

Peer Mentoring and Coaching

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Learning outcomes

At the end of this presentation you will have a draft outline of a coaching/mentoring program to implement at your home institution

And lots of questions

Develop an outline with worksheet

We ask these key questions to help us hone in on our goal for the program:

1. Why
2. Who
3. How
4. Why (assessment)

Examine opportunities, challenges and considerations within each area





Student Success Subdivision

WHO WE ARE:

- Academic Advisement
- Academic Success Center
- First/Second Year Experience
- AAMI
- Retention Management



WHAT WE DO:

- Advising
- Progress Reports
- Tutoring
- Academic Coaching/Mentoring
- Programming and workshops

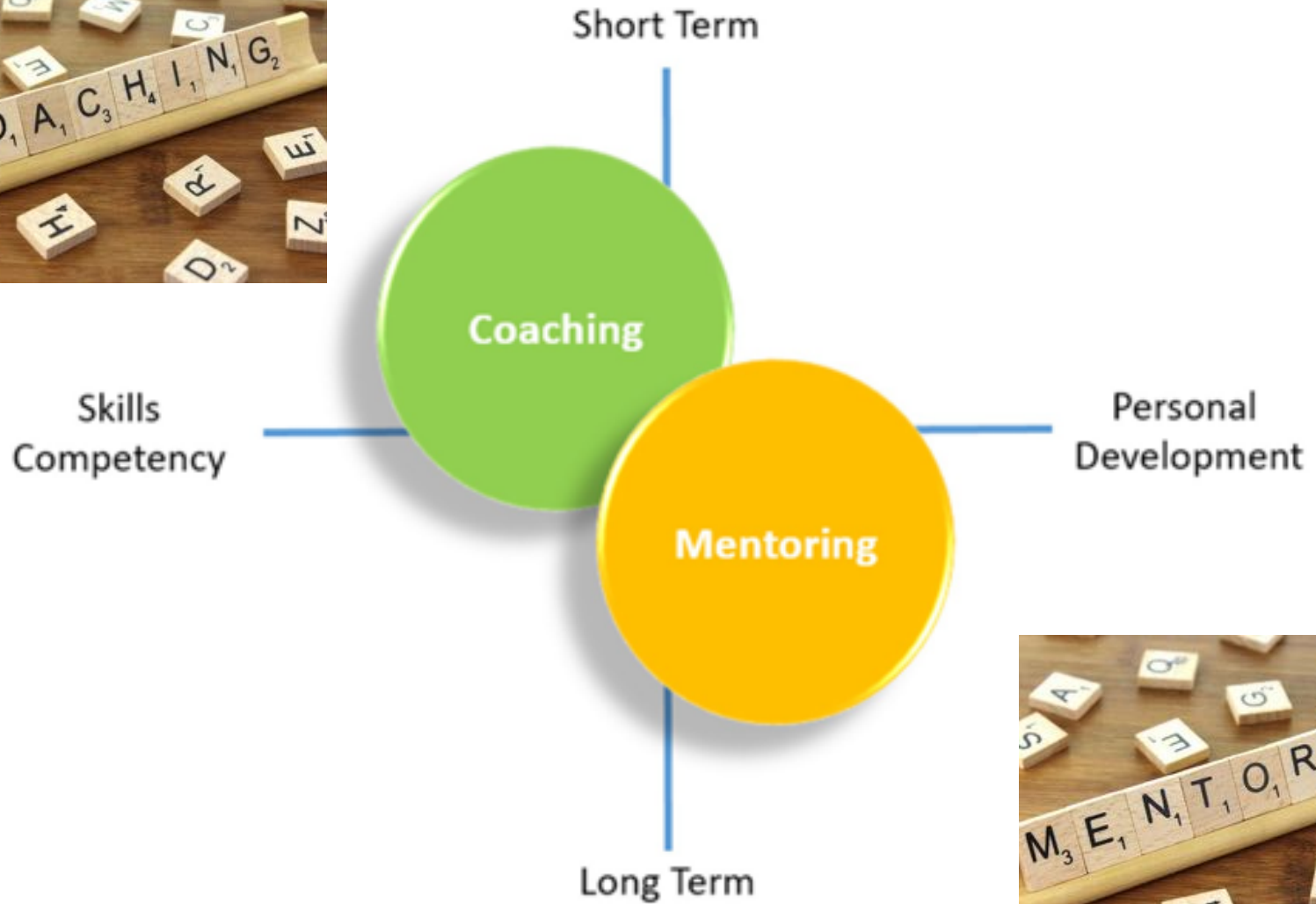




WHERE WE ARE NOW



15 PEER COACHES AND HIRING MORE
MENTORS WITH AAMI
GRANTS WITH MENTORING COMPONENT



<https://jzeroblog.com/2016/12/06/the-difference-between-coaching-and-mentoring/>

