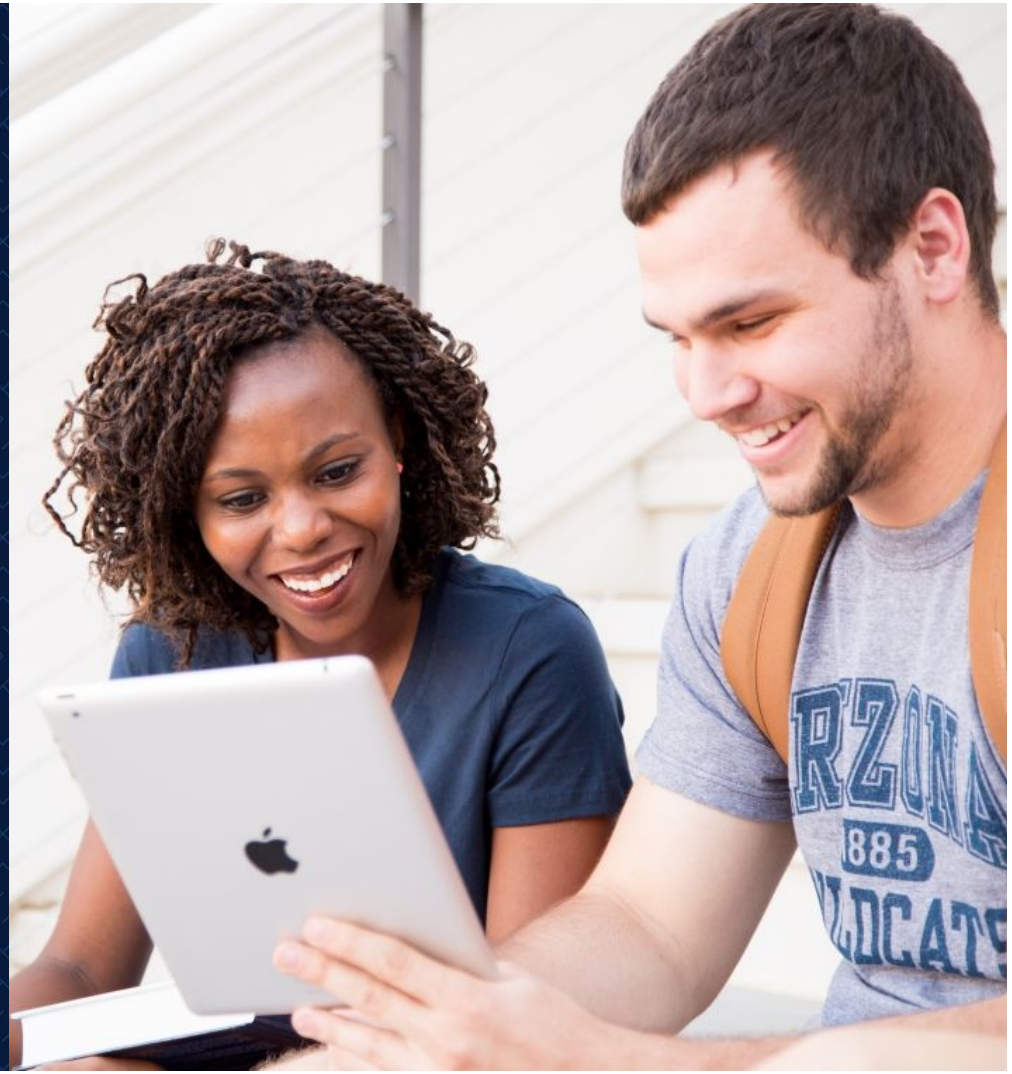
MENTOR COLLECTIVE

Leveraging Student Employees to Bolster Your Mentorship Program

Examples & Strategies

A guide to best practices and tips to make your virtual experience seamless

- Upon entry, audio is on mute
- Ensure your camera is on
- Adjust your **video layout to speaker view**
- **Chat your name and school and introduce yourself!**
- **Tell us about your experience with Mentor Collective**



Welcome!

