

**Past, Present and Future:
A Peer Mentor Program Success Story**

Kara Woodlee, *Assistant Director*
Emily Clossin, *Assistant Director*




INDIANA UNIVERSITY-PURDUE UNIVERSITY
INDIANAPOLIS

GOALS FOR TODAY'S PRESENTATION




- You will learn about the benefits of our peer mentor program.
- You will learn about our assessment and how data drives the shaping of our program.
- You will identify tools to assist with the creation and development of a peer mentor program.
- You will set at least one goal for the development of your own mentor program.

IUPUI




- Growth in traditional-aged students
- Focus on life/health sciences, technology, and engineering
- Home to the IU School of Medicine

- Urban public 4-year institution
- Downtown Indianapolis
- Fall 2016
 - ~19,500 undergraduates
 - 87% in-state
 - 75% full-time enrollment




THE IUPUI HONORS COLLEGE

- Founded in 2010
- Initiative to recruit & retain high-ability students
- Growth: 400 to 900+ students
- Promote "community of scholars"
- Provide services & programs tailored to needs of high-ability students



BENEFITS OF PEER MENTORSHIP



Mentees (first-year students)

- "Extended orientation" to the Honors College and campus
 - Aid socialization to community
- Readily available resources and peer referrals
- Increased sense of belonging and self-confidence

Mentors (upper-class students)

- Astin's involvement theory
- Further develop "soft skills" desirable among employers
- Learn to integrate skills with real life experiences

Honors College

- Increased retention and satisfaction of students
- Maintain "community of scholars" amidst rapid growth
- More likely to have engaged alumni

(Astin, 1993; Association of American Colleges and Universities, 2011; Cusco, 1991; Shook and Keap, 2012; Tinto, 1987)

OUR PROGRAM



WHO?
The program matches sophomore-senior Honors College volunteer mentors with incoming freshmen mentees.

WHEN?
Mentors participate in an April training. Mentors connect with mentees in the *middle of summer* up until the *end of the fall semester*.


INTERACTION?
The program requires two in-person meetings per month between mentors and mentees, with the option of participating in organized social activities.

HOW LONG HAS IT EXISTED?
6 years



Slide 6

CE1

Clossin, Emily, 2/4/2016




PROGRAM HISTORY

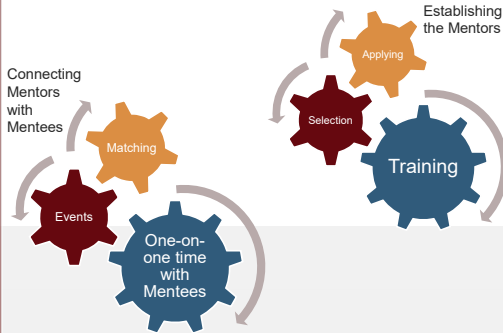




HONORS PEER MENTOR PROGRAM OBJECTIVES

1. To provide first-year Honors scholars with a positive Honors role model
2. To connect first-year Honors scholars with the IUPUI Honors College and their academic program
3. To help students balance the expectations of being an Honors scholar with other roles
4. To provide meaningful and authentic partnerships between Honors scholars
5. To build networks for first-year Honors scholars
6. To provide a venue for students to process their college experience
7. To connect students with campus resources that match their mentees' interests and passions



THE MOVING PARTS OF THE PEER MENTOR PROGRAM



APPLICATION, SELECTION, MATCHING

MENTOR PROCESS



- FEBRUARY** - We invite students to apply and give them a month to submit their applications.
- MID MARCH** - Mentor selections are made.
- LATE MARCH** - Mentors are notified of their acceptance.

MENTEE PROCESS

- MID MAY** - First-year students are sent the Mentee Application via email.
- EARLY JUNE** - New students hear more about the program during orientation, & encouraged to apply.
- EARLY JULY** - Mentors are matched with mentees.

MATCHING

TRAINING



April Training and Orientation

- Two Hours in Length
- FERPA tutorial, background consent forms, program contract
- Timeline of communication for mentors
- Training on what it means to be a mentor, listening skills, etc.
- Distribution of handbook
- Veteran mentor panel

