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Enhance your Productivity by Engaging Your Students

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CEO, Powerful*Education* Technologies

Director, The Center for Advancing Faculty Excellence (CAFÉ)

Retired Professor of Industrial Engineering

Former NSF Program Director

Former Associate Provost at Texas A&M University

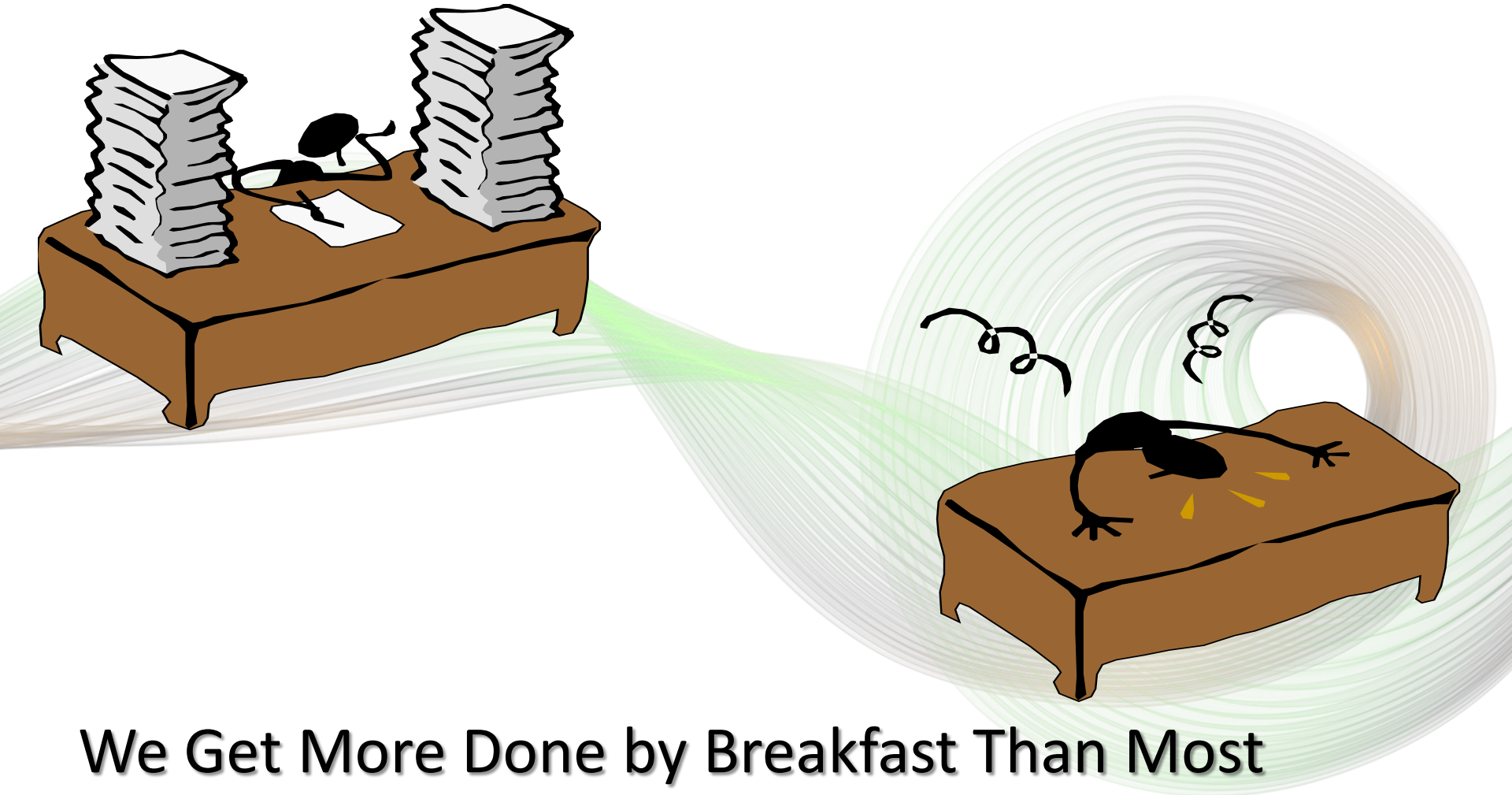Former Department Head at the University of Central Florida

