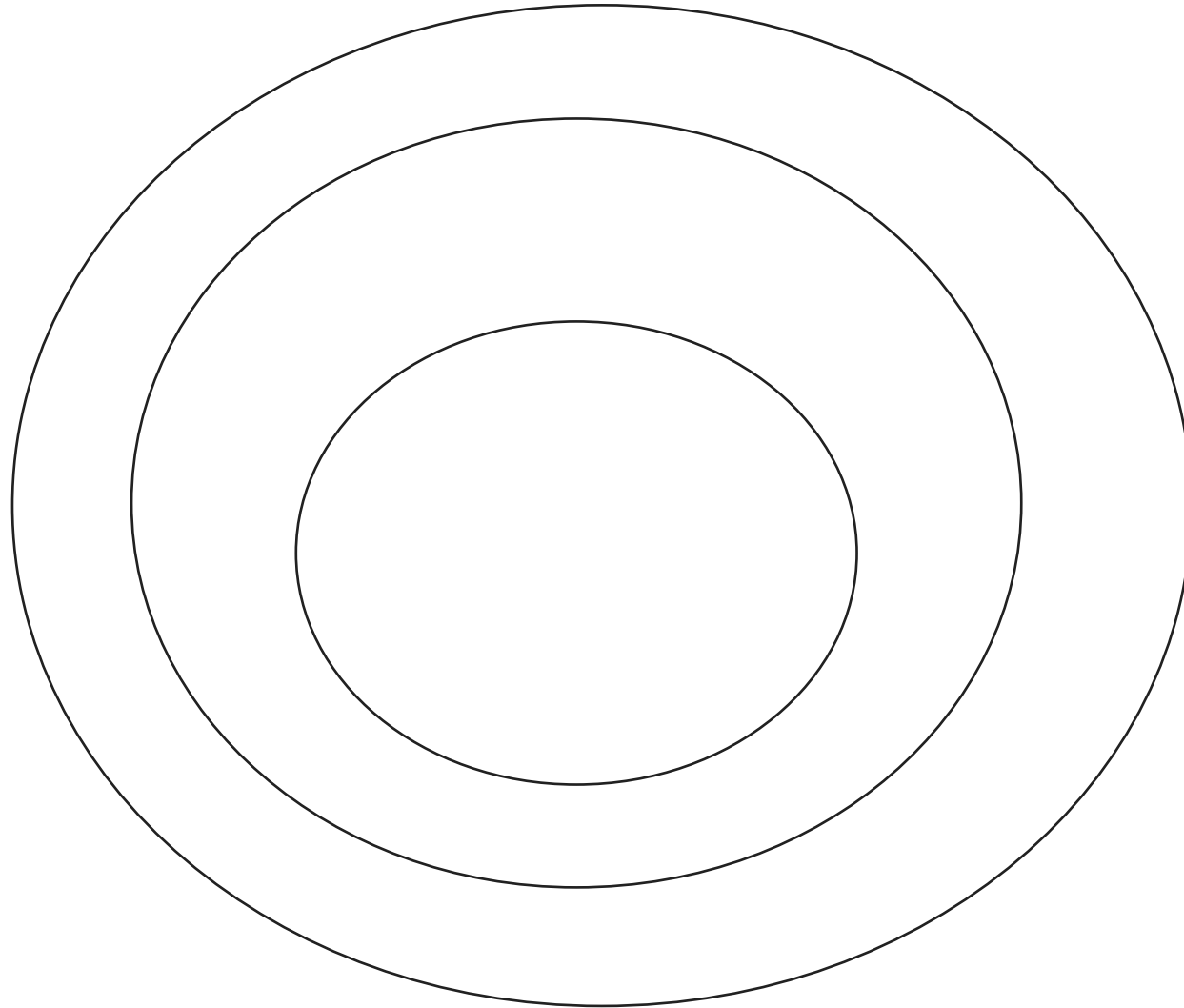


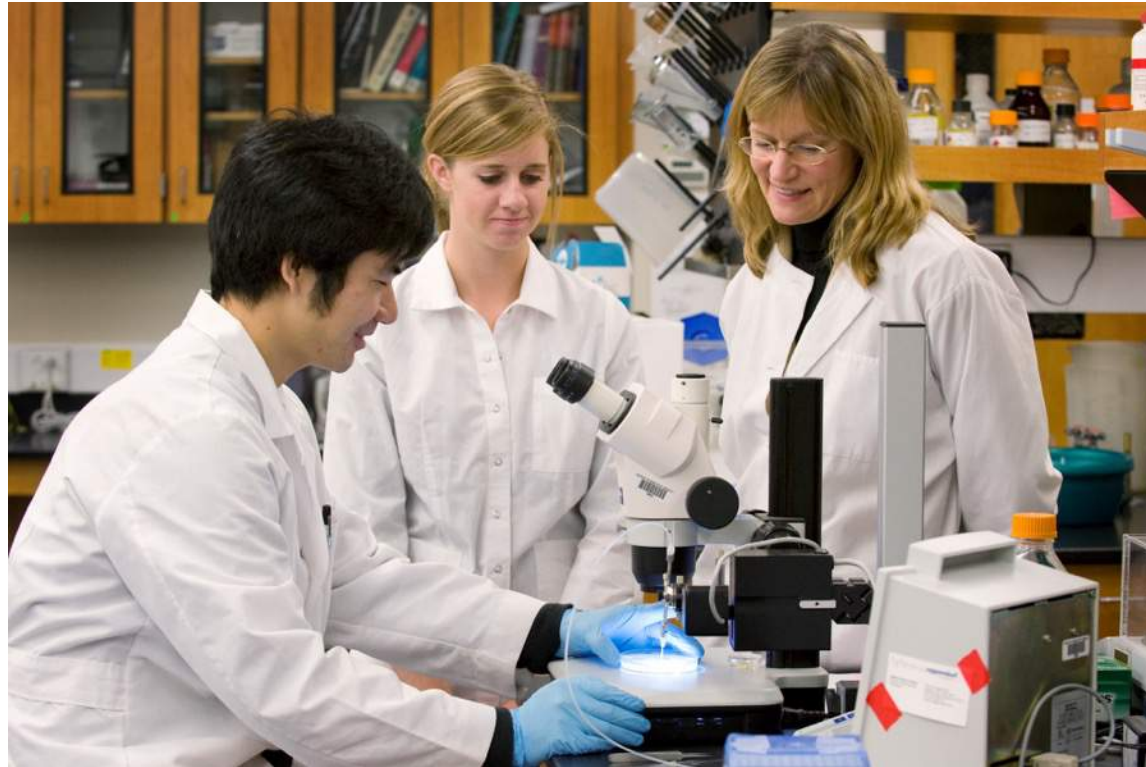
Inclusive Mentoring

Catherine Bates, Dr. Donna Llewellyn, Dr. Barbara Wood Roberts

Circles of Networks



Why Mentoring Matters



What predicts happiness after graduation...





The graduate recalled having...

A Professor who cared about them as a person,
