

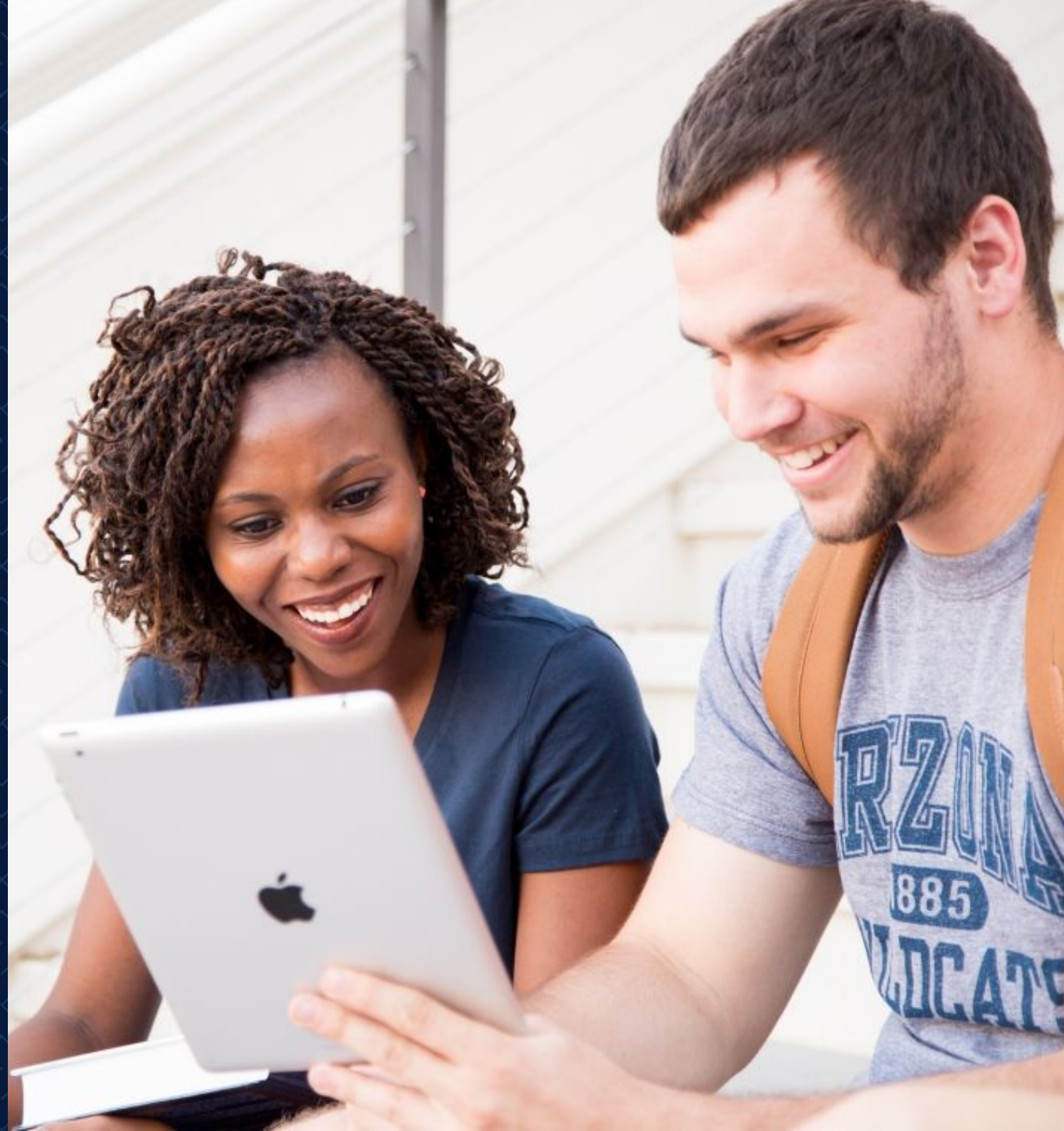
# Celebrate Mentorship!