Former Associate Dean of Engineering at Mississippi State University

US Presidential Award Recipient for Excellence in Mentoring Faculty & Students

CAFÉ
CENTER FOR ADVANCING FACULTY EXCELLENCE

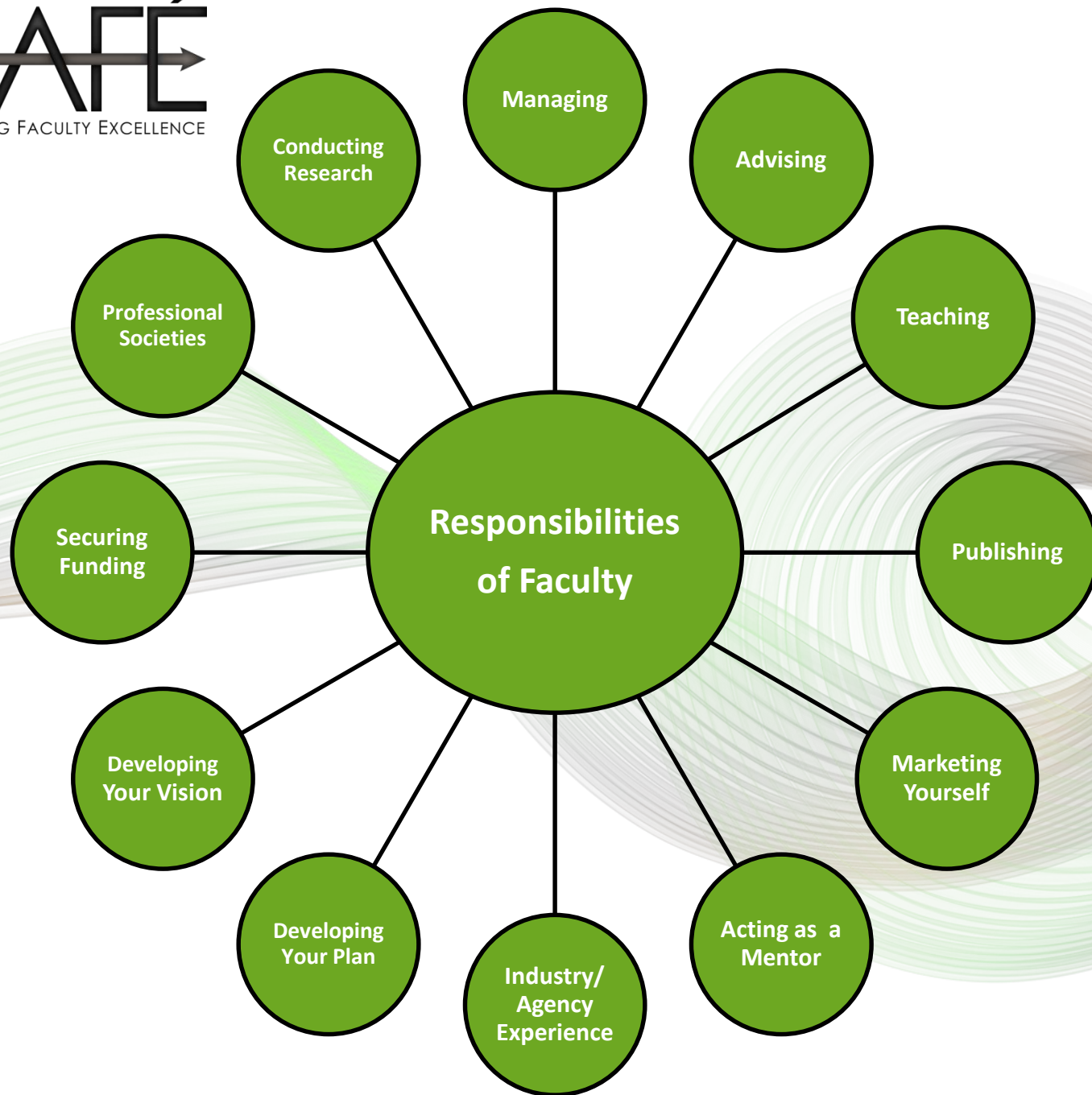We Get More Done by Breakfast Than Most People Do ALL DAY!

No Rest
for the Weary

The Job of Super Heroes

Average Faculty Expectations

- Teaching Multiple Courses per year
- Minimum 2 Journal Publications per year
- Minimum 2 Professional Conference Publications per year
- Minimum 2 grants funded at all times
- Minimum supervise 2 graduate students per year
- Minimum 2 significant scholarly collaborations/connections per year
- Enhance laboratory/infrastructure annually
- Minimum 2 Professional Society Responsibilities
- Minimum 2-3 University Committee Responsibilities

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Responsibilities of Faculty

- Managing
- Conducting Research
- Advising
- Professional Societies
- Teaching
- Securing Funding
- Publishing
- Developing Your Vision
- Marketing Yourself
- Developing Your Plan
- Industry/Agency Experience
- Acting as a Mentor

- Research and Historical Data has shown that ON AVERAGE…faculty can increase their productivity (i.e., output) by as much as ???????? when they effectively engage and mentor their students.

- Research and Historical Data has shown that ON AVERAGE…faculty can increase their efficiency and reduce the amount of time/energy spent on task by ??????? when they effectively engage and mentor their students.