Made them excited about learning,
Encouraged them to pursue their dreams

Only 22% of college graduates report having a mentor

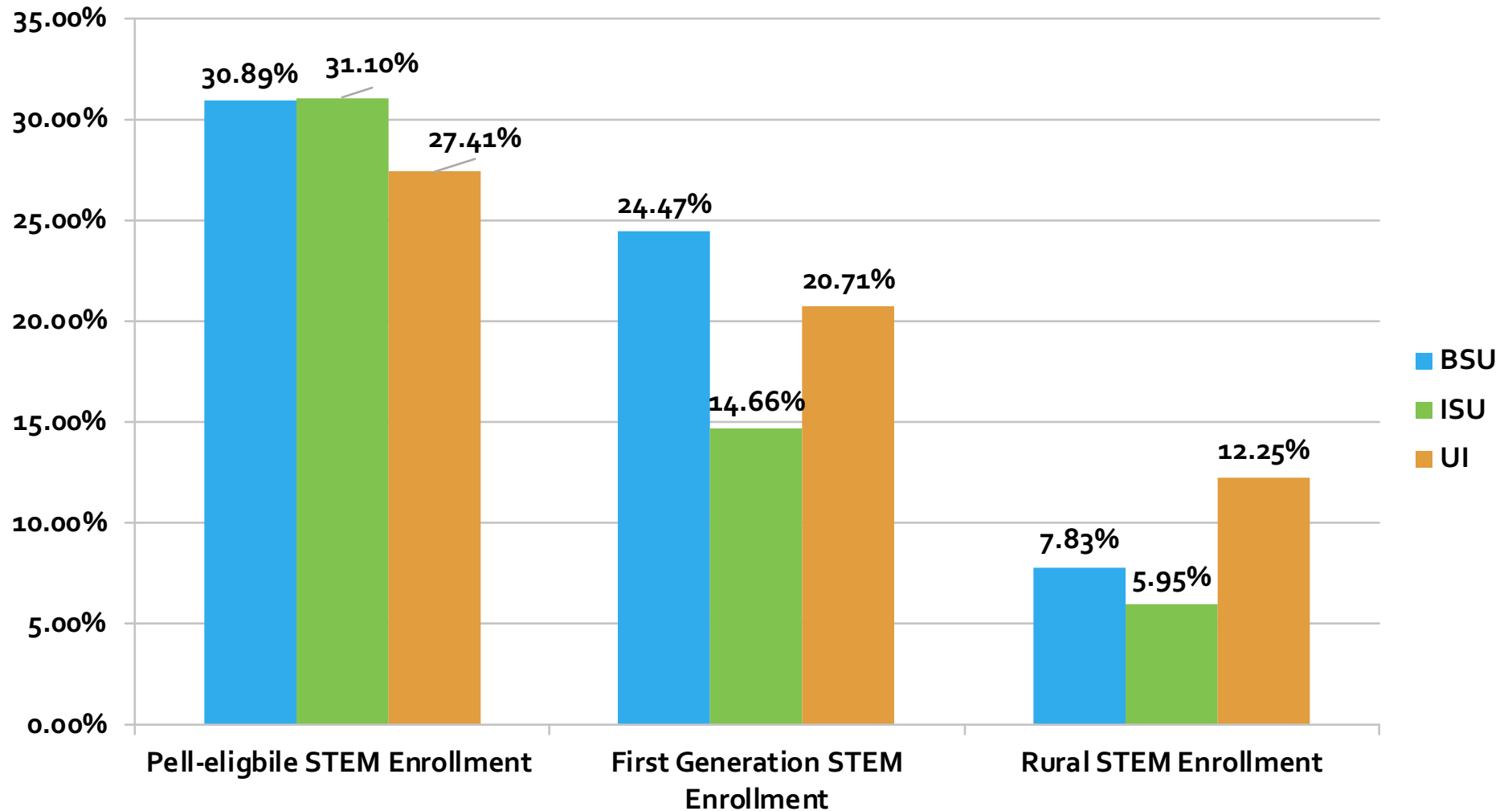




Idaho Students

<https://www.idahoednews.org/news/what-will-it-take-to-get-more-high-school-graduates-to-continue-their-education/>

