

## Small Particles, Big Issues: PRIORITYze DEI

### Issue 35 04/03/2025: The Role of Mentoring in Doctoral Students' Career Development

Dear all,

We hope this email finds you well.

Mentorship plays a crucial role in shaping the career aspirations of doctoral students, particularly in academia. Effective mentoring not only enhances self-efficacy but also fosters career interest by providing instrumental, psychosocial, and sponsorship support. A recent study published in **Research in Higher Education** titled "[Mentoring the Next Generation of Faculty: Supporting Academic Career Aspirations Among Doctoral Students](#)" offers valuable insights into the impact of different types of mentoring on students' pursuit of academic careers.

This research highlights how faculty mentors influence doctoral students' confidence and career goals, emphasizing the importance of structured support systems. By understanding the distinct roles of instrumental, psychosocial, and sponsorship mentoring, institutions can implement strategies that promote diversity and inclusion in academia.

Key takeaways from the paper include:

- The influence of mentorship on career self-efficacy and academic aspirations.
- Differences in mentoring experiences based on gender, race, and academic field.
- Recommendations for institutions to enhance mentoring programs for doctoral students.

To explore the full publication and learn more about mentoring strategies in academia, you can access the article here:

[Mentoring the Next Generation of Faculty](#)

Best regards,  
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