#1 Why we do coaching @ AU

- Retention and progression
 - **Maintain academic engagement**
 - Increase sense of belonging
 - Build confidence through progress
- Expectations
 - Engagement in academics
 - *Participation in social activities*



WHY do you want a program?



Take a minute or two and write down why you want a program. Include broader goals along with specific behaviors and actions that you think would be included.



#2 Who we include

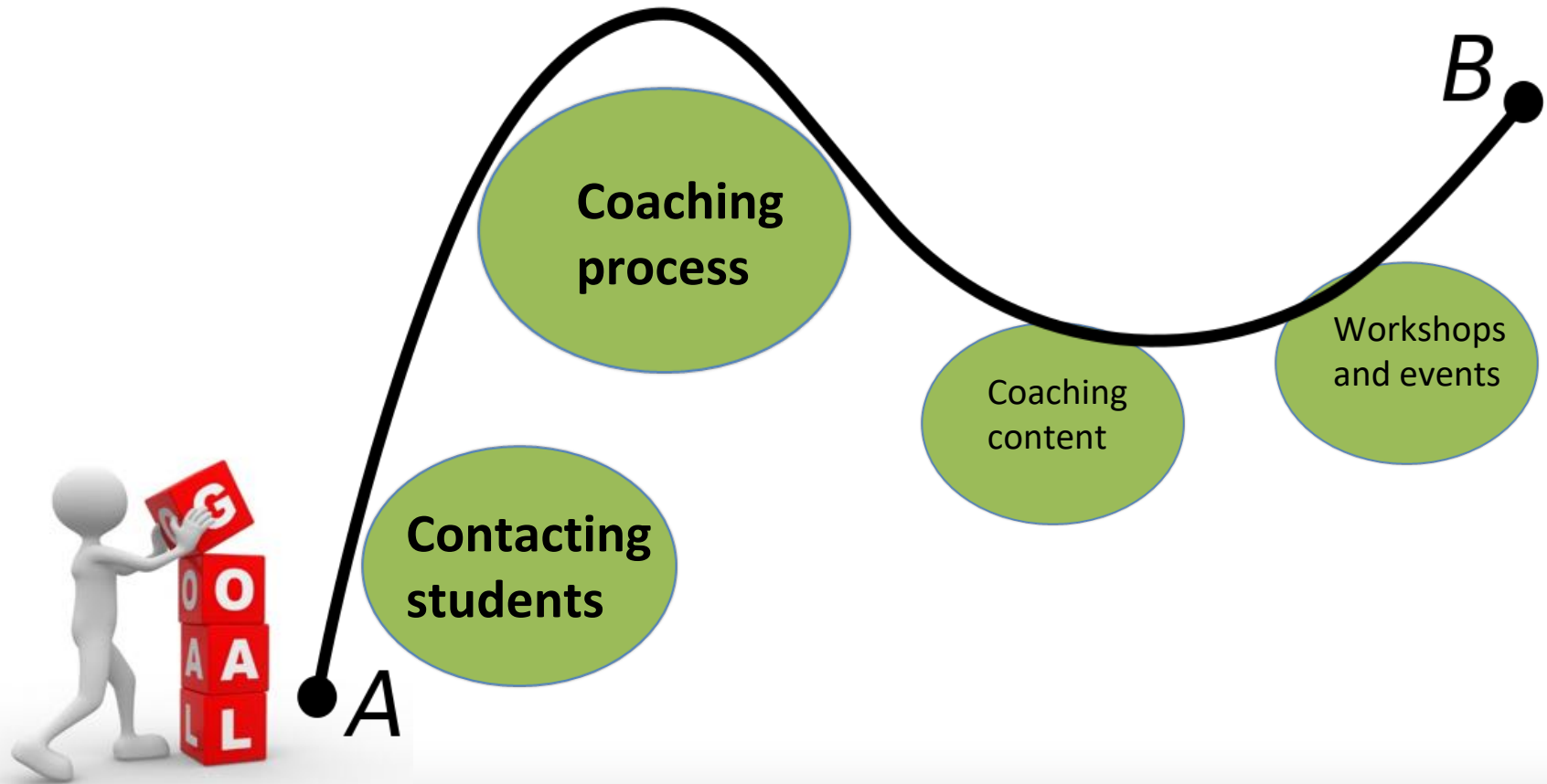
- Students
 - First and Second years
 - Probation/at risk
 - AAMI
 - Athletes
- Mentors/coaches
 - Students (undergrads /grads)
 - Faculty / staff [*paid staff in ASC*]
 - [*Community – has not worked out*]