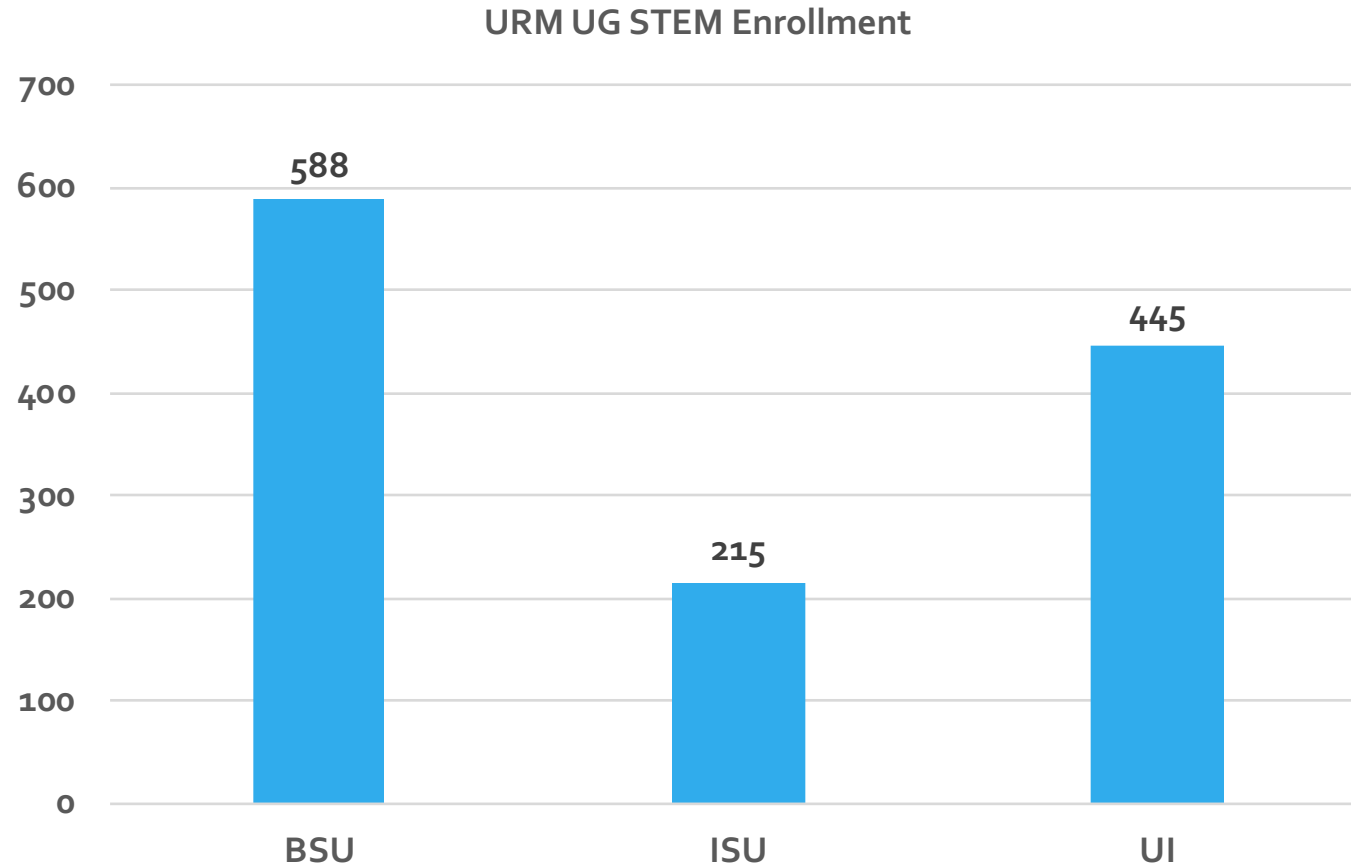
Fall 2016 Demographic Comparison



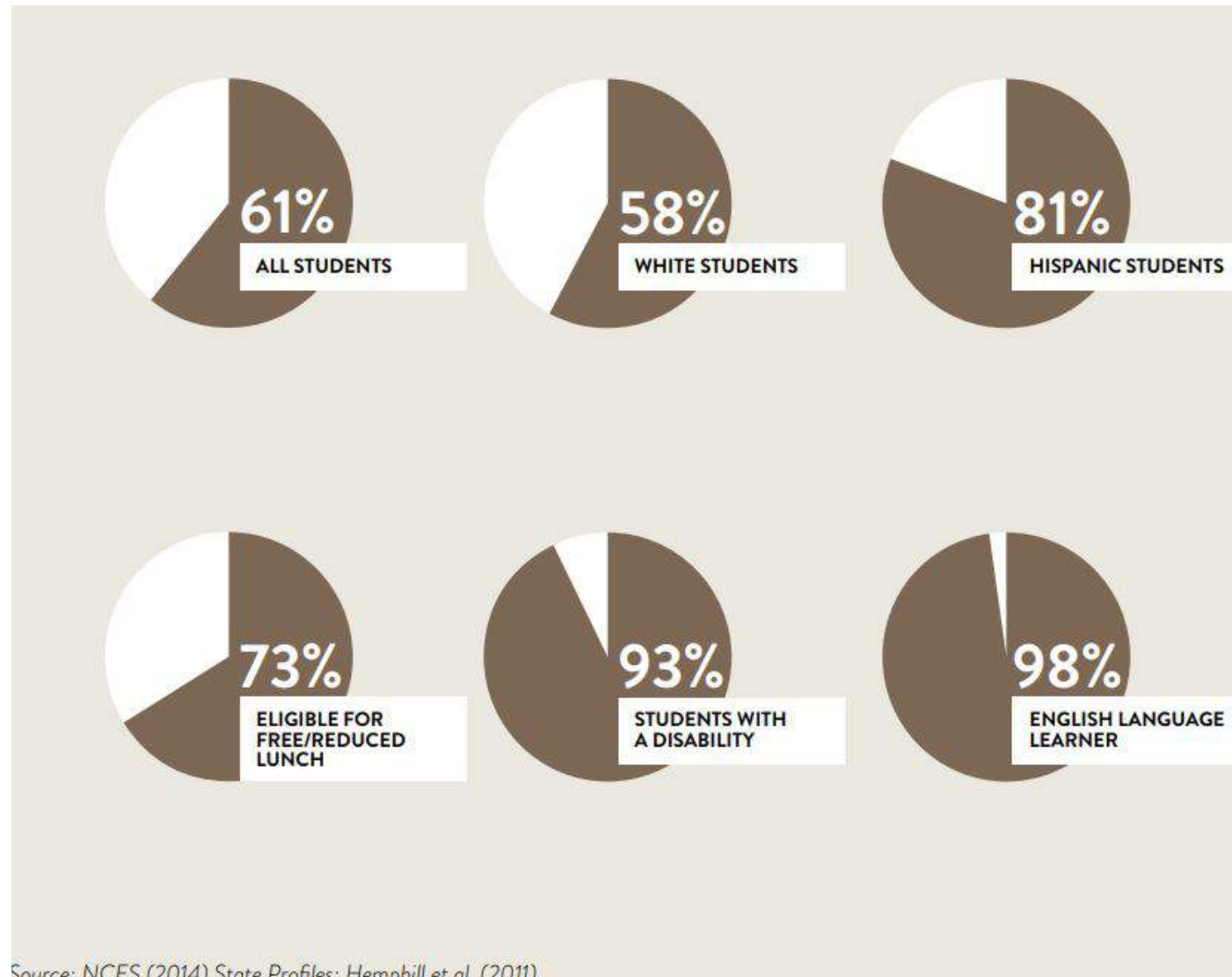


Fewer than **one in five rural adults** aged 25 and older