Annemieke Rice
Vice President,
Partner Success

Jess Kitt
Director,
Partner Success

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Today’s Session

1. Benefits of Leveraging Student Employees in Mentorship Programs

2. Frameworks for Implementation (Featuring Guest Speakers)

3. Resources & Tips for Success

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Featured Guests

Brooke Sokoloff-Adams, M.S.W.

Director of Student Development

Holyoke Community College

Zachary Helsper, M.Ed.

Interim Senior Strategist, Equity Initiatives

California State University Northridge

Daisy Moore, M.A.

METAS Student Affairs Generalist/Second Year Experience

California State Monterey Bay

Checo Colón-Gaud, Ph.D.

Associate Dean, Jack N. Averitt College of Graduate Studies

Georgia Southern University

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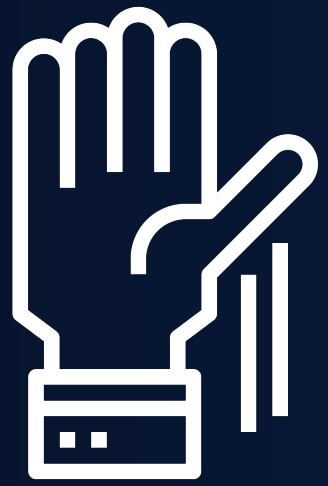

Poll

To what extent do you integrate student employees into your existing mentorship initiative?

Who Benefits from Student Employment?

The Student

- Greater financial security
- Improved learning outcomes
- Improved career-readiness
- Increased persistence

The Institution

- Increased capacity
- Closer connection to the student experience
- An additional perspective
- Fulfillment of mission

(NASPA Student Employment National Research Study, 2019)

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Two Ways to Leverage Student Employees

1

Paid Mentors

2

Program Support

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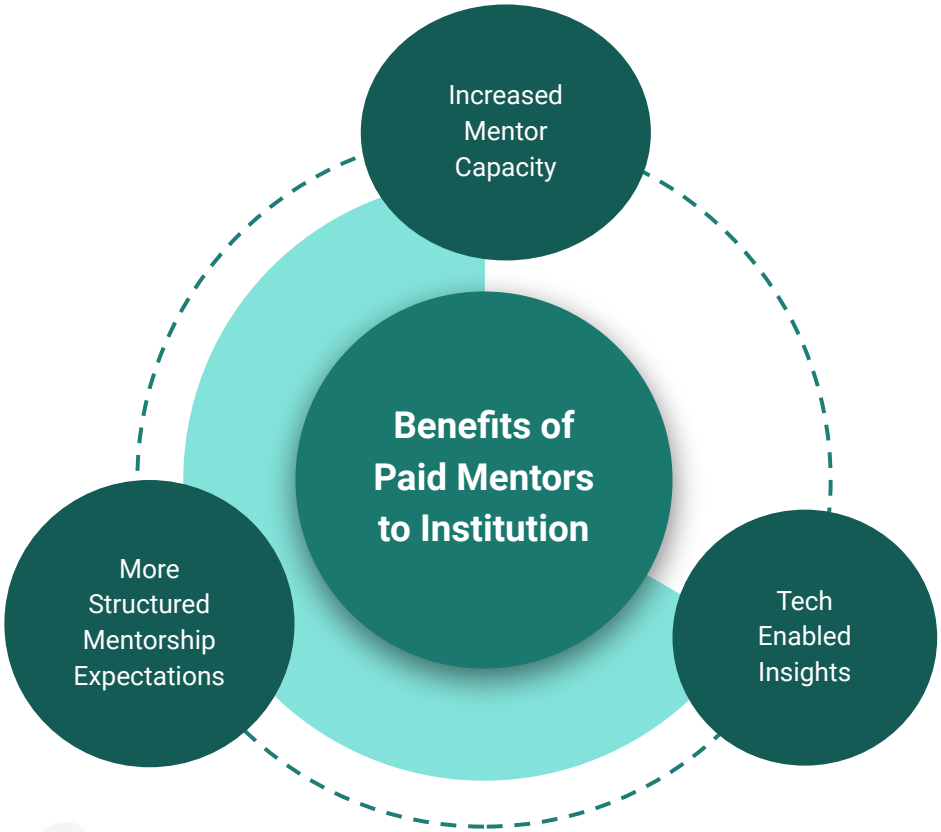

