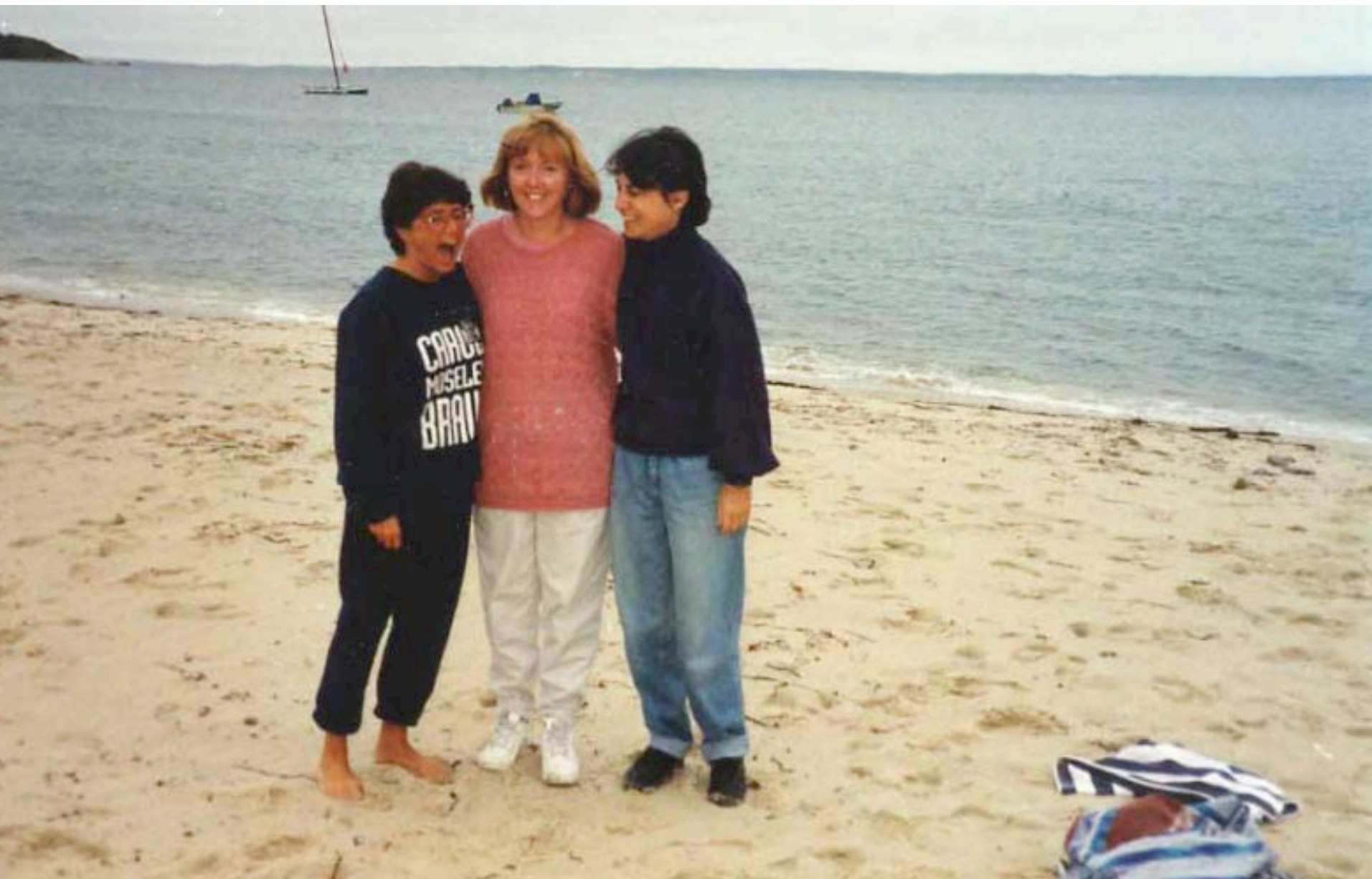
Stacy Blake-Beard

Margaret (Peg) Stockdale and colleagues

- SIU
- IUPUI







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