have college degrees, says the U.S. Department of Agriculture's Economic Research Service.

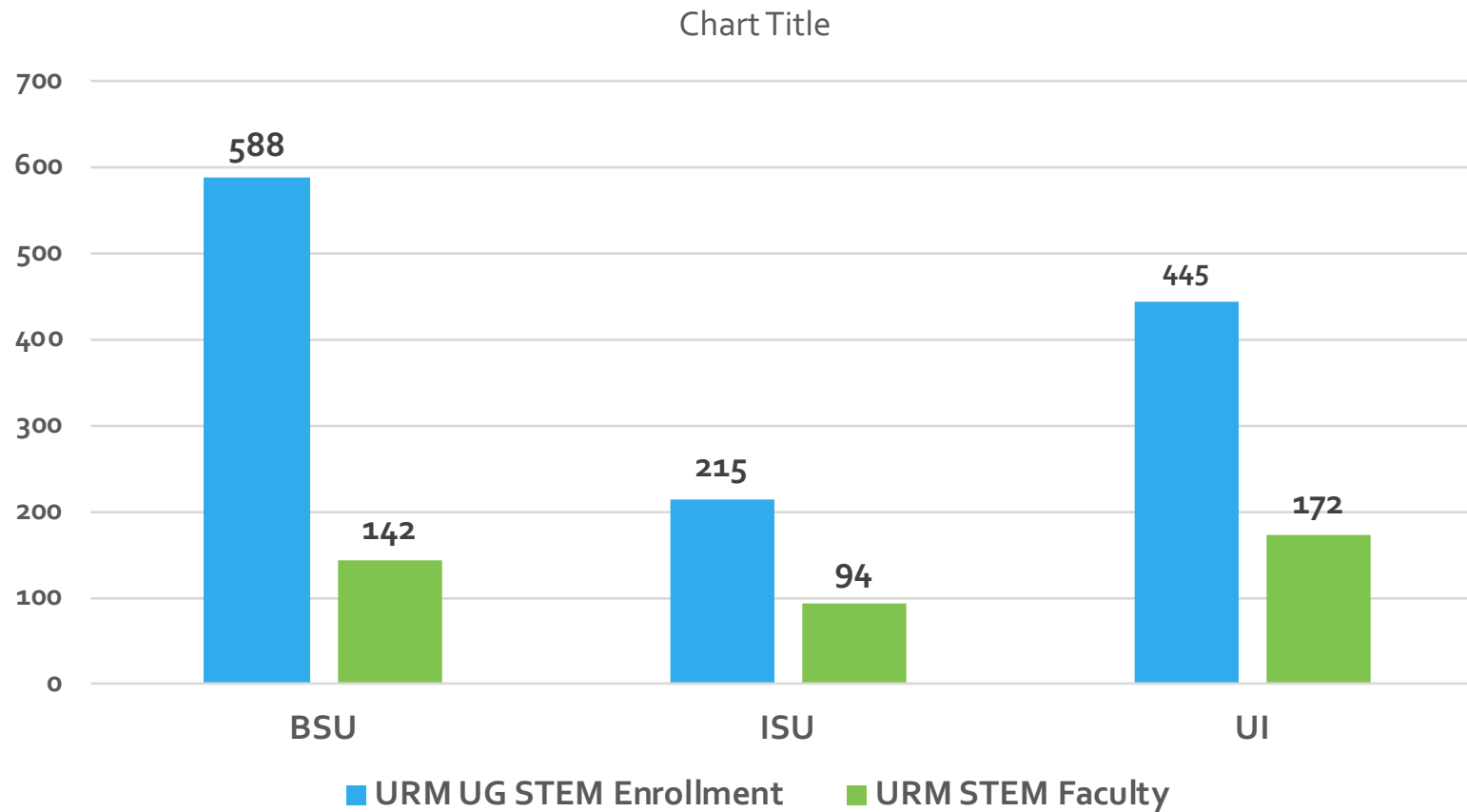
Fall 2016 Underrepresented Minority Enrollment



