ADVANCE OSU: Reciprocal Mentoring Predicts Faculty and Student Success

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Self-Reflection on Mentoring

- How do you conceptualize mentoring? What does it mean to you?
- Do you currently have a mentor(s)?
- Do you currently mentor peers and/or students?
- What do you bring to a mentoring relationship?
- What do you hope to gain from a mentoring relationship?
Reciprocal Mentoring

- **Mentoring**: A dynamic, reciprocal relationship in a work environment between an advanced career mentor and a protégé aimed at promoting the career development of both parties (Healy & Welchert, 1990).

- **Reciprocal Mentoring**: A strategic method to mutually develop personal and professional skills that help both mentor and mentee avoid thinking that, “my life will improve after...”
In 2011, there was **56 Female STEM** faculty at OSU, which comprised **14.5%** of all STEM faculty (329 males).

Overall, women comprise **14.5%** of tenured and tenure track STEM Faculty. Of this 14.5%, less than 4% of these women are full Professors at OSU (n=13).
Faculty:

• “My life will improve after I get grant funding and get tenure”
What is driving this misperception?

Mentoring Myths

Myth 1: My mentor should have a higher rank/older/more experience

Myth 2: My mentor should be of the same sex
  • Cognitive Match Theory

What is driving this misperception?

Mentoring Myths

Myth 3: I only need a mentor when I’m new or in trouble.

Myth 4: My mentor should be in my discipline or department.

Myth 5: Mentoring takes time out of my schedule, and adds more meetings to my day.

Academic Pipeline
Graduate student Misperceptions

Graduate Students:
• “My life will be better once I graduate and find a job”

Faculty:
• “My life will improve after I get grant funding and get tenure”

ADVANCE OSU data
Are GS Satisfied & Prepared for a J.O.B.?
- all doctoral students (n=63)
Does SEX Matter?

When asked if their mentor promotes their career through networking...

- **Sex Trends**
  - Women - 23 of 70 (33%) agreed
  - Men - 31 of 64 (48%) agreed
  - \((X^2(1) = 3.73, p = .048)\)

When asked if their mentor advises them about publications...

- **Sex Trends**
  - Women - 41 of 70 (58%) agreed
  - Men - 46 of 64 (72%) agreed
  - \((X^2(1) = 2.60, p = .076)\)

When asked if their mentor advises about department politics...

- **Sex Trends**
  - Women - 19 of 70 (27%) agreed
  - Men - 26 of 64 (41%) agreed
  - \((X^2(1) = 2.73, p = .071)\)
Does your discipline matter?

- When asked if their mentor prepares them for advancement (i.e. matriculation, leadership)

  - **STEM**
    - Non-STEM - 67% of graduate students agreed
    - STEM - 44% agreed
      - \((X^2(4) = 10.90, p = .023)\)

  - **Sex & STEM** (10 missing data)
    - FN - 33%
    - MN - 68%
    - FS - 64%
    - MS - 66%

    - \((X^2(4) = 10.90, p = .023)\)
My Mentor is an Advocate for Me

Sex & STEM - NS
Sex & STEM (10 missing data)

\( \chi^2(4) = 8.87, \ p = .045 \)
What do you EXPECT from your mentor?

Advice about preparation for advancement...
- Women - 53 of 70 (33%) agreed
- Men - 33 of 64 (48%) agreed
  - \( \chi^2(1) = 8.48, p = .003 \)

Advice about obtaining resources...
- Women - 55 of 70 (58%) agreed
- Men - 39 of 64 (72%) agreed
  - \( \chi^2(1) = 4.97, p = .026 \)

Advocates for me...
- Women - 54 of 70 (27%) agreed
- Men - 37 of 64 (41%) agreed
  - \( \chi^2(1) = 4.07, p = .033 \)

Advice about balancing work and family...
- Women - 38 of 70 (27%) agreed
- Men - 24 of 64 (41%) agreed
  - \( \chi^2(1) = 3.79, p = .038 \)
Female Mentors

Advice about preparation for advancement...
- Women - 25 of 35 (33%) agreed
- Men - 21 of 47 (48%) agreed
  - STEM - 14 of 34 (33%) agreed
  - N-STEM - 29 of 40 (33%)
  - \(X^2(1) = 5.83, p = .014\)
  - \(X^2(1) = 7.41, p = .006\)

Is an Advocate for me...
- STEM - 15 of 34 (27%) agreed
- Non-STEM - 26 of 40 (41%) agreed
  - \(X^2(1) = 3.24, p = .058\) Trend

Advice about balancing work and family...
- STEM - 6 of 34 (27%) agreed
- Non-STEM - 17 of 40 (41%) agreed
  - \(X^2(1) = 5.30, p = .019\)
Women vs. Men Mentors

No significant differences between men
Take home message...

- Incorporate reciprocal mentoring tactics with your current mentors and mentees
- Reap the benefits
Any questions or comments?

Thank you

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