



OPSU in Goodwell offers a peer mentoring program for students. Mentors receive scholarships for participating. A program with mentoring and leadership is **HALO** (Hispanic American Leadership Organization, which includes a trip to the Adelante Conference in San Antonio and the U. S. Hispanic Leadership Institute in Chicago. **Tri-State CAMP** (College Assistance Migrant Program) provides an opportunity for students of migrant or seasonal farm work backgrounds to attend college. The program provides financial assistance, individualized mentoring/tutoring, and cultural activities to qualified students to help students succeed in completing their first year of college. Peer mentors participate in **Upward Bound** for high school students. Faculty and peer mentoring. OPSU is Oklahoma's only Hispanic Serving Institution. Dr. Julie Dinger



Spears School of Business Mentoring Program
Oklahoma State University

BE A MENTOR

SERVE ON A MENTORING BOARD

SEEK MENTORS

FUND MENTORING PROGRAMS

Oklahoma's College Mentoring Programs

Oklahoma's higher education institutions are increasingly expanding mentoring programs because they realize the benefits to students, the college, the workforce and ultimately the economy.

Types vary. Many collegians serve as peer mentors to younger students in local communities and/or within their universities. Many participate in professional-to-collegian mentoring to bridge the gap between academia and reality and to transmit real life knowledge to the next generation. Mentors say they benefit, too. Mentoring can be one-on-one, team, or group.

Oklahoma State University's **Spears College of Business Mentoring Program** has been developed to offer OSU alumni and friends the opportunity to interact with currently enrolled full-time Spears School of Business students. Mentors share their experience, knowledge, network, and guidance with business students via bi-weekly communication and on-campus events. Communication may be via email, text, phone, Skype, Chronus or face-to-face. Mentors and full-time students enrolled in the Spears School of Business are matched at the beginning of the fall and spring semesters. This program runs concurrently with the fall and spring semesters concluding their relationships at

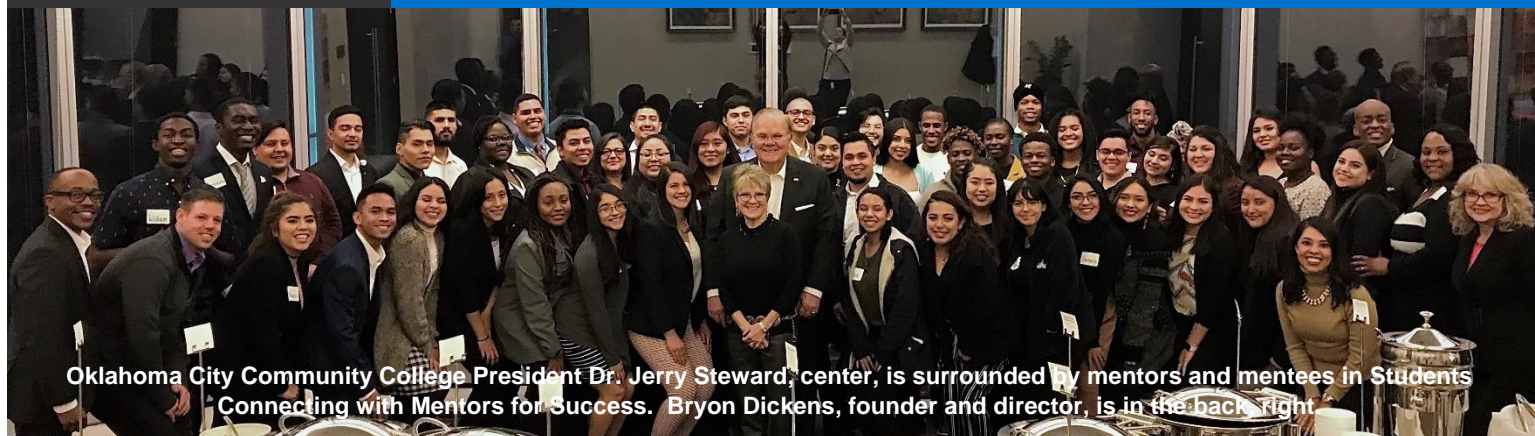
The end of each semester. The Spears Mentoring Program has reached a record number of connections this spring semester with 220 connections! Alumni and professional mentoring. Taylor Burmeister.