Students Below NAEP's Proficient Level: 8th Grade Reading



STEM Student & Faculty Comparison



Mentoring and Student Success



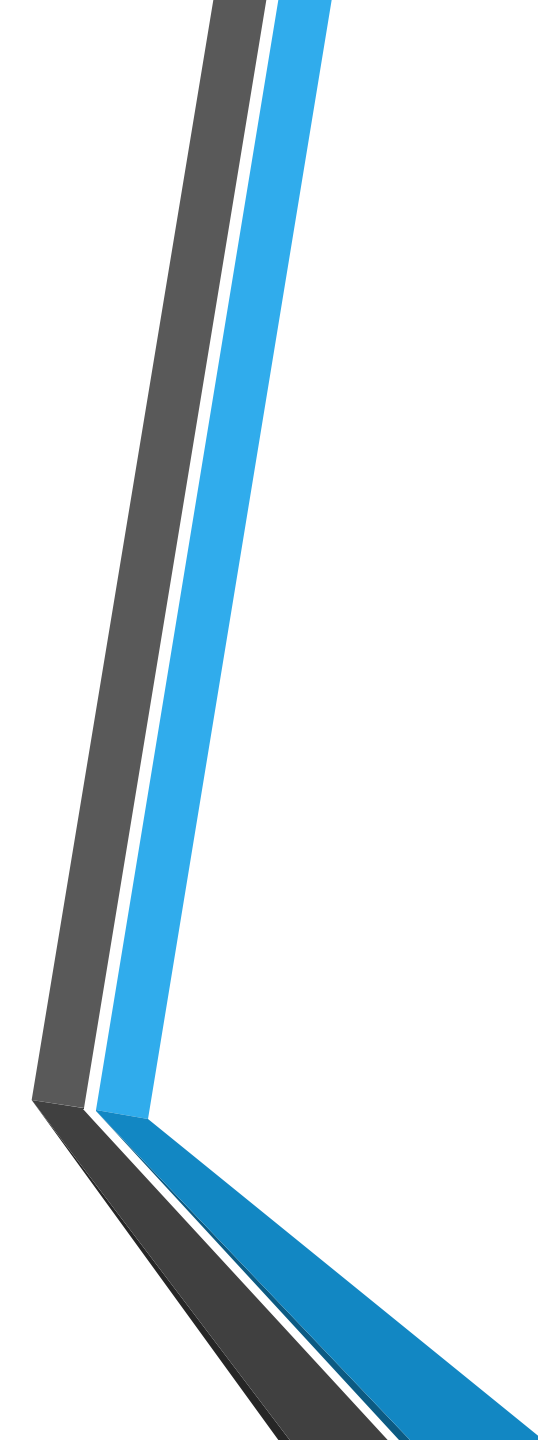
- More likely to return for sophomore year, (Johnson, 2016).
- More likely to persist until graduation, (Ferrer de Valero, 2005).
- Predicts higher GPAs, (Johnson, 2016).
- Dissertation success & timely degree completion among graduate students, (NASEM, 2018).
- Mentoring for URM students is particularly beneficial.

Mentoring Across Cultures

Barbara Wood Roberts, MSHE, MA, PhD

Idaho State University Intercultural Competence Lab





“Research suggests that interracial mentoring relationships are strained by negative affect and low rapport.”

Leitner, Ayduk, Boykin, & Mendoza-Denton (2018)