WHO? Identify your target group/s



#3 The big question -- HOW do you do it?



How we do it – contact

CONTACTING STUDENTS

1. Orientation
2. EAB Navigate software
3. Email all FTFT week 1
4. Email new transfers week 2
5. Contact at-risk after
Progress Reports (wk 5)
6. Probation and suspension

Overview in ASC session

Emails and assessment

Separate for tracking
but similar message

Targeted
campaigns

How we do it – process

THE COACHING PROCESS

1. Online coaching [outline](#)
2. Meet with professional staff
3. Complete Individual Academic Success Plan (IASP)
4. Meet with peer coach
 - Short term (specific issue)
 - Long term – (support)

Online
Time saver

One-on-one OR
small group
By major

Identify **strengths**
and *challenges*

Appointments
Pay students
Based on student preference

Important considerations



Partnerships and collaborations



B



Meeting space
Scheduling availability



A

HOW will it work for you?



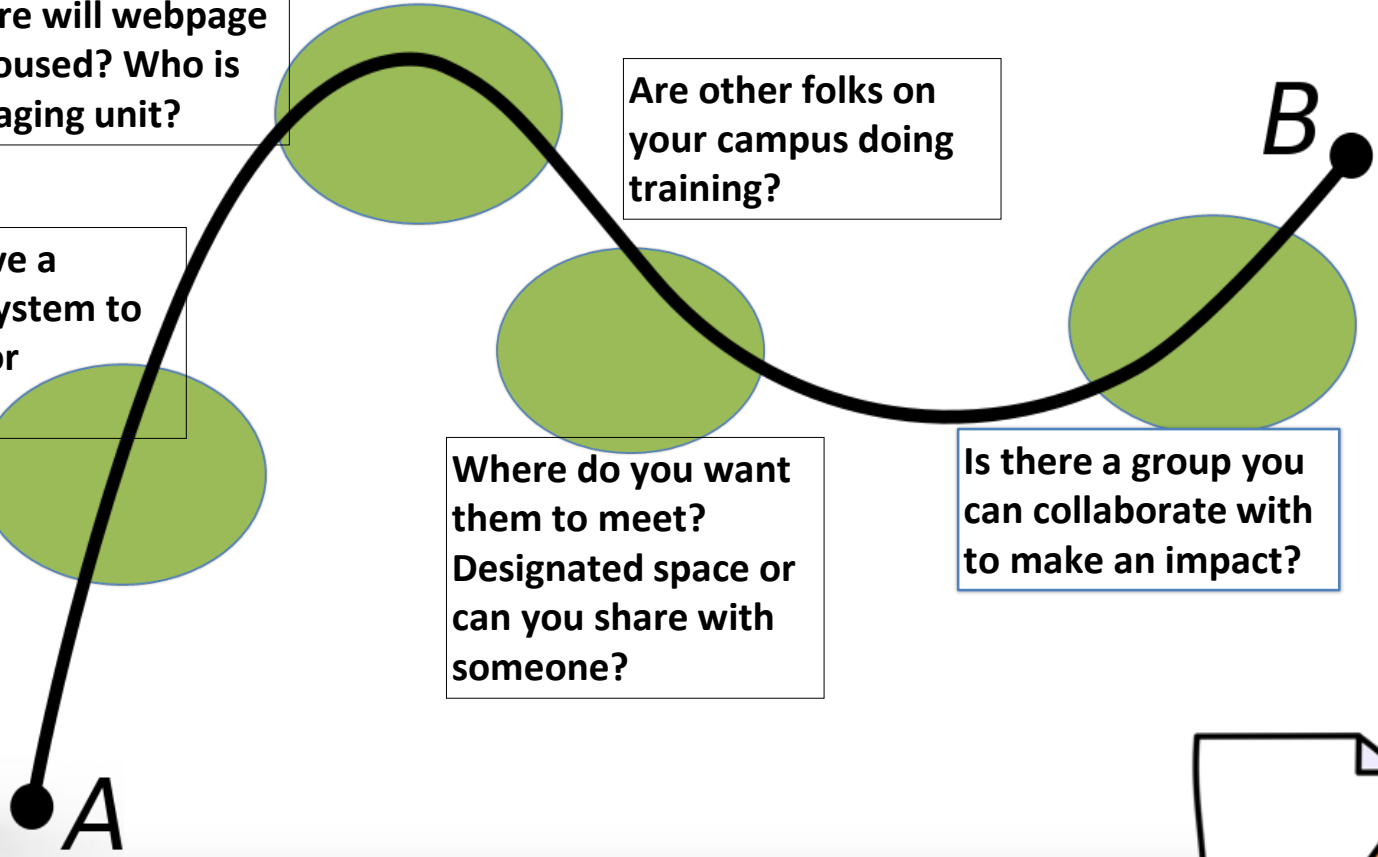
Where will webpage be housed? Who is managing unit?

