

SOCIAL BELONGING FOR STUDENT SUCCESS

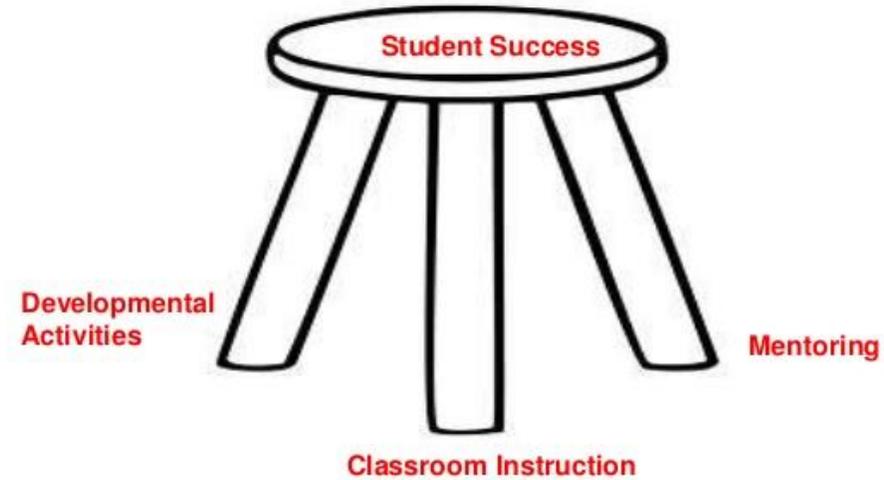
MENTORING FOR STUDENT SUCCESS

Mentoring

- Give me a one sentence definition of MENTORING

Student Success

A Three Pronged Strategy for Student Success



Mentoring

- Support, guidance and advice from a more experienced individual to another less experienced individual with a view to ensure his/her success.
- A collaborative, mutually beneficial partnership between a Mentor/Protégé.

Mentoring

- Is a partnership ...not simply a relationship. Both parties agree to the relationship and both parties are responsible for its success.

Mentoring Opportunities

- Small group mentoring
- One-on-one mentoring
- Peer Mentoring
- Informal mentoring
- Special Group mentoring

Types of Mentoring

- Intellectual
 - Academic matters
 - Communication and writing skills
 - Perspective building
 - Feedback
- Psychological
 - Self-confidence
 - Encouragement
 - Identity
 - Trust
 - Empathy and acceptance
- Social
 - Social integration
 - Mutual support
 - Friendship
 - Group identity
 - Networking
- Career
 - Information about industries and roles
 - Goal setting and career planning
 - Interview and related skills

Stages of mentoring (David Clutterbuck, 1998)

- Rapport building
- Direction setting
- Progress working
- Maturation
- Closing down

Outcomes

- Benefits to the mentee
 - Academic success
 - Individualized attention
 - Academic support
 - Greater employability
 - Higher self-efficacy
 - Networking/social capital
 - Social integration
- Benefits to the mentor
 - Satisfaction
 - Long term relationship with students
 - Development of skills
- Benefits to the Institution
 - Student success
 - Retention
 - Long term relationship
 - Immediate feedback from students
 - Better handling of difficult situations

Activities for mentoring

- Ice breaking
- Clarification of expectations and roles
- Discussion on academic topics/perspective building
- Group discussion
- Careers and roles/career guidance
- Paper writing
- Birthday celebration
- Pizza party
- Support for assignment/projects
- Personal counseling
- Discussion about learning from co-curricular and extra-curricular activities
- Industry visits
- Mock interviews
- Problem solving
- Grievance handling

Problems you are likely to encounter

- Value of mentoring not properly defined/lack of clarity of purpose
- Cultural resistance
- Poor documentation
- Lack of training
- Lack on interest and expertise
- Problems in scheduling of meetings
- Lack of time on the part of mentors
- Extra load on students and faculty/staff

Examples of Objectives

Objectives of Mentoring

- The specific objectives of the policy are:
 - ▣ To help students adjust at the Institute.
 - ▣ To facilitate academic and personal development of students.
 - ▣ To enhance employability skills of the students.
 - ▣ To establish a bridge between teaching and students communities.

References

- + Clutterbuck, D. (2004). *Everyone needs a mentor: Fostering talent in your organisation*. CIPD Publishing.
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- + Simon, S. A., & Eby, L. T. (2003). A typology of negative mentoring experiences: A multidimensional scaling study. *Human Relations*, 56(9), 1083-1106.