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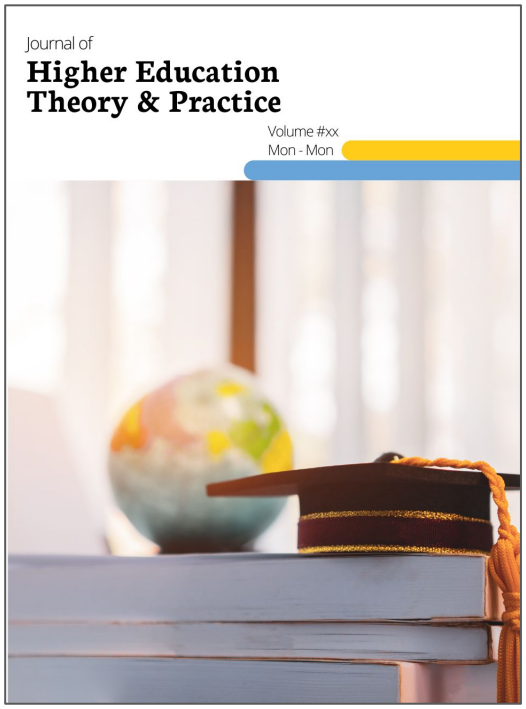

Peer Mentoring: Benefits to First-Time College Students and Their Peer Mentors

(Dixon et al, 2023)

"...peer mentors themselves had increased academic self-efficacy, improved communication, leadership, and interpersonal presence, and strengthened social and professional networks."

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CAREER READINESS

Competencies for a Career-Ready Workforce **Overview**

Competencies

There are eight career readiness competencies, each of which can be demonstrated in a variety of ways.

- Career & Self Development
- Equity & Inclusion
- Teamwork
- Communication
- Leadership
- Technology
- Critical Thinking
- Professionalism

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What is Career Readiness?

Career readiness is a foundation from which to demonstrate requisite core competencies that broadly prepare the college educated for success in the workplace and lifelong career management.

naceweb.org/career-readiness-competencies

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CAREER READINESS COMPETENCIES

Program Support

Student employees can contribute significantly to the success of your mentorship program in various ways including, but not limited to:

- ➔ Program Administration
- ➔ Promotion and Outreach
- ➔ Event Coordination
- ➔ Participant Engagement
- ➔ Peer-to-Peer Support & Ambassadors

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Paid Mentors

HOLYOKE COMMUNITY COLLEGE

Holyoke Community College

Success Ambassadors & Scholars

Brooke Sokoloff-Adams, M.S.W.

Holyoke Community College

ELIGIBILITY FOR SAMP SUCCESS AMBASSADORS

- Minimum cumulative GPA: 3.0 and above (If your GPA is close to a 3.0, speak to us)
- Enrolled in a minimum of six credits
- Earned a minimum of six credits
- Available to women, non-binary and transgender students only

ELIGIBILITY FOR SAMP SUCCESS SCHOLARS

- Minimum cumulative GPA: 1.75
- Enrolled in a minimum of six credits
- Available to women, non-binary and transgender students only

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Holyoke Community College

- HR process for students
- Paying them enough- no second jobs
- Helping them max out hours
- What happens when you lose funding
- How long does the job take
- Logging hours?? 9-5?

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Holyoke Community College | S.A.M.P.

Background

- “The College system is a political system”
- First year: Orientation for 11 Mentors
- Pillars of Program: Leadership, Professional Development & Community Building
- Continuous focus on friendship & connection

Training for Ambassadors

- Orientation for Ambassadors
- Prepare for engagement and response of mentees/scholars
- Helping mentors/ambassadors understand their role as continuous engagement and safety net for mentees/scholars
- Continuing to Focus on Equity- how do we ensure ambassador identities match those of their mentees.