"Working with my mentor allowed me to redefine who I was and who I want to be. In that process I found the courage to do things I never thought I'd be able to do."

— Spears Business Student, OSU



Mentoring takes place through our early alert system. Faculty or staff identify at-risk behavior in students and complete an online form, which is then submitted to the appropriate resource on campus for follow-up. Retention specialists contact the student to discuss any concerns and then provide the student with necessary campus resources and positive encouragement to address the concern. Another primary source of mentoring at RSU takes place in its *new* orientation course, which is required of all entering freshmen. The course curriculum is designed to prepare students for the challenges that lie ahead and to inform them of available campus resources. Other mentoring includes the **Honors Program**, **President's Leadership**



Oklahoma City Community College President Dr. Jerry Steward, center, is surrounded by mentors and mentees in Students Connecting with Mentors for Success. Bryon Dickens, founder and director, is in the back right.

ROSE
STATE
COLLEGE

Rose State University's **Critical Learning in Community Knowledge with Tutoring, Enrichment, Advising and Mentoring (CLICK)** is designed to increase student success by increasing retention and academic success. Its focus is on improving critical thinking skills, learning strategies, organizational skills, computer literacy, mathematics, reading skills, grammar, writing skills, and student knowledge of available resources both on and off campus. Students may enroll in CLICK as a college credited class, or all are welcome to join the bi-weekly lab sessions where tenured math, reading, and English faculty work one-on-one with students to help them master material and college life. Tutoring, coaching and mentoring by faculty and staff. Chris Knox.

Class, and **HillCamp**, our on-campus orientation experience. College-based, peer-to-peer mentoring. Dr. Richard Beck.



Oklahoma City Community College's national award-winning **Students Connecting with Mentors for Success (SCMS)** was, inaugurated in 2015 by Bryon A. Dickens at the request of OCCC President Jerry Steward. The program is designed originally to provide African American male students with mentors and intra-campus resources to facilitate successful academic achievement, higher retention rates, and graduation completion. Students are prepared to continue their education at a four-year institution. The SCMS program focuses on connecting students with professionals who offer support, guidance, and engagement according to each student's need. In 2018-19 the program expanded to include African American women and Hispanic men and women. Professional-to-collegian mentoring. Bryon Dickens.



The **Pathways Alumni Mentoring Program**, **University of Science and Arts of Oklahoma** in Chickasha, supports the principles of co-curricular learning by connecting mentees with established alumni who serve as mentors and guides for professional career development. A partnership between the Student Success Center and Alumni Development at the University facilitates these interactions. Applications for both mentor and mentee positions opens in August. Matches are made and participants are notified in September. The program calendar runs from October to April. Misti McClellan.



OSU's **College of Osteopathic Medicine** mentoring program pairs an incoming first year student with both a student and physician mentor. Student mentors provide a colleague for the incoming students to help them navigate academics and provide advice for balancing academics with personal life.

Physician mentors provide students with perspective and insight on longer term goals. All students are assigned faculty advisors who also play mentoring roles. Professional, staff, and peer mentoring. Jeff Hackler.



Northwestern
OKLAHOMA STATE UNIVERSITY

The **Literacy Center** on campus offers tutoring to elementary school students in reading. Once a year the **Northwestern Leadership Class** visits a middle school to talk to students about higher education and opportunities at NWOSU. For three years NWOSU has worked with Enid and Woodward Public Schools to recruit students into the education field through the **Teach Oklahoma Program**. Through **Student Support Service (SSS)** grant, mentors/advisors empower first-generation students. The **Academic Success Center** uses peer tutors. College-based, school-based, peer, faculty and staff mentoring. Dr. Bo Hannaford.



TRIO
(SSS)



Oklahoma colleges offer mentoring and more through their TRIO grants. The names of the TRIO programs may vary by campus, but students will find mentoring and much more for success.