Challenges to Interracial Mentoring

Negative affect

- Unpleasant subjective feelings or mood

Low Rapport

- Degree of interconnectedness and closeness with another person



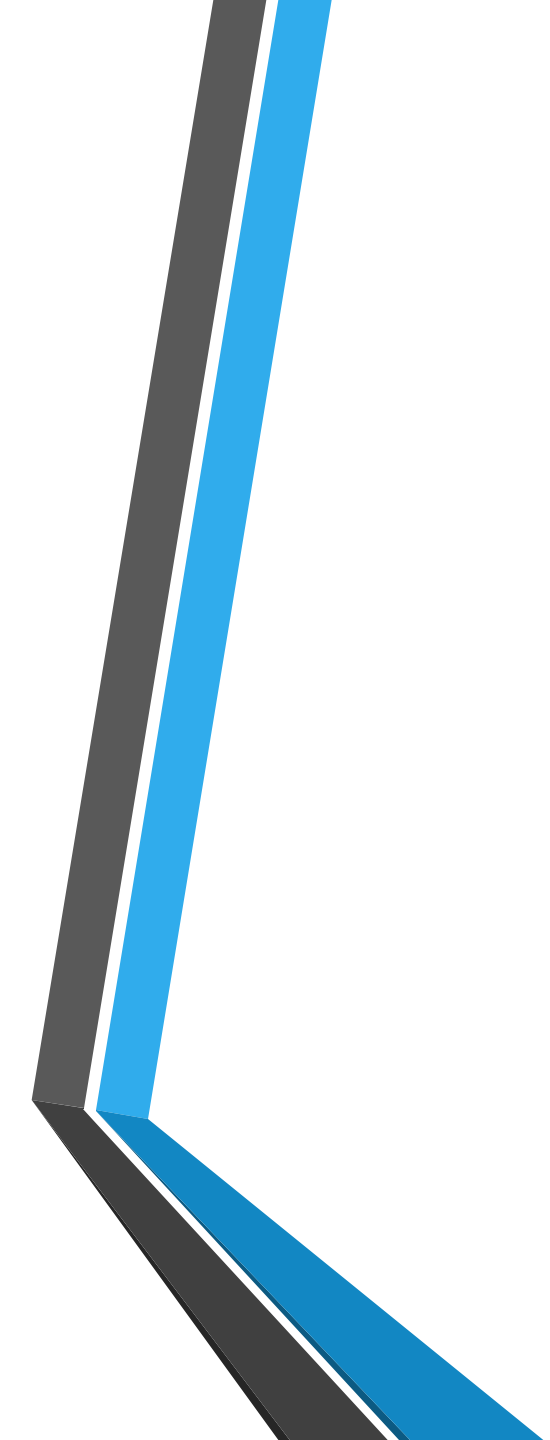
Effects of Negative Affect

Mentees

- Stereotype Threat
- Excessive Self Focus
- Underperformance

Mentors

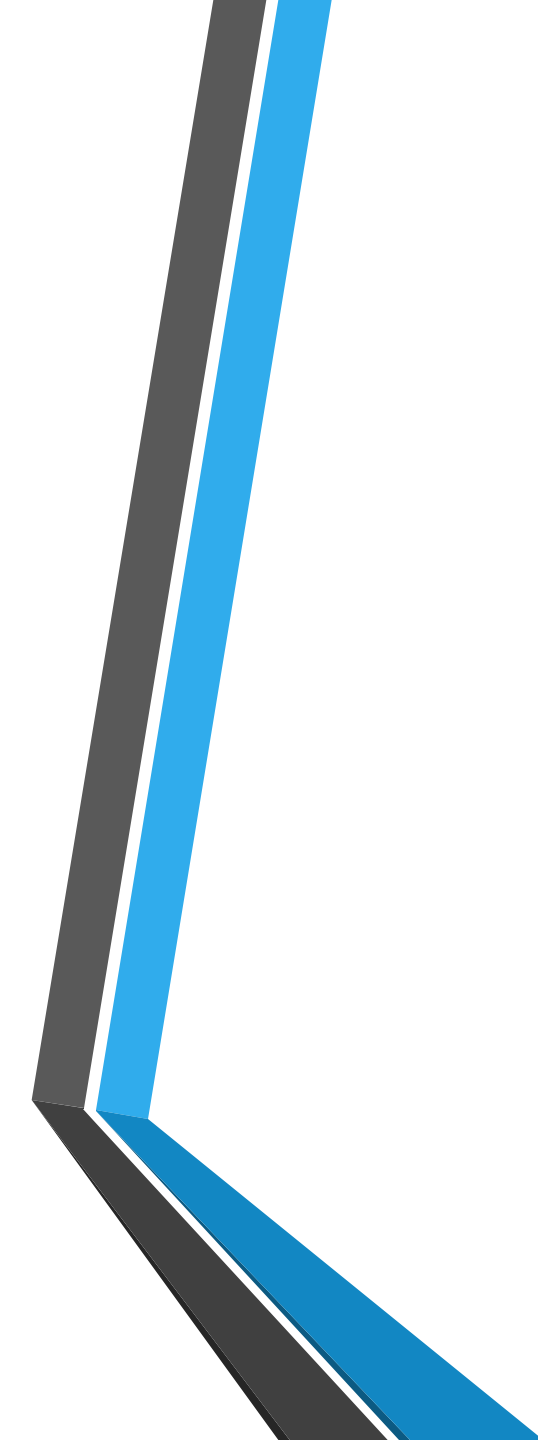
- Concerns of Racist Accusations
- Excessive Self Focus
- Poor Mentorship