Ambassador Engagement

- Ambassadors committed to 15 hours mentoring or available in communal space
- Ambassadors can learn about higher education as a career field
- Ambassador Staff Meetings
- Cohort Development

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Lead Peer Mentors

CSUN CALIFORNIA STATE UNIVERSITY NORTHRIDGE

California State University Northridge

Mentor Connect

Zachary Helsper, M.Ed

California State University Northridge

- Program began in 2020 in response to COVID-19
- Designed to support and guide first year students

Mentor Connect
Matching Matadors For Success

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California State University Northridge | CSUN Mentor Connect

LEAD PEER MENTORS (LPM)

- Mentors supported by Office of Student Success in Academic Affairs
- Importance of Mentors **helping build out the program**

CURRENT RESPONSIBILITIES

- Support **Mentees**
- Partnership with staff to learn what are the trends with their students by sharing data from Mentor Collective
- Creating **Week to Week Check In** for resources and conversation starters

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California State University Northridge | CSUN Mentor Connect

Training for Mentors

- Lead Peer Mentors selected in the Spring
- Hired as Instructional Support
- Can Serve as mentoring support
- Current graduate student in counseling helps with priority flags to assist with intake and referrals

Plans For the Future

- Partnering with other mentoring programs on campus
- Current year mentors are paid through a grant with a close partner office

Advice

- Create a Peer Mentoring community for administrators on campus
- Evaluate sources for outside funding for student employees

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Student Employees | Engagement Focus

California State University
MONTEREY BAY

California State University

Monterey Bay

Otter Collective

Daisy Moore, M.A.

California State University Monterey Bay | Otter Collective

LEAD PEER MENTORS (LPM)

- Title V DHSI Grant- METAS: Mentorship and Equity to Achieve Student Success
- Competitive wage
- 15 hour per week
- Two upper division students supporting second-year students

CURRENT RESPONSIBILITIES

- Support **150 mentees** each
- First-gen students that did not enroll in first year
- Social Media Campaigning, tabeling, and texting

California State University Monterey Bay | Otter Collective

Mentor Environment

- Academic Affairs and Student Affairs support
- Shared spreadsheet with campaigns
- Template of conversation topics and resource links
- Focus on data to support second year success:
  - Financial Literacy
  - Identity
  - Mindfulness
  - Career Development

Plans For the Future

- Continue training mentors on engagement strategies
- Increase training on marketing
- Begin campaigns earlier for student transitions
- Increase capacity

Advice

- Mentors create a calendar for messaging based on timely topics and events
- Consider your terminology in what you call your mentors and mentees
- Templates are very effective

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California State University Monterey Bay | Otter Collective

Q&A

Graduate Assistants

Georgia Southern University

Graduate Peer Mentors & Fellows

Georgia Southern University | College of Graduate Studies

First Year Graduate Students	Pair with Graduate Student Mentors	Resulting in Increased Programming
• Began recruiting mentors on a volunteer basis • Vast majority of graduate students are non traditional and online • Initially Graduate Assistants were only Peer Mentors • After 2nd year - graduate students hired to respond to flags, help identify trends and partner with Associate Dean	• "Graduate Students For Graduates" • "...**Assessment Information informs services we provide graduate students** with like webinars, speakers and particular in terms of sense of belonging"	• Graduate Students make recommendations for **monthly programming series** applicable to all graduate students • Professional development and alignment for Graduate Students in applicable programs (School Counseling, Higher Education Admin, Clinical Psychology)

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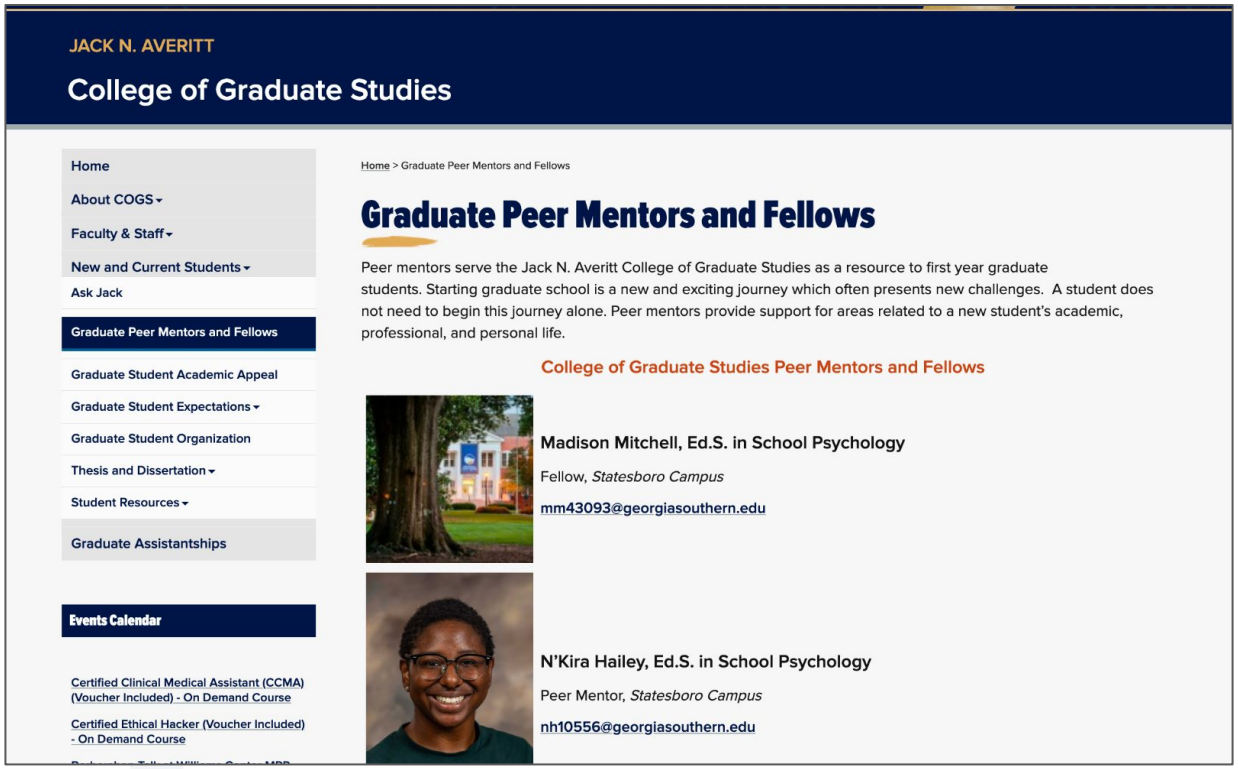
Georgia Southern University | College of Graduate Studies



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Q&A

Common Themes

Data-Driven Decision Making

Collaboration & Partnership

Iterative Improvement & Adaptation

Thoughtful Selection & Training of Student Employees

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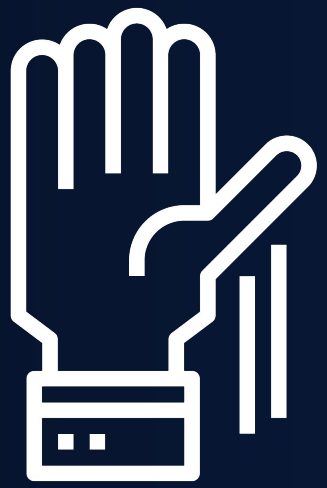


Poll

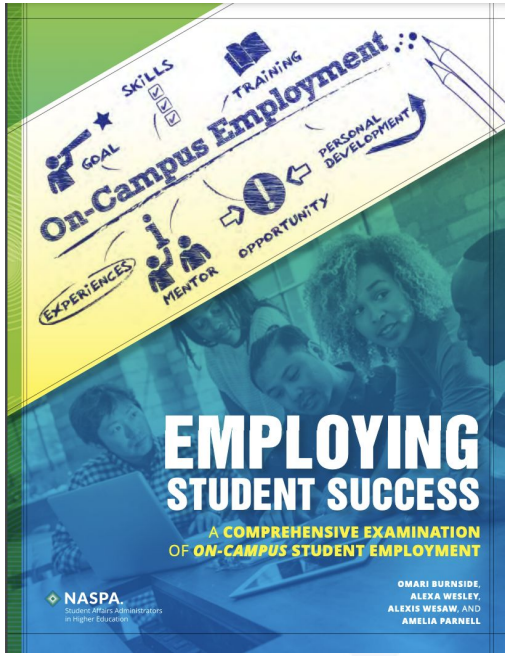
What strategies are you interested in using?

