

Mentoring 101: Strategies for Mentoring Undergraduates

MaCS Mentor Workshop Series

**Supporting Mathematics and Computer
Science Scholars Through Financial Support
and Culturally Responsive Mentoring**

**This material is supported by the National Science
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Mentoring 101

The primary goal of mentoring programs is to increase student retention and academic performance through direct interaction between the student and a faculty mentor.

Mentoring 101

Mentoring involves dealing with students in terms of their total personality in order to advise, counsel, and guide them.

It entails the development of a one-on-one personal relationship that is based on modeling behavior and extended communication between the mentor and the student.

Mentoring 101



A positive mentoring relationship can be a powerful experience for the student and the mentor.

Mentoring derives from a caring personal relationship.

A mentor is one who acts as a wise and faithful guide offering support, guidance and concrete assistance as the student begins his/her journey through college.

The mentor is often perceived as someone with more experience that supports a student to do for him/herself; to strive to attain success.

Goals of Mentoring

To provide academic support and personal guidance for students which will enable them to better understand the challenges of college and enhance their opportunities for success;

To provide guidance which will enable students to function more effectively during their college careers and after graduation;

To help students develop a sense of community and belonging within the university environment;

To direct students to appropriate support services at the university;

To encourage students' involvement in all aspects of university life;

To foster a positive self-image by providing encouragement to the student;

To identify any potential problems that will interfere with the accomplishment of the student's educational goals

Mentoring Strategies

01

Make Yourself
Available

02

Foster
Community

03

Be Attentive

04

Encourage
Participation in
the Broader
Community

05

Be
Understanding

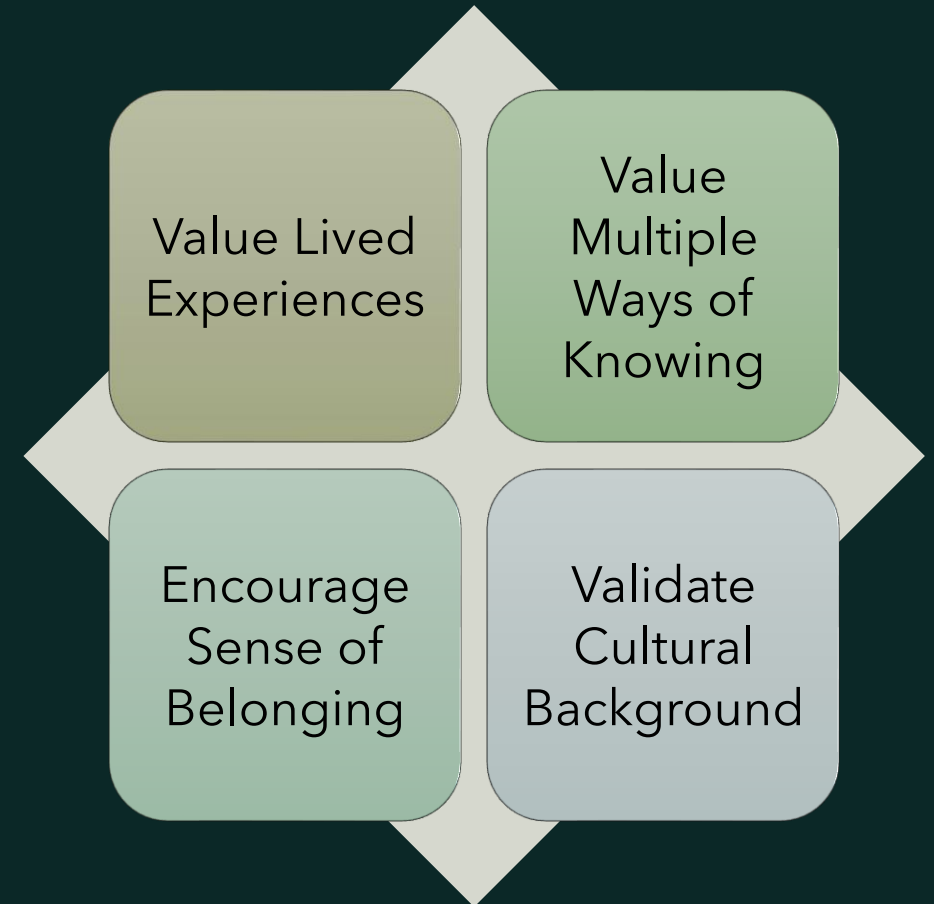
Culturally Responsive Mentoring

Culturally responsive mentoring consists of the following elements:

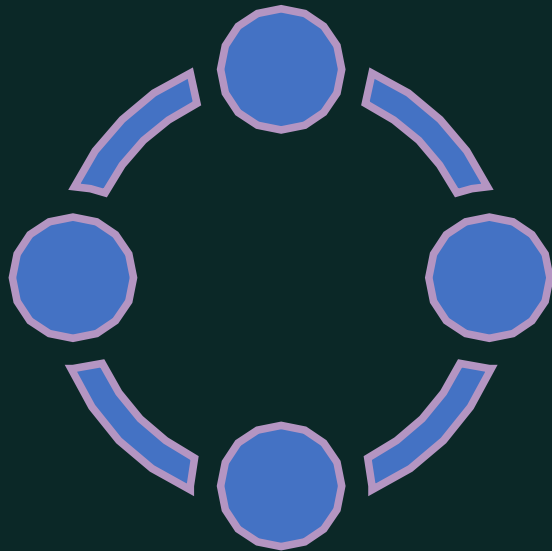
- helps students make connections between their community, national, and global identities;
- proliferates a sense of efficacy; and,
- acknowledges the impact of systemic oppression, marginalization, and inequality.

(Han & Onchwari, 2018; Mass Mentoring Partners, 2016; Salas, Aragon, Alandejani & Thompson, 2014; Villasenor, Reyes, and Munoz, 2013).

Applying Culturally Responsive Mentoring



Stages of Mentor Relationships



Mentorships, as in all relationships, can go through stages. Understanding these stages will help you to evaluate and understand the status of your relationship with your student.

You may not encounter all of these stages and your relationship may progress at an entirely different rate. Successful relationships can develop in many ways. Most importantly the relationship should be one of mutual satisfaction.

Stages of Mentor Relationships

APPREHENSION

A student may feel intimidated by the mentor. Usually, the student will not initiate contact, therefore, the mentor is encouraged to make the first move.

TESTING

The student may fail to keep appointments to test the commitment of the mentor. The mentor must exhibit patience and dedication to the goals of the program.

TRUST

The mentor must be open and honest with the student and identify existing barriers which may impede the development of a trusting relationship. The mentor can then provide opportunities for the relationship to grow.

GOAL SETTING

Encourage the student to set goals with appropriate dates for their completion.

PREDICTABILITY

Once the mentor/student relationship is established, it is perceived by the student as something “solid” on which he/she can depend.

SEPARATION

Once the end of the relationship occurs, the student is able to function independently and to continue in his/her personal growth.

Dispositions of Effective Mentors

Effective mentors are those who



- Are receptive
- Provide a caring presence
- Challenge
- Listen
- Provide structure
- Provide insight
- Are available
- Express positive expectations for the student
- Help students see themselves in new ways
- Serve as a sounding board for new ideas
- Are both part of and apart from the environment of the student
- Laugh!



Mentoring 101: Strategies for Mentoring Undergraduates

- Questions?
- Next Steps
 - Cultural Responsiveness Assessment
 - Mentoring Log
 - Continued participation in recommended community dialogues and workshops

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