Enhance College Student's Academic Performance & Retention Through Peer Mentoring & Faculty Mentoring

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Background: When the California State University System first provided Peer Mentoring and Faculty Mentoring to enhance College Student's academic performance and retention, 11 campuses asked me to conduct Training. To do this, I developed a series of Training Activities that utilized specially developed Mentoring Materials for specific purposes:

Protege Needs Inventory for College Students lists 79 Needs related to adjusting to college, improving academic performance, getting engaged in campus activities, handling personal, social and cultural challenges, and work-career goals. Each Protege identifies specific personal Needs; each Mentor identifies corresponding Expertise to provide. Using this tool results in quick and personal Goal-setting and ultimate Goal-attainment that reduces student dropout and enhances success and graduation.

Mentoring Style Indicator for College Students indicates the style of assistance a Mentor likes to provide and a Protege likes to receive, so appropriate assistance is provided and utilized. Using the appropriate Mentoring Style equips Proteges with what Mentors know & empowers what Proteges want to learn, do and become. The *MSI* contains six Mentoring Situations that college students commonly encounter. Discussing one's Preferred Mentoring Style in these six Situations enables Mentors to begin helping Proteges utilize campus resources sooner (health center, tutoring, advisers), enhance academic performance, get involved in campus activities, overcome procrastination, and handle other common situations to remain in college and succeed.

6-Step Mentoring PocketCard indicates how to use 4 Mentoring Styles and specific behaviors during a 6-Step Mentoring Process that helps Proteges handle especially difficult situations (e.g., procrastination; improving grades). Using Gray's **Situational Mentoring Model** enables Mentors to equip Proteges with what Mentors know & empower what Proteges want to do to handle the difficult situation. This enables Mentors to avoid the extremes of "telling" what to do or "expecting" Proteges to figure out what to do when they cannot.

Action Planning Guide enables mentoring partners to record Action Steps for achieving desired Protege Goals. This provides essential structure for staying on track, coming prepared to meetings, and documenting Goal attainment. Contains an example of Brainstorming (so Mentors do not "take over" the planning process) to create a better Action Plan. Answered on carbonless paper so each person gets a copy of the agreed-upon Action Plan.

Mentoring for Results Workbook   Contains Partner Training Activities that have benefited over 100,000 mentoring partners because mentoring occurs during this Partner Training. Contains: Gray's Mentor-Protege Relationship Model©, 6-Step Mentoring Process, Mentoring Action Plan & Mentoring Agreement. Each mentoring partner needs a Workbook (and *MSI* – see above).

Trainer's Guide for using MFR Workbook   Suggests seating arrangements, detailed lesson plans, questions, & scripts for each Training Activity. **This has reduced preparation time for more than 300 Trainers**.

Enhance your Mentoring Program for College Students: I can provide the Services and Products described above. I can also help evaluate outcomes, as I did for the San Francisco State program.