



Mentoring Project



3 YEAR OVERVIEW

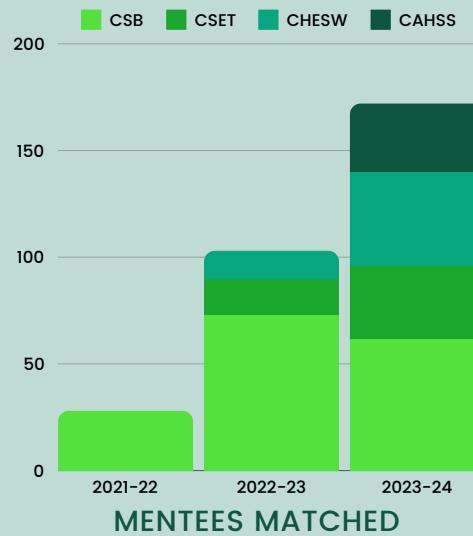
(Fall 2021 through Spring 2024)

303 First-Generation Mentees
(about 10% of all eligible students)

Average of **5.8** conversations per pair

1,780 Conversations logged

Of the students who had at least one conversation with a mentor re-enrolled the following fall (compared to 59% retention rate across the university), plus 14% who graduated



The Cofrin School of Business piloted the Mentoring Project in Fall 2021, identifying first-generation students as the sub-population of learners who could likely benefit most from mentorship; about half of UWGB students are first generation. Mentees are paired with professionals in the community for mentoring throughout the year, while navigating college and preparing for their future careers. The program has since grown to additional majors, and all four colleges.

The goal of this project is to increase student success, as measured by persistence and retention. The intention is that a mentoring relationship will increase a sense of mattering (Schlossberg, 1989) and belonging (Tinto, 2017) at UWGB, as well as provide an extra support network when students inevitably face challenges along their college career.

SELF-ASSESSMENT OUTCOMES

Respondents improved the following amounts over the year:

- Sense of Belonging **+20.2%**
- Academic Help Seeking **+9.4%**
- Academic Self-Efficacy **+7.8%**
- Career Decision Self-Efficacy **+30.6%**

SELF-REPORTED DEMOGRAPHICS

		Mentees	Mentors
Gender	Female	74%	61%
	Male	25%	39%
	Non-binary	2%	0%
Race	White	74%	89%
	Hispanic/Latino	10%	3%
	Asian or Asian American	9%	3%
	Black/African-American	4%	3%
	American Indian or Alaska Native	3%	2%

ELIGIBLE MAJORS IN 2023-24

CSB: Accounting, Business Administration, Economics, Finance, HR, Management, Marketing

CSET: Human Biology CHESW: Education, Health Information Management & Technology

CAHSS: Criminal Justice, Environmental Policy & Planning, Geography, Organizational Leadership, Political Science, Public Administration, Sociology & Anthropology

2023 - 24 DATA

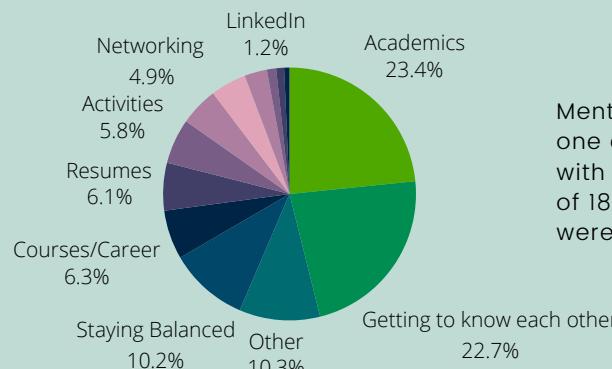
TOP MENTEE GOALS

- Do well in courses (n=115)
- Learn more about career options (n=30)
- Secure an Internship (n=24)

32%

Logged 3+ conversations, the tipping point that research shows improves retention

CONVERSATION TOPICS



110

Mentees had at least one conversation with a mentor (out of 181 students who were matched)



UNIVERSITY of WISCONSIN
GREEN BAY

Mentoring Project

COLLABORATION WITH MENTOR COLLECTIVE



- An organization that specializes in research-based best practices in career mentoring and peer-to-peer mentoring
- Provides staff support and an interactive real-time dashboard for tracking engagement
- Efficiently scales high-quality programs
- Reports to the Lumina Foundation
- At UW-Green Bay, UW-Madison, UW-Stout, and UW-Superior

KEY INDIVIDUALS

- Program Coordination point people:
 - Kathryn Marten (CSB)
 - Karla Miller (CSET)
 - Misty Neal (CHESW)
 - Jennie Young (CAHSS)
- Dr. Dawn Crim, Vice Chancellor for Advancement, Community Engagement, and Inclusivity
- Javi Navas, Senior Partner Success Manager, Mentor Collective

“I love helping others reach their goals and/or find their path while setting and crushing goals. I’ve worked in the healthcare industry for 25+ years, returned to school in my 40s in order to advance my career and I did. If I can do it, anyone can and I’d be happy to be a cheerleader on someone’s path.” – Mentor

“I really enjoy helping others and being a trusted person during good times and bad.” – Mentor

“She shared some personal experiences and interestingly we related very well. We both started back to school around the same age, single moms, working full-time, school, and working in the community. I asked her, her expectations of the program and if she had any questions or concerns. She said not at this time yet as the semester progresses, she may need encouragement, support, reminders of goals, and accountability.” – Mentor

THANK YOU

As shown through the numbers and testimonials here, the first three years of the Mentoring Project have already been extremely impactful. This is only made possible by funding from UWGB’s Division of Inclusivity & Student Affairs, the colleges, and donors who support experiential learning.

In 2023-24, the cost per student to run this program is approximately \$323, part of which goes directly to active students as a textbook stipend, further increasing access to mentoring for students who would have otherwise had to spend that time on extra shifts at work.

WHAT CAN YOU DO

1. If you know students who might be eligible for the program, encourage them to fill out this [survey](#) and check their email for details in spring and summer.
2. If you know someone who would make a great mentor, have them also fill out the interest [survey](#) so that we can contact them directly when we start looking for mentors for next year. To be a mentor, someone simply has to be a college graduate who is genuinely interested in helping first-generation college students succeed.

After applications open for each year, interested mentors and mentees will be asked to fill out a matching survey that will help pair them with someone who has shared interests and experiences. As UWGB students become increasingly more diverse, we would love to have more diverse mentors to share their experiences and expertise!



“[My mentor] has been wonderful and I have no complaints. The program has had a positive impact in my educational, professional, and personal life. I appreciate the time we are able to share because [my mentor] has great ideas and resources to help move me along into the direction of my goals.” – Mentee

“It is really nice to be able to have casual conversations with someone who went through the same program and is currently in the education field.” – Mentee

“Student teaching is very hard. I feel less than confident in my abilities. Today, my mentor told me “you are the person they need right now.” That made me feel better on a day when I was feeling down.” – Mentee

“I feel like I’m more connected to the school now, than the entire time I have been there.” – Mentee