- Research and Historical Data has shown that ON AVERAGE...faculty can increase their productivity (i.e., output) by as much as 50-100% when they effectively engage and mentor their students.

- Research and Historical Data has shown that ON AVERAGE...faculty can increase their efficiency and reduce the amount of time/energy spent on task by 25-50% when they effectively engage and mentor their students.

Strategies for Increasing Credibility, Marketability and Career Viability of Graduate Students

- **Grades and Course Performance**
- **Gain Research Experience**
  - **Basic Research**
  - **Applied Research**
- **Produce Publications**
- **Gain Teaching Experience**
  - **Full Course Responsibility**
  - **TA Responsibilities**
  - **Incorporate Innovative Aspects**
- **Gain Industry Experience**
  - **Internships, Fellowships, Joint Research**
    - **Traineeships**
- **Gain Grant Proposal Experience**
  - **Identifying opportunities, grant proposal writing, grant submission process, etc.**
- **Membership and Involvement within Professional Organizations**
- **Participation within Local, Regional, National Conferences**

- List all of the ways that you currently engage your students (i.e., what do you have them do)
- List all of the ways that you currently EFFECTIVELY (i.e., increases your output or increases your efficiency) ENGAGE YOUR STUDENTS

Definition of Mentoring

- Mentoring is a relationship between an individual with potential and an individual with expertise. The role of the mentor is to guide the professional development of the mentee. Knowledge, experience and organizational perspective are shared candidly within a context of mutual respect and trust.

Mentoring

- Mentoring is one of the most influential factors in efforts to encourage students to seek careers in the sciences.

- According to the National Academy of Sciences (1997) a good mentor helps students: (a) optimize educational experiences, (b) become socialized into a disciplinary culture; and, eventually, (c) find employment.

What is Mentoring?

Mentoring--from the Greek word meaning enduring--is defined as a sustained relationship between a youth and an adult.

The Mentor offers support, guidance, and assistance as the younger person works to achieve their desired goals.

THE WIN/WIN SCENARIO occurs when both "effective engagement and mentoring " are present

Effective Engagement and Mentoring Objectives

- Achieve Desired Results at an Accelerated Pace

- Exceed Performance Expectations

- Pursue Common Purpose and Passions

- Transform Thinking and Talking into Action

Core Aspects of Mentoring

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- Set High Expectations
- Create Environment Where Students Can Take Risks
- Create Opportunities
- Focus on "Process of Development
- Build Students' Professional Identity
- Broaden Students' Experiences
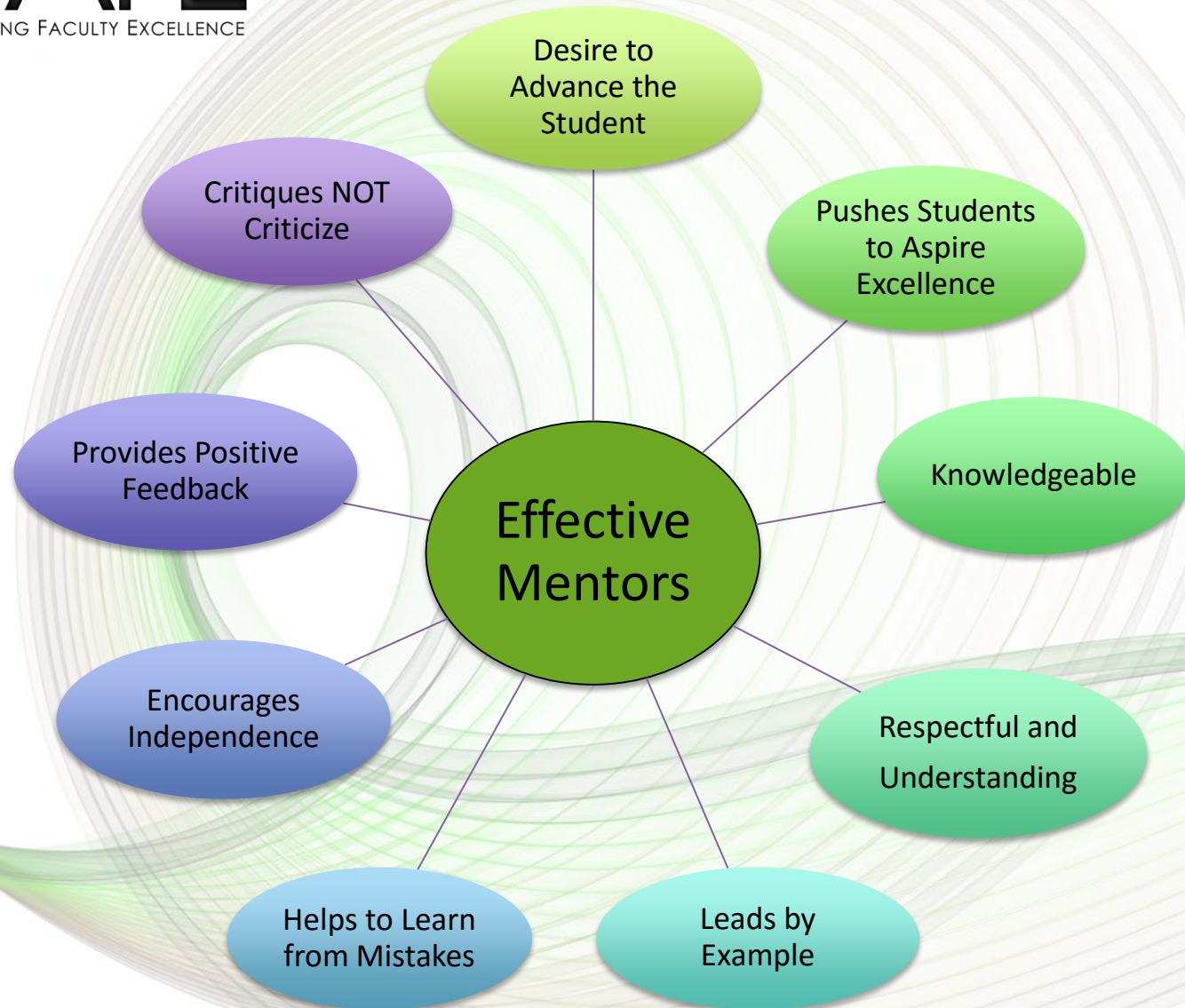
Mentoring Strategies

