



Applying a Growth Mindset When Working with Students

Roudi Nazarinia Roy, Ph.D., CFLE, California State University, Long Beach

Yolanda Mitchell, Ph.D., University of North Texas

Anthony James, Ph.D., CFLE, Miami University

Lover Chancler, Ph.D., University of Central Missouri

Overview of Undergraduate Research

- ▶ To increase exposure and hands on experience in research in order to encourage a pursuit of advance degrees and careers in a scientific field.
- ▶ Students' perception of self and abilities:
 - ▶ The beginning
 - ▶ The achievements
 - ▶ The end goal
- ▶ For the underrepresented student there is a balancing act of shifting challenges into opportunities to ensure a growth mindset.

The Undergraduate Student

- ▶ Role Models that influence the process:
 - ▶ Family/Friends
 - ▶ Peers
 - ▶ Mentor
- ▶ The reality of college campuses for students of color
 - ▶ The lack of structural diversity on college campuses can have a direct effect on student success
 - ▶ Microaggressions and their impact on students' psychological, social-emotional and intellectual development

The Undergraduate Student

- ▶ The Different Types of Students We Work With:
 - ▶ The focused
 - ▶ Represent who you expect to see in graduate school
 - ▶ The disorganized
 - ▶ Need to learn the basic skills of time management, goal setting etc.
 - ▶ The overinvolved
 - ▶ The underrepresented student that becomes the representation of all
 - ▶ The parentified student
 - ▶ Family responsibilities that take priority over all else

The Faculty Mentor

- ▶ The Mentor:
 - ▶ Building without over burdening
 - ▶ The realities of being a faculty member of color
 - ▶ The need for allies with privilege
 - ▶ Access and resources
- ▶ Mentor-Mentee relationship:
 - ▶ Culturally Responsive Mentoring
 - ▶ Developing trust

Lessons Learned

- ▶ Recognizing unconscious biases:
 - ▶ Recognizing the biases in the room
 - ▶ Advocacy for mentees
- ▶ Scaffolding in context:
 - ▶ Recognizing and acknowledging the student's experience
 - ▶ Ensuring the student embraces a growth mindset

Why Underrepresented Students are Our Greatest Assets

- ▶ Misconceptions Perpetuated:
 - ▶ The deficit model
- ▶ Personal Experience:
 - ▶ Access to the inaccessible
- ▶ A Unique Lens

Ensuring that we Build a Strong Foundation

- ▶ The “Island” effect:

- ▶ Validating the isolation issue
- ▶ The importance of peers

- ▶ Building Self-Compassion:

- ▶ Understanding the “racial battle fatigue”
- ▶ Recognizing the challenges that will be encountered

- ▶ Staying Connected:

- ▶ Valuing the mentor-mentee relationship

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