Are other folks on your campus doing training?

Do you have a software system to leverage for program?

Where do you want them to meet?
Designated space or can you share with someone?

Is there a group you can collaborate with to make an impact?



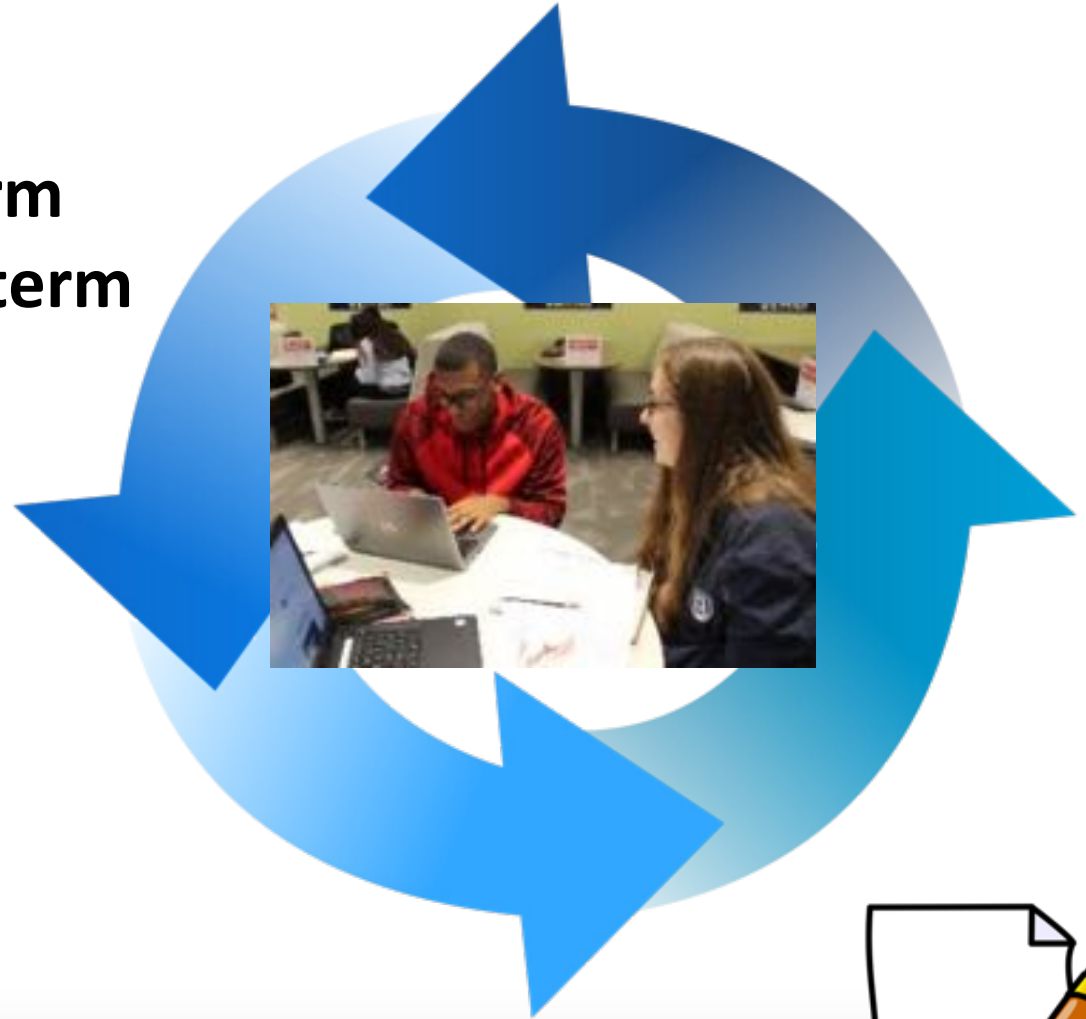
#4 Assessment @ AU

- Retention and progression
 - Maintain academic engagement
 - retention rates and credit hour completion
 - Increase sense of belonging
 - student survey at end of term
 - Build confidence through progress
 - student survey at end of term



What will you assess?

1. Process /short term
2. Outcomes / long term



To summarize...

- Tailor programs to your specific goals
- Resources shape options
- Collaborations build capacity



Thank you

Please make a note of any questions and we will address them all at the end of the next presentation.





Interconnection of Social Belonging and Peer Mentoring

MAURICE NELSON, M.ED.



**GEORGIA
SOUTHERN**
UNIVERSITY

OFFICE OF MULTICULTURAL AFFAIRS

Learning Objectives

- An understanding of the breadth of student identities.
- A framework to utilize diversity competencies when developing effective peer mentoring.



