



## Letter of Solicitation

### Male and Female Doctoral Students and Mentoring in Sociology

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Dear ASA Graduate Student Member,

I am a doctoral student in the Higher Education and Leadership Program working on a dissertation at Seton Hall University in, South Orange, New Jersey. My Advisor/Mentor is Martin Finkelstein, Ph.D., a Professor in the Department of Higher Education Leadership, Management and Policy.

The purpose of my study is to increase our understanding of the extent to which female students in Sociology doctoral programs at U.S. universities gain access to mentoring whether same gender/race mentoring or cross-mentoring, either formally or informally in comparison to men, the kind of mentoring they have received during their doctoral study and their preparation for entering the post PhD job market. In addition, the study seeks to illuminate how men and women, of different races manage the challenges associated with cross-mentoring relationships in which for example, the mentor and mentee differ in gender and/or race/ethnicity.

It will take you about 10 to 15 minutes to complete the survey if you complete it uninterrupted.

This study will employ a single survey instrument that is composed of two previously validated sub-instruments to assess mentoring by measuring the self-perceived needs and expectations for assistance and support of doctoral students (Ideal Mentor Scale) and the actual experiences encountered during their doctoral study. The survey will in addition address the components involved in establishing a mentoring relationship and the challenges found especially in cross-mentoring relationship as identified in the literature. For example, "Advocate for my needs and interest," "Value me as a person," "Gone out of his/her way to protect my academic interest," "Conveyed feelings of respect for me as an individual," and "At any point in your doctoral program, did you feel pressure to conform to the dominant culture of the discipline?"

Participation in this study is voluntary. Your decision whether to participate will not affect your current or future relations with your graduate program or with Seton Hall University. If you decide to participate, you are free to not answer any questions or withdraw at any time without affecting those relationships. If you want to discontinue this survey, you can close out your browser.

I will NOT know your IP address when you respond to the Internet survey. Your name and address will not be stored with data from your survey. Instead, you will be assigned a participant number. The records of this study will be kept private. In all reports resulting from this study, I will not include any information that will make it possible to identify you as a participant or your institution. Research records will be stored securely and only researchers will have access to the records. If information from this study is published or presented at meetings, your personal information will not be used.

Collected data will be stored on a CD and a USB and both of which will be password protected and only accessible by me and my dissertation mentor. The CD and the USB memory key will be securely locked in a file cabinet in my home office and all data will be kept securely for at least three (3) years as required by law.

By clicking on the link [https://shucehs.co1.qualtrics.com/SE/?SID=SV\\_cwj2nvxLasliuvX](https://shucehs.co1.qualtrics.com/SE/?SID=SV_cwj2nvxLasliuvX), you have agreed to give your consent to take the survey. Please direct any questions or concerns to Macsu Hill at [Macsu.Hill@student.shu.edu](mailto:Macsu.Hill@student.shu.edu) and Martin Finkelstein, Ph.D., Dissertation Chair at [Martin.Finkelstein@shu.edu](mailto:Martin.Finkelstein@shu.edu). Questions about your rights to the human subject, please contact Mary F. Ruzicka, Ph.D., Director, Institutional Review Board, Seton Hall University at [irb@shu.edu](mailto:irb@shu.edu). Thank you for your time, which is much appreciated.

Sincerely yours,

A handwritten signature in black ink that reads "Macsu Hill". The script is cursive and fluid.

Macsu Hill, MPH  
Doctoral Candidate