*How a Culture of  
Mentorship Can  
Drive Meaningful  
Connections*



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

- Upon entry, audio is on mute
- Adjust your video layout to speaker view
- Chat your name and institution!





# Audience Engagement

**Submit your questions  
throughout the event and  
chat with attendees via the  
Chat feature in Zoom**

Like what you hear? Let us know  
with reactions!



# Today's Speakers

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**Erin Mayhood**  
Chief Executive Officer  
Mentor Collective



**Jennifer Kious, Ed.M.**  
Customer Education Manager  
Mentor Collective



# The Power of Mentorship

 Mentorship is more than a program; it's a strategic advantage.

- **Sense of Belonging = Retention**

- UW-Green Bay's mentorship program saw 91% retention among mentees vs. 63% in non-mentored students.

- **Mentorship Fuels Career Readiness**

- UNC Greensboro mentees accessed career resources 308% more frequently than their peers.

- **Bridging Education & Workforce**

- 36% of Amazon Future Engineer mentees secured additional internships after program participation.



**Takeaway: Mentorship is not a “nice to have”—it is a mission-critical solution.**







# The Education to Career Gap





# Mentorship Bridges the Gap



# Student Lifecycle: Mentorship in Motion

01

## Exploration

- **Challenge:** Students enter with varying levels of confidence and preparedness.
- **How Mentorship Helps:** Peer mentors provide guidance, build self-efficacy, and reinforce a growth mindset.
- **Key Stakeholders:** Academic affairs, advising offices, orientation programs.



02

## Discovery & Skill Building

- **Challenge:** Students struggle to connect coursework to careers.
- **How Mentorship Helps:** Industry mentors provide networking opportunities and career insights. Support through exploration.
- **Key Stakeholders:** Career services, academic departments, internship coordinators.



04

## Career Readiness

- **Challenge:** Early-career professionals face workplace challenges and career transitions.
- **How Mentorship Helps:** Alumni mentors provide career guidance and foster professional growth.
- **Key Stakeholders:** Alumni affairs, employer partnerships, corporate L&D teams.



03

## Career Preparation

- **Challenge:** Many students, particularly first-gen, face job search barriers.
- **How Mentorship Helps:** Career mentors offer resume coaching, interview prep, and professional connections.
- **Key Stakeholders:** Career services, alumni networks, internship coordinators, employer relations offices.



MENTORSHIP



# During this event, you'll learn:

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- **Strategies for recognizing and celebrating** participants
- How celebration **builds momentum** across your organization
- **Real examples** from institutions elevating mentorship
- **Actionable ideas** you can bring back to your team—whether you're refining an established program or just getting started





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# The Six Elements of a **Culture** of Mentorship





## Celebrated

- Engaged leadership
- Cross-functional approach
- Championed and promoted





# University of California, Davis



The graphic features a circular portrait of Dr. Helen Schurke Frasier, a woman with brown hair and glasses, smiling. The background is light blue with a pattern of dark blue dots. The text 'Recruitment Strategies Partner Webinar' is in a large, bold, white font on a dark blue background. Below it, 'University of California, Davis' is in a smaller white font on a dark blue background. At the bottom, 'Dr. Helen Schurke Frasier, Ph.D.' and 'Assistant Dean, Student Success Initiatives' are in a small white font on a dark blue background.