Effects of Low Rapport

Mentees

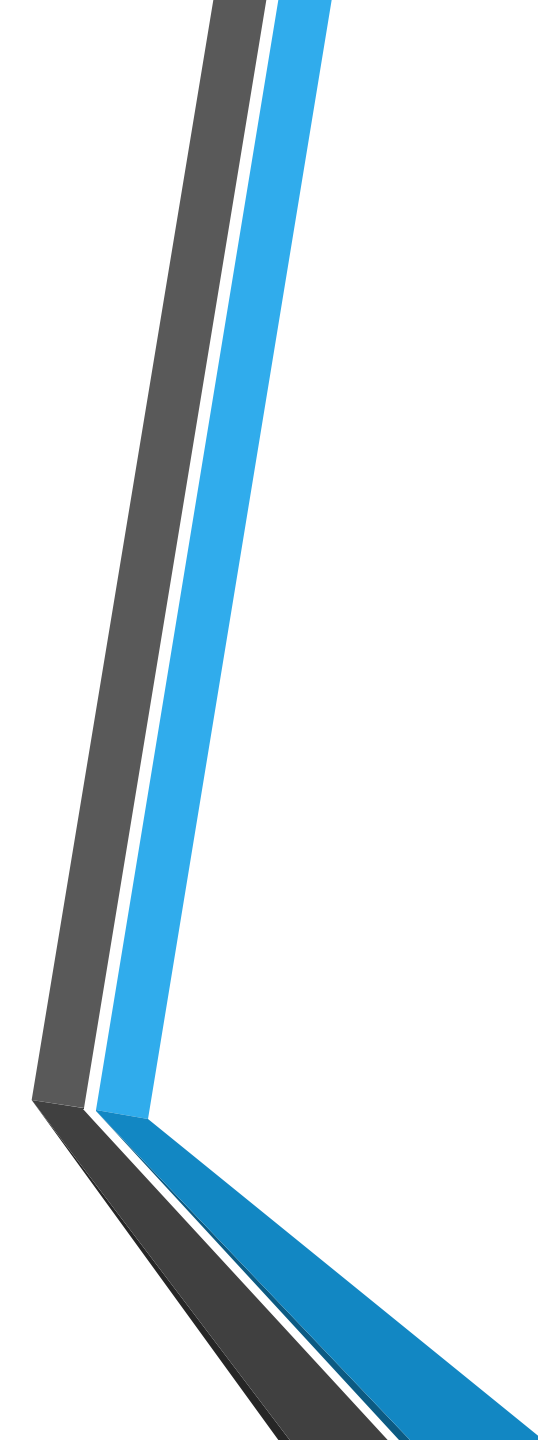
“who feel low rapport with their mentors may avoid seeking constructive feedback from their mentor, and in turn, show lower performance.”



Effects of Low Rapport

Mentors

“who feel low rapport with their mentees may likewise feel less committed to providing constructive, helpful feedback to their mentee.”



“Research suggests that interracial mentoring relationships are strained by *negative affect* and *low rapport*.”

Leitner, Ayduk, Boykin, & Mendoza-Denton (2018)



Effects of Mutual Self Disclosure

Self Disclosure

“the sharing of personal information (e.g., experiences, fears, goals) with another individual.”

RESEARCH ARTICLE

Reducing negative affect and increasing rapport improve interracial mentorship outcomes

Jordan B. Leitner*, Özlem Ayduk, C. Malik Boykin, Rodolfo Mendoza-Denton

Department of Psychology, University of California, Berkeley, Berkeley, California, United States of America

* jleitner@gmail.com



Abstract

Research suggests that interracial mentoring relationships are strained by negative affect and low rapport. As such, it stands to reason that strategies that decrease negative affect and increase rapport should improve these relationships. However, previous research has not tested this possibility. In video-chats (Studies 1 and 2) and face-to-face meetings (Study 3), we manipulated the degree of mutual self-disclosure between mentees and mentors, a strategy that has been shown to reduce negative affect and increase rapport. We then measured negative affect and rapport as mediators, and mentee performance (quality of speech delivered; Studies 1 and 3) and mentor performance (warmth and helpfulness; Studies 2 and 3) as key outcomes. Results revealed that increased self-disclosure decreased negative affect and increased rapport for both mentees and mentors. Among mentees, decreased negative affect predicted better performance (Studies 1 and 3). Among mentors, increased rapport predicted warmer feedback (Studies 2 and 3). These effects remained significant when we meta-analyzed data across studies (Study 4), and also revealed the relationship of rapport to more helpful feedback. Findings suggest that affect and rapport are key features in facilitating positive outcomes in interracial mentoring relationships.

OPEN ACCESS

Citation: Leitner JB, Ayduk Ö, Boykin CM, Mendoza-Denton R (2018) Reducing negative affect and increasing rapport improve interracial mentorship outcomes. PLoS ONE 13(4): e0194123. <https://doi.org/10.1371/journal.pone.0194123>

Editor: Karen B. Schmaling, Washington State University, UNITED STATES

Received: March 17, 2017

Accepted: February 12, 2018

Published: April 4, 2018

Copyright: © 2018 Leitner et al. This is an open access article distributed under the terms of the Creative Commons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original author and source are credited.

Data Availability Statement: All data and analysis code are available here: <https://osf.io/yxxvk/>.

Funding: This research was supported by the National Science Foundation (nsf.gov) under Award Numbers 1306709 (to R.M. and O.A.). The funders had no role in study design, data collection and analysis, decision to publish, or preparation of the manuscript.

Competing interests: The authors have declared that no competing interests exist.

Introduction

Research suggests that mentorship plays a critical role in personal and professional development. For instance, individuals who receive positive mentorship show more positive attitudes towards their career and earn higher salaries [1–6]. The benefits of mentorship also extend to the mentors themselves, as evidenced by research showing that people who provide mentorship exhibit better performance [3]. Notably, mentorship has been linked to positive outcomes across an array of contexts, including informal peer-to-peer relationships [7].

As such, it is important to understand how to maximize the potential benefits of mentoring relationships. This is particularly so within interracial mentoring contexts, given research showing that mentorship quality is poorer in interracial vs. same-race mentoring relationships [8, 9]. Furthermore, as a function of their under-representation in the professoriate as well as management [10, 11], racial minorities (heretofore “minorities”) may frequently receive

Leitner et al. (2018)

Hypothesis:

In interracial mentoring relationships, decreasing negative affect and increasing rapport (through mutual self disclosure) would improve mentee performance and mentor feedback.