Disclaimer

Let's Move Together



Social Belonging

SOCIAL BELONGING IS A SENSE OF RELATEDNESS CONNECTED TO A POSITIVE, LASTING, AND SIGNIFICANT INTERPERSONAL RELATIONSHIP.

MERE BELONGING IS A MINIMAL (OR EVEN CHANCE) SOCIAL CONNECTION.

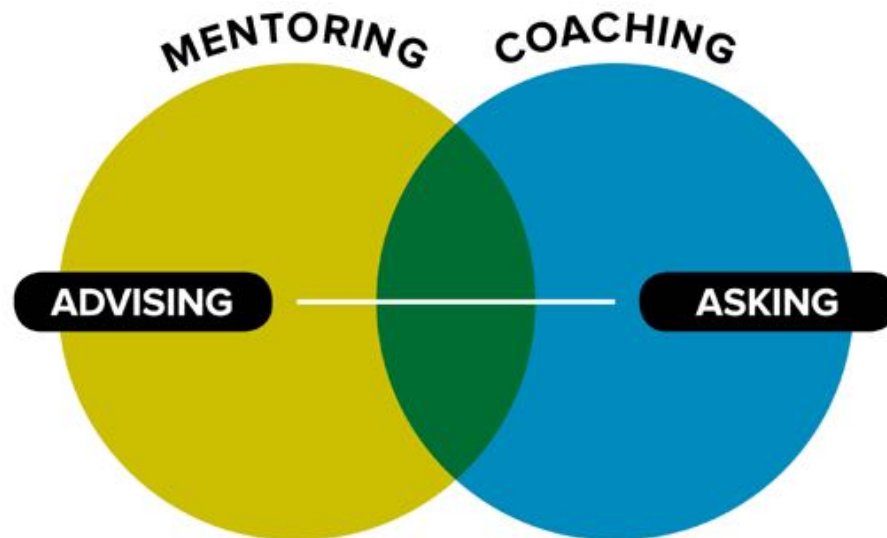
SOCIAL BELONGING FACTORS ARE CHARACTERIZED AS SOCIAL FEEDBACK, VALIDATION, AND SHARED EXPERIENCES (WALTON ET AL., 2012).

Social Belonging as a Catalyst to Effective Peer Mentoring

Mentoring – long term relationship focused on relationship building

Coaching – short or long term relationship with more specific goals

Mentoring is a long-term process based on mutual trust and respect. **Coaching**, on the other hand, is for a short period of time.



Diversity Defined, Discussed, and Applied

DIVERSITY: RANGE OF DIFFERENCES AND SIMILARITIES

- Economic status
- Culture
 - Religion
- Veteran status
- Physical/mental ability
 - Visible and Invisible
- Student type
 - 1st Gen, trad/non trad, Res/Com, Online/trad/hybrid
- Generation
- Gender identity
- Sexual orientation
- Romantic orientation
- Many more at various intersections!