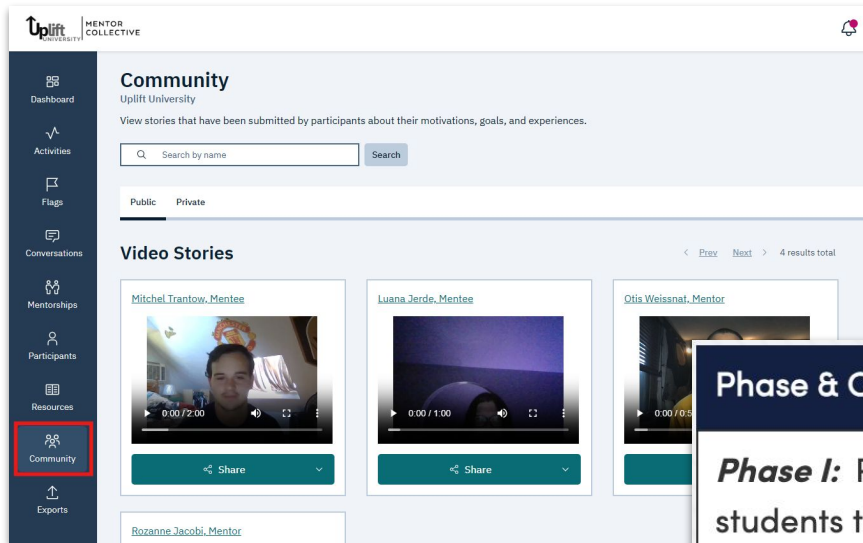
**Recruitment  
Strategies Partner  
Webinar**

University of California, Davis

Dr. Helen Schurke Frasier, Ph.D.  
Assistant Dean, Student Success Initiatives



# Cross-Functionally Celebrate through Data



## Phase & Outcome Activities

## Timeline

**Phase I:** Partner with the Mentor Collective to scale a program that allows FTIC students the opportunity for peer mentoring to guide their first year and improve their sense of belonging.

Summer 23

**Phase II:** Match FTIC Fall 23 cohort students with student mentors of their same major, interest, or life experiences. Launch Mentorship Collective

Fall 23 (AY  
23-24)

**Phase III:** Gather insights, intervene as needed; and use learning from pilot phase for program revision. Fully implement the Mentor Collective Program with the FTIC Fall 24 cohort students



## 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%

## 2023 - 2024 DATA

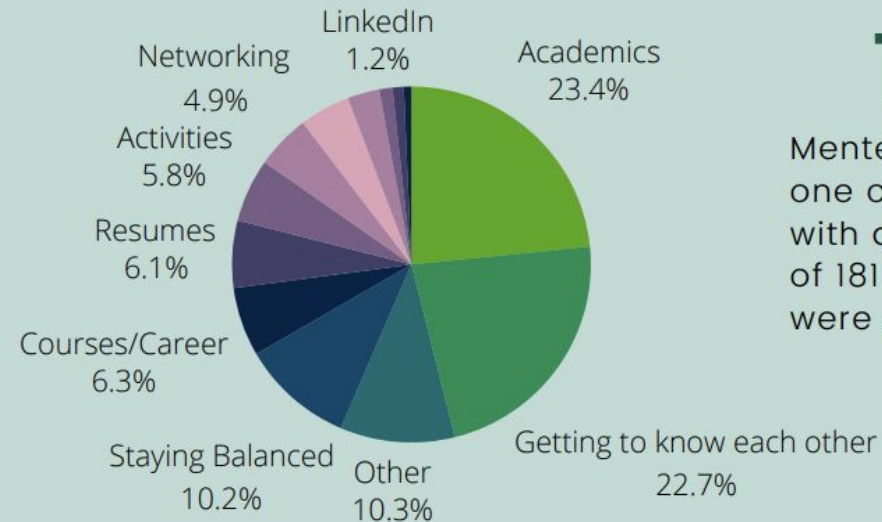
### TOP MENTEE GOALS

1. Do well in courses (n=115)
2. Learn more about career options (n=30)
3. Secure an Internship (n=24)



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)







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Original audio

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**chancellor.may** 60w

Hey Aggies, in today's episode of Thursday Thoughts, we dive right into your questions (which are very random but keep them coming)! We touch on being mentors to our students and mentees, is it worth having dinner with Jay-Z, theoretical fighting scenarios, our weapon of choice if we were in The Hunger Games, and how to become "cool." Can you guess which weapon I'd choose to have in The Hunger Games before I answer?

