

# Everything a new faculty member needs to know about becoming an effective advisor and mentor.

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## **Abstract:**

The learning curve for new faculty members is extremely steep during their first year of employment. They must learn the physical layout of the campus, gauge the climate of the college and/or department, prep for new courses, and cultivate a research agenda in a new environment. Oftentimes, seasoned faculty members are eager to provide assistance and guidance in these endeavors.

However, many new faculty members do not receive advice on how to become a good advisor or mentor. Senior faculty members often leave new faculty to their own devices with the expectation that “they will figure it out.” The lack of training in mentorship specifically can prove detrimental to the very students who might benefit most from a quality relationship with a faculty member. This session will discuss important aspects of being a good mentor and advisor. Specific topics to be covered include how to write successful letters of recommendations, how to select competent lab assistants, the difference between mentoring and advising a student, setting appropriate boundaries and expectations, defining the relationship, and soliciting and responding to feedback. The presenters will give special attention to the topics of mentoring students of color and non-traditional students. We draw on our combined 40+ years of experience mentoring undergraduate and graduate students, describing mistakes and lessons learned.

Dr. McGregor is the author of “Teaching and mentoring racially and ethnically diverse students” in the Handbook of Teaching of Psychology (Buskist & Davis, 2008), and co-author of “Important considerations for ethnic minority graduate students,” in Your graduate training in psychology: Effective strategies for success (Giordano, Davis, and Licht. 2012). She was the 2015-16 recipient of the Arkansas State University’s Faculty Award for Excellence in Academic Advising and the 2017 Honor’s Professor of the Year.

Dr. Bridges is the recent recipient of the SREB Faculty Advising Award and the APA Kenneth & Mamie Clark APAGS mentoring award in 2016- for psychologists who have made outstanding contributions to the professional development of ethnic minority graduate students.

## **Notes:**

Presenters: Loretta Neal McGregor, PhD., Arkansas State University and Ana Julia Bridges, PhD., University of Arkansas.