SOCIAL BELONGING: HOW WE RESPOND TO DIVERSITY

- Understand
- Celebrate
- Inclusive
- Fairness
 - Equity
 - Equality



Learning and Student Engagement Impacts

DIFFERENCES

- Acquisition of information
- Problem solving
- Communication (verbal and non-verbal)
- Learning methods
- Conflict resolution
- Symbols

IMPACTS

- How well we receive information
- How receptive we are to instruction
- Engagement in the learning process
- Willingness to seek help
- Peer interaction
- Co-curricular involvement
- School spirit/pride
- Grades
- Retention



WHAT IS MENTORING?

WHAT COMMUNITY DO WE WANT TO BE?

MAKE USEFUL TESTS!
FAILURE AS AWESOME

NEW FOLK CAN'T BE EXPECTED TO JUST ~KNOW~ SOMETHING



HOW TO DEPLOY TO/
INTERACT WITH THE
REAL WORLD.

TEACHING AND LEARNING

YOUR POSITION + NEEDS CHANGE

inspired by @dubai190
VIZ.BLOOMINGDAVE.ORG

Practical Application

African-American Male Initiative
Minority Advisement Program



Minority Advisement Program (MAP) – Peer Mentoring

The Minority Advisement Program (MAP) is a college mentoring/success program for minority incoming students (MAPees). Freshmen and transfer students are matched with upperclassmen to assist with their acclimation to college life.

- Help students transition from high school or from another college.
- MAPees join a small group led by a competitively-selected, trained, upperclassmen student (MAP Sponsor).
- The MAP Sponsor serves as a peer mentor:
 - Make MAPees aware of campus resources and opportunities
 - Encouraging academic success
 - Arranging social gatherings
 - Cultivating social belonging based on their intersecting identities.
 - MAP Sponsors and mentees are matched according to identity assessments, which create the optimal mentoring relationship.

MAP relationships enhance the Georgia Southern experience and deepen the commitment to scholarship and success.

MAP Mentoring

➤ Peer mentoring

➤ Mentor training

- General mentoring, campus and community resources, scenarios
- DIF, QPR Gatekeeper, and more

➤ Group social interaction

- Developmental programs that consider a myriad of identities
 - Academic development
 - Professional development
 - Identity development
 - Social development
- Socially interactive programs and events
 - Opportunities to celebrate oneself
 - Opportunities to engage with others



Men of Vision and Excellence (MOVE) – African-American Male Initiative

MOVE is a mentoring and achievement program that is supported by Georgia Southern University Office of Multicultural Affairs the University System of Georgia's African-American Male Initiative (AAMI). As such, MOVE observes the AAMI four key components, which makeup the nucleus of the program's function: academic skills enrichment, peer and adult mentoring, leadership development, and student support services.

- MOVE is designed to aid in students in their movement toward graduation while helping them to create their own paths to success.
- Students will have access to a supportive community consisting of faculty, staff, and students who are focused on creating a culture of engagement, civic duty, and academic achievement, which promotes a well-balanced and successful collegiate experience.
- The program works to provide members with the tools and resources needed to excel both academically and socially.
- We aim to develop leaders who will be able to compete globally, give back to their communities, and create a positive images of young men of color.

Above all, MOVE is a brotherhood - a network of like-minded people who support each other and have fun in the process.

MOVE Mentoring

➤ Peer mentoring

- Tailored academic plans
- Organization Model
 - Student Leadership
 - Standing Committees
 - Student-led initiatives

➤ Group social interaction

- Developmental programs that consider a myriad of identities
 - Academic development
 - Professional development
 - Identity development
 - Social development
- Socially interactive programs and events
 - Opportunities to celebrate oneself
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Best Practice Recommendations

➤ Adequate training

- General mentoring, campus and community resources, common and little know policies and procedures, DIF, QPR, etc.
 - Staff
 - Students

➤ Recognize identity groups

- Consider the full breadth of diversity

➤ Consider intersecting identities

- Develop individual and group mentoring strategies that consider intersections

➤ Determine mentoring strategies and resources for a truly diverse environment

- Sometimes that means creating or advocating for new and or revised policies and procedures

In doing so, you foster a sense of social belonging amongst your students, and the tailored mentoring becomes more effective at positively impacting our bottom line:

Retention



Progression



Graduation



Assessment

➤ Quantitative

- Retention
- Progression
- Graduation

➤ Qualitative

- Enriched experience
- Self-efficacy
- Catharsis





A Legendary Story

Written, Produced, and Directed by:

Nicolas Burke – President, MOVE



“I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

- MAYA ANGELOU







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THANK
YOU

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