0:00 Intro  
0:12 Offering Mentorship  
1:05 Dinner With Jay-Z?  
1:41 Fighting Duck-sized Cows Or Cow-sized Ducks  
2:02 The Hunger Games Weapon  
2:33 Becoming Cool



124 likes

March 21, 2024

Log in to like or comment.



"I had a range of mentorship opportunities, and they all changed my life. I look back to those people and what they did and what they taught me, what they drew out of me, how they asked me to stretch. They absolutely changed my life."

DR. MARIA CUZZO





# Celebrate through Storytelling

## Alumni Mentor Spotlight

### Meet Antonio Segovia!

- *Graduated:* BS Computer Science, 2005
- *Current Role:* IT Director of Infrastructure at DSS, Inc., a software company that develops SaaS EHR/EMR for hospitals
- *Joined the SSE Alumni Network:* February 2024
- Antonio has been serving as a mentor to *four* current SSE students this year!

### Q&A with Antonio:

#### What does mentorship mean to you?

"Mentorship is crucial and important to me because it provides an opportunity to learn and grow from the experiences of others. Throughout my career, I have always sought out coaches and mentors whom I viewed as successful to gain insights and guidance. Learning from our mistakes makes us wiser, and having a mentor can help navigate those challenges more effectively. I chose to become an SSE Alumni Mentor because I believe in the power of shared knowledge and the positive impact it can have on someone's personal and professional development."



## Augusta University introduces student mentorship program



Augusta University (WRDW)

By Staff

Published: Apr. 25, 2023 at 11:45 AM EDT




AUGUSTA, Ga. (WRDW/WAGT) - Augusta University has announced a new initiative to begin this fall, Jags4Jags Mentoring Program.

The [Jags4Jags Mentoring Program](#) enhances the new student experience by linking first-year students one-on-one with a peer mentor. Students are paired with someone invested in their success. A person ready to listen, inspire, help navigate challenges and recognize opportunities.

# Celebrate through Career-Readiness



  
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To whom it may concern,

It is my pleasure to recommend {FULL NAME} for {POSITION}.

{FIRST NAME} currently volunteers as a mentor for {PROGRAM NAME}. They have volunteered as a mentor since {MONTH} {YEAR}, during which time they have demonstrated their commitment to supporting others in their community.

{FIRST NAME} underwent a one-time training to become an effective mentor and worked with {NUMBER OF MENTEES} {SHORT NAME} students, at least once a month, to help them be successful in school. Through their time as a mentor, {FIRST NAME} has shown {FIRST NAME} guiding the next generation of students.

Please take to discuss {FIRST NAME}'s role and on my recommendation.

  
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### CERTIFICATE OF COMPLETION

IS HEREBY GRANTED TO

TO CERTIFY COMPLETING SERVICE AS A PEER MENTOR

(20XX-XX Academic Year)

Name \_\_\_\_\_ Date \_\_\_\_\_





# Key Takeaways

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- Celebration is a Culture, Not a One-Time Event 🎉
- Make Mentorship Personal & Structural 🤝
- Empower Peer Voices & Community Involvement 📢
- Recognize & Incentivize Meaningfully 📦
- Make It Sustainable 💡





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# The Six Elements of a Culture of Mentorship



**Q&A**





# What's Next?

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- You will receive a **copy of the presentation and recording** shortly.
- New: **The Six Elements of a Culture of Mentorship Whitepaper**.
- We hope to **see you at**:
  - June 10-11: Horizons Annual Summit
  - June 27-30: NASPA, First Gen Forward - First Gen Student Success
- Here's a look at our upcoming **virtual events for our Partners**:
  - June 10 | Ask the Expert: Matching Survey Data
  - June 17 | Ask the Expert: Institution-Provided Data
  - June 24 | MC Online Partners Meet-Up



**Pol**

**I**



**Thank you!**