RESEARCH ARTICLE

Reducing negative affect and increasing rapport improve interracial mentorship outcomes

Jordan B. Leitner*, Özlem Ayduk, C. Malik Boykin, Rodolfo Mendoza-Denton

Department of Psychology, University of California, Berkeley, Berkeley, California, United States of America

* jleitner@gmail.com



OPEN ACCESS

Citation: Leitner JB, Ayduk Ö, Boykin CM, Mendoza-Denton R (2018) Reducing negative affect and increasing rapport improve interracial mentorship outcomes. PLoS ONE 13(4): e0194123. <https://doi.org/10.1371/journal.pone.0194123>

Editor: Karen B. Schmaling, Washington State University, UNITED STATES

Received: March 17, 2017

Accepted: February 12, 2018

Published: April 4, 2018

Copyright: © 2018 Leitner et al. This is an open access article distributed under the terms of the Creative Commons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original author and source are credited.

Data Availability Statement: All data and analysis code are available here: <https://osf.io/yxxvk/>.

Funding: This research was supported by the National Science Foundation (nsf.gov) under Award Numbers 1306709 (to R.M. and O.A.). The funders had no role in study design, data collection and analysis, decision to publish, or preparation of the manuscript.

Competing interests: The authors have declared that no competing interests exist.

Abstract

Research suggests that interracial mentoring relationships are strained by negative affect and low rapport. As such, it stands to reason that strategies that decrease negative affect and increase rapport should improve these relationships. However, previous research has not tested this possibility. In video-chats (Studies 1 and 2) and face-to-face meetings (Study 3), we manipulated the degree of mutual self-disclosure between mentees and mentors, a strategy that has been shown to reduce negative affect and increase rapport. We then measured negative affect and rapport as mediators, and mentee performance (quality of speech delivered; Studies 1 and 3) and mentor performance (warmth and helpfulness; Studies 2 and 3) as key outcomes. Results revealed that increased self-disclosure decreased negative affect and increased rapport for both mentees and mentors. Among mentees, decreased negative affect predicted better performance (Studies 1 and 3). Among mentors, increased rapport predicted warmer feedback (Studies 2 and 3). These effects remained significant when we meta-analyzed data across studies (Study 4), and also revealed the relationship of rapport to more helpful feedback. Findings suggest that affect and rapport are key features in facilitating positive outcomes in interracial mentoring relationships.

Introduction

Research suggests that mentorship plays a critical role in personal and professional development. For instance, individuals who receive positive mentorship show more positive attitudes towards their career and earn higher salaries [1–6]. The benefits of mentorship also extend to the mentors themselves, as evidenced by research showing that people who provide mentorship exhibit better performance [3]. Notably, mentorship has been linked to positive outcomes across an array of contexts, including informal peer-to-peer relationships [7].

As such, it is important to understand how to maximize the potential benefits of mentoring relationships. This is particularly so within interracial mentoring contexts, given research showing that mentorship quality is poorer in interracial vs. same-race mentoring relationships [8, 9]. Furthermore, as a function of their under-representation in the professoriate as well as management [10, 11], racial minorities (heretofore “minorities”) may frequently receive

Results

Across three experiments, the use of self disclosure to decrease negative affect and increase rapport predicted better performance for mentees and warmer and more helpful feedback for mentors.



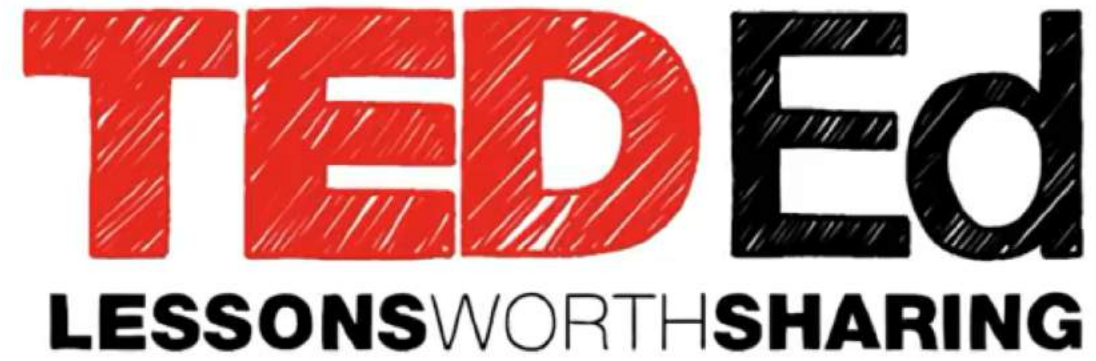
Privilege For Sale

- Please look at the following list of privileges. Each privilege costs \$100 to purchase. As a group, please purchase as many privileges as your money allows.

What Good Mentors Do

1. Be accessible
2. Offer encouragement
3. Challenge your mentee to do or experience things they might not do otherwise
4. Provide positive affirmation
5. Provide professional wisdom & insight
6. Deliver feedback (positive and less positive)
7. Create a mentoring network





Intercultural Competence

- *Positive cultural orientation*
- *Tolerance for ambiguity*
- *Cross-cultural self-efficacy*
- *Self-awareness*
- *Social monitoring*
- *Perspective taking/suspending judgment*
- *Cultural knowledge application*
- *Behavior regulation*
- *Emotion regulation*