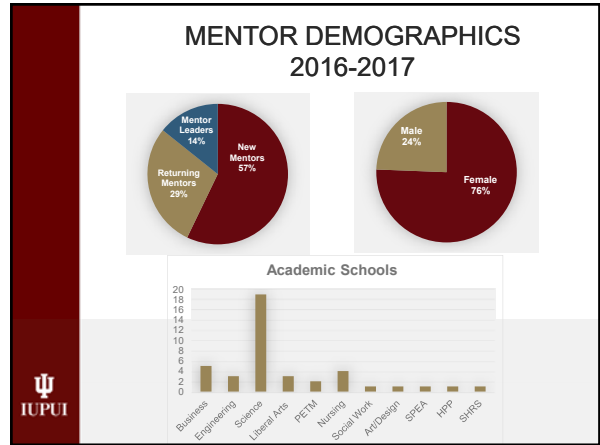
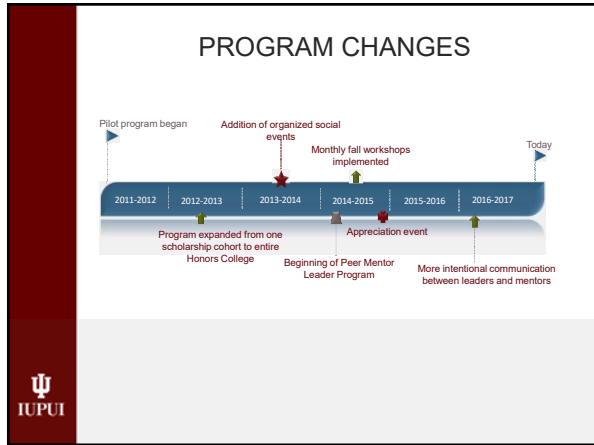
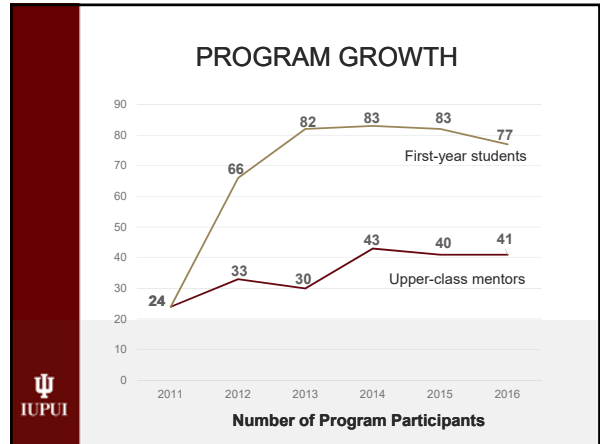
Monthly Fall Workshops

- Mentors meet in small groups to problem solve
- Additional training as needed. This year's topics included counseling services, positive psychology and career planning.



PEER MENTOR LEADERS

2014-2015 2015-2016 2016-2017



ASSESSMENT

Exit Surveys for Mentors and Mentees

- Likert Scale AND qualitative responses
- Program Objectives and Satisfaction with experience

Program Objectives

| | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Greatest % Agree</p> <ul style="list-style-type: none"> -Provide a role model -Expand awareness and connection to campus resources, events, and organizations -Venue to process transition and new roles | <p>Least % Agree</p> <ul style="list-style-type: none"> -Building networks with academic units, other Honors students, and the Honors College |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|

BENEFITS

Mentors



- Getting to know other people
- Serving as a resource
- Helping student adjust
- Watching student grow
- Learning from the mentee

Mentees

- Getting to know someone personally
- Having someone to go to for help on campus
- Learning from a student who is more experienced
- Having access to a larger social group

CHALLENGES

| | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|
| <p>Mentors:</p> <ul style="list-style-type: none"> • Communication • Coordinating Schedules • Different Majors • Not knowing how to help | <p>Mentees:</p> <ul style="list-style-type: none"> • Communication • Coordinating Schedules |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|

PROPOSED CHANGES

Mentor Selection and Training


- Group interviews for applicants
- Require each mentor to have two mentees
- Address how to manage varied levels of involvement from their mentees (ex: how to engage non-responsive mentees)
- Emphasize networking through examples

Mentee Recruitment

- Provide greater detail about the program, including testimonials and expectations for involvement
- Make students aware that there is a finite number of mentees the program can accommodate

All Participants

- Connect them to Honors College events with custom invitations
- Create learning outcomes



OUR LESSONS LEARNED




| | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> ✓ Clear program objectives are necessary. ✓ Understand the demands/needs of your population, and adjust expectations accordingly. ✓ Positive mentoring relationships work best when the ratio is one mentor to two mentees. | <ul style="list-style-type: none"> ✓ Early contact will help to ensure that the mentor is a "go to" person for the mentee. ✓ Know your size limits and plan ahead for expected changes in your population. ✓ Ongoing support, driven by the mentor, is critical for developing the trust that is necessary for a successful mentoring relationship. |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|



DISCUSSION

- What is one thing from today's presentation that you could apply to your own program? How would you implement it?
- If you already have a program, what successes have you had?
- What suggestions would you like to offer?



Questions?

Emily Clossin, eclossin@iupui.edu
 Kara Woodlee, kwoodlee@iupui.edu