- Setting high expectations

- Letting them know that you really care about their development

- Open line of communication

- Build them up don't tear them down

- Sticks and Stones will break their bones and Words will hurt them

- Set boundaries for their behavior and help them to develop boundaries for themselves

- Provide opportunities for success

- Be consistent and equitable

- Keep them busy/occupied/engaged in things that develop and add to their growth and your success

- It is OK to say "I am Sorry"

- Establish time with them outside of the work environment

Strategies that support Achievement of Mentoring Efforts

- Understanding What Students Value
- Understanding the Students Needs
- Understanding How Students Learn
- Use Innovative Ideas to excite & Motivate Students
- Integrate Your Passions/Talents into the Work Environment
- Implement creative pedagogical methods
- Adopt creative pedagogical methods developed by others
- Coaching students successfully
- Create winning scenarios and outcomes
- Practice continuous process improvement
- Refuel your tank
- Being a role model
- The Blessing and Joy of Assessment
- Being a Change Agent

- AS WE DISCUSS EXAMPLES in teaching, research and service areas:
  - List all of the ways that you can incorporate to EFFECTIVELY (i.e., increases your output or increases your efficiency) ENGAGE YOUR STUDENTS

Strategies that Support Achievement of Effective Engagement & Mentoring in Teaching

- Course Material Demonstrations
- Course Equipment Demonstrations
- Course Laboratory Discussants
- Course Laboratory Leaders (Individuals and/or Group)
- Course Lecture Discussants
- Course Lecture Applications Discussant
- Course Lecture Case Study or Problem Scenario Facilitator
- Course Problem Solving Facilitator
- Course Group Project Team and Leader
- Course Project – Paper Leader/Participant
- Course Research Experimenter
- Course Competition Facilitator
- Course Group Grader
- Etc…

Strategies that Support Achievement of Effective Engagement & Mentoring in Research

- Research Team Members – all attend weekly meetings, produce weekly progress report
- Research Team Manager – helps to provide management support such as checking that others have completed assigned task
- Research Team Director – helps to provide oversight of the research team
- Research Team - Literature Review member/leader
- Research Team – Experimental Design member/leader
- Research Team – Data collection
- Research Team – Data analysis member
- Research Team – Editor
- Research Team – Financial manager
- Research Team – Grants Proposal

Strategies that Support Achievement of Effective Engagement & Mentoring in Service/Other

- Textbook chapters – background, literature review, examples, etc..
- Newsletter duties
- Expert Witnessing Cases
- Consulting efforts
- Surveys of committees
- Organizing paper sessions
- Organizing conferences or symposiums
- Helping with tasks of advising student groups
- Helping with project implementation
- Helping as ambassadors to recruit other students to work with you
- Helping with Laboratory Tours
- Helping to build website for team
- Helping to design the logos, Facebook pages, etc…

- SHARE
  - Discuss ways that you can incorporate to EFFECTIVELY (i.e., increases your output or increases your efficiency) ENGAGE YOUR STUDENTS
  - Discuss the strategies, processes, or mechanisms that you will put in place to ensure effective engagement of your students

Questions

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