Tips & Resources

“The times compel colleges and universities to ensure that working during college adds educational value rather than competes with or distracts from the academic program.”

(McClellan et al, 2018)

Best Practices for Student Employment



1. Application Procedures
2. Professional Development
3. Learning Framework
4. Feedback & Reflection

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Be Clear in Selection Processes

Ensure your selection processes yield the talent you need to succeed.

- Write a job description
  - Start with a template or examples!
- Be up front about time commitment and expectations
- Speak to the “why” and the benefits to the student employee

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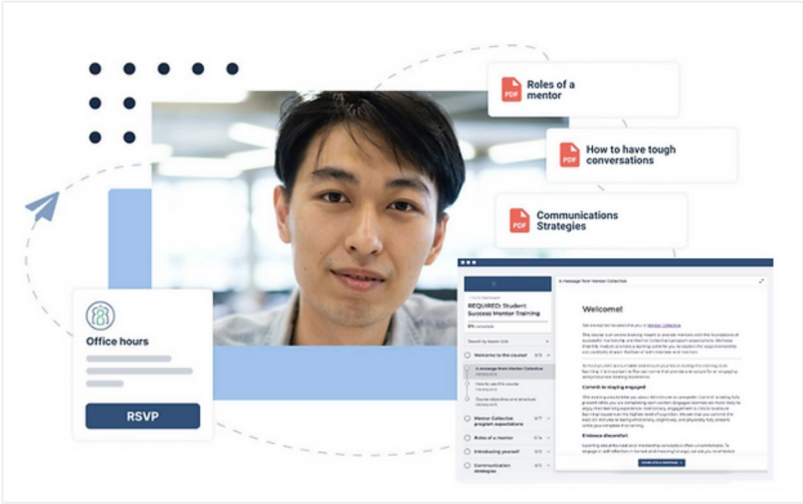
Provide Training

Consider what's available as training for your student employees, including:

- Mentor Training
- DE&I Foundations Course
- Discussion Guides
- Offerings from HR/Student Employment Office
- Existing events and programs
- Partnering with academic or student affairs units to offer custom programs



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CAREER READINESS COMPETENCIES

Guide Skill Development: *Mentor Competency Rubric*

Teamwork *NACE Definition:* Build and maintain collaborative relationships to work effectively toward common goals, while appreciating diverse viewpoints and shared responsibilities.	▪ Evaluate the efficacy of setting healthy boundaries.	▪ Build strong, positive relationships with mentees.
Equity & Inclusion *NACE Definition:* Demonstrate the awareness, attitude, knowledge, and skills required to equitably engage and include people from different local and global cultures. Engage in anti-racist practices that actively challenge the systems, structures, and policies of racism.	▪ Define diversity, equity, and inclusion. ▪ Differentiate between equity, equality, and justice. ▪ Describe the impact of privilege. ▪ Apply an understanding of bias to one's own worldview. ▪ Explore how DE&I can support a successful mentorship.	▪ Demonstrate growth by engaging in bilateral learning when sharing experiences in mentorship conversations. ▪ Identify and provide resources that facilitate equitable opportunities for mentees.
Technology *NACE Definition:* Understand and leverage technologies ethically to enhance efficiencies, complete tasks, and accomplish goals.	▪ Navigate the Mentor Collective system dashboard and messaging functionality.	▪ Quickly adapt to new or unfamiliar technologies. ▪ Use technology to improve efficiency and productivity.

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Incorporate Reflection

Iowa GROW® conversations are guided by four quick questions:

1. How is this job fitting in with your academics?
2. What are you learning here that's helping you in school?
3. What are you learning in class that you can apply here at work?
4. Can you give me a couple of examples of things you've learned here that you think you'll use in your chosen profession?

https://studentlife.uiowa.edu/initiatives/iowa-grow

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Help Students Convey Skills on LinkedIn & Resumes

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What's Next?

Connect With Your Student Employment Office

Find the office or professionals who can help you post a job description and guide you in the process.

Plan Ahead & Start Early

How long does the hiring process take at your institution? Talk to your Partner Success Manager about your ideas and plans to adjust your recruitment timeline.

Use Resources

Look out for our email with example job descriptions, competency rubrics, and resume building examples.

Q&A

References

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