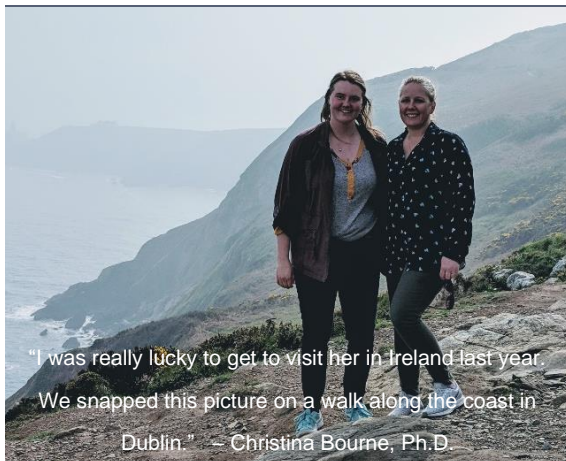
The federal TRIO Programs (TRIO) are federal outreach and student services programs designed to identify and provide services for individuals from disadvantaged backgrounds. TRIO includes eight programs targeted to serve and assist low-income individuals, first-generation college students with disabilities to progress through the academic pipeline from middle school to postbaccalaureate programs.

- Educational Opportunity Centers
- Ronald E. McNair Post-baccalaureate Achievement
- Student Support Services
- Talent Search
- Upward Bound
- Upward Bound Math-Science
- Veterans Upward Bound
- Training Program for Federal TRIO Programs Staff

www2.ed.gov



Oklahoma Louis Stokes Alliance for Minority Participation (OK-LSAMP)



"I was really lucky to get to visit her in Ireland last year. We snapped this picture on a walk along the coast in Dublin." — Christina Bourne, Ph.D.

OK-LSAMP is a consortium of Oklahoma colleges and universities working together to develop programs aimed at increasing the number of students from under-represented populations who receive degrees in Science, Technology, Engineering, and Mathematics (STEM) disciplines. Current goals and activities of OK-LSAMP focus on undergraduate research experiences, graduate school preparation, and international experiences. Brenda Morales.

Cameron University

East Central University

Langston University

Northeastern State University

Northwestern Oklahoma State University

Oklahoma Panhandle State University

Oklahoma State University (Lead Institution)

Southeastern Oklahoma State University

Southwestern Oklahoma State University

University of Central Oklahoma

University of Oklahoma

University of Tulsa

ok-lsamp.okstate.edu

"I had really great mentors (and some not so great ones) that made all the difference in my own path... Perspective is everything."

— Christina Bourne, Ph.D.

"In my biochemistry laboratory, I've found the LSAMP students I've interacted with to be among the most eager and appreciative researchers. Many of them are first-generation university students, as I was myself (many) years ago – there were so many things about graduate school I didn't know! I am so happy to be able to share the things I have learned with these students while it can still impact and shape their future directions. Every student needs a professional champion, someone to encourage them to pursue their dreams and reassure them that they are enough and can make it happen. I have been honored to be a champion for the LSAMP student and others in my research group.

For Jessica it was an easy role, she was extremely self-motivated and really only needed to know I'd be there to catch her if she needed the support. We made a great team and continue our professional and personal relationship today."

Christina R. Bourne, Ph.D.

Assistant Professor, Biochemistry & Structural Biology
Dept. of Chemistry & Biochemistry, OU
bournelab.oucreate.com



MENTOR



R is for Thursday is an Oklahoma-based, research-led initiative that equips individuals to support college-bound foster youth/alumni and foster alumni attending college. R is for Thursday currently defines an R is for Thursday (R4T) student as any person who spent time in an out-of-home placement in any state or country from ages 13-18 and who is currently enrolled in or has graduated from college, or is college-bound. R is for Thursday also honors and is interested in the experiences and needs of other traditionally hidden college student populations. The activities of R is for Thursday are accomplished through collaborative partnerships with the foster alumni community, students and graduates, interdisciplinary researchers, community professionals, state and federal entities, and college campuses. Research-based, faculty/staff and foster alumni peer mentoring.

Approximately 61 public and private Oklahoma campuses are I Speak R is for Thursday Advocates, trained or in the training process. Dr. Kerri Kearney.



Tahlequah's Northeastern State University offers a variety of mentoring programs.

For students, **NSU** hosts seven mentoring programs in addition to OK-LSAMP. Student organizations and degree programs offer internