Mentoring and Coaching in Higher Education: Additional References

Mentoring is a well-established practice for promoting professional development in education and business. In higher education, mentoring programs are recognized as a valuable tool for recruitment, retention, and advancement of graduate students and faculty, as well as an aid to greater inclusivity and diversity.

There is a vast literature on mentoring - ranging from scholarly and academic studies to individual reports of specific programs or experiences – and encompassing programs for elementary school educators through senior managers in business.

The “Mentoring and Coaching: Annotated Bibliography” presents some brief and readily accessible articles and books for those in higher education who are interested in the subject of mentoring, thinking of establishing a program, or who are (or will be) partners in mentoring teams.

This “Mentoring and Coaching: Additional References” presents additional resources for those who wish to learn more about mentoring and coaching in higher education, again with a focus on mentoring in STEM fields.

Overviews of Mentoring

The following are comprehensive, thorough surveys that provide an introduction to many topics relating to mentoring. The books are edited by, or contain chapters by, leading experts in the field. They provide good starting points for detailed coverage of scholarship, research, and practice of mentoring.


For Mentors

For mentors (or those about to become ones), the following resources provide excellent guides for being effective mentors.


For Students and Mentees

For those who are seeking out a mentor or who are already in a mentoring relationship, the following resources provide guidance on how to make the most of a mentor partnership.

Association of American Medical Colleges. Compact between Biomedical Graduate Students and Their Research Advisors. Website: [https://www.aamc.org/initiatives/research/gradcompact/](https://www.aamc.org/initiatives/research/gradcompact/)

Association of American Medical Colleges. Compact Between Postdoctoral Appointees and Their Mentors. Website: [https://www.aamc.org/initiatives/research/postdoccompact/](https://www.aamc.org/initiatives/research/postdoccompact/)


**STEM and Diversity**

The following resources discuss mentoring in its role as a means to recruit and retain students, and especially women and underrepresented ethnic groups in STEM fields.


**Mentoring Alternatives**

Alternative forms of mentoring, instead of the traditional one-on-one, master-apprentice model, are described (along with the advantages their advocates see for them over tradition forms), in the following resources.


**Web Resources**

Center for the Improvement of Mentored Experiences in Research (CIMER). Website: [https://www.cimerproject.org/#/](https://www.cimerproject.org/#/)

*This website provides an entrée into the resources provided by the Center for the Improvement of Mentored Experiences in Research, which is direct at those in STEM fields. Topics of their resources include training, consulting, curricula, evaluation, and additional publications.*


*This online guide prepared by American Psychological Association briefly surveys major topics relating to mentoring: definition, stages, forms of mentoring, types of mentors, mentoring etiquette, and ethics.*

Graduate Mentoring Guidebook. Office of Graduate Studies, University of Nebraska-Lincoln. Website: [https://www.unl.edu/mentoring/introduction](https://www.unl.edu/mentoring/introduction)

*This guide prepared by the Office of Graduate Studies, University of Nebraska-Lincoln, is aimed at students in graduate education. The guide aims to inform graduate students about the concepts, planning, strategies, and tools that contribute to a meaningful mentoring relationship. Discusses basic concepts, mentoring needs, common concerns, and mentoring needs in a diverse community.*

Mentoring & Advising. Rackham Graduate School, University of Michigan. Website: [http://www.rackham.umich.edu/faculty-staff/information-for-programs/academic-success/mentoring-advising](http://www.rackham.umich.edu/faculty-staff/information-for-programs/academic-success/mentoring-advising)

*This site prepared by the Rackham Graduate School, University Michigan, has only guidebooks for both faculty and students. It also contain a “quick tips” document, examples of programs at the University of Michigan, and a very extensive list of resources available at other universities and organizations.*

National College for Teaching & Leadership. Mentoring and Coaching: Core Skills. Website: [https://www.nationalcollege.org.uk/transfer/open/mentoring-and-coaching-core-skills/mccore-s02/mccore-s02-t03.html](https://www.nationalcollege.org.uk/transfer/open/mentoring-and-coaching-core-skills/mccore-s02/mccore-s02-t03.html)

*This website developed by the National College for Teaching & Leadership (UK) describes a national CEDAR (contract, explore, deepen, act, review) framework for mentoring and coaching. The website has online modules for covering the five basic elements of mentoring and coaching.*
National Research Mentoring Network. Website: https://nrmnet.net/mentor-landing-page/what-is-a-mentorcoach/attributes-of-an-effective-mentor/

This website is an introduction to the National Research Mentoring Network, a nationwide association of biomedical professionals and institutions. The consortium collaborates to provide all trainees across the biomedical, behavioral, clinical and social sciences with evidence-based programming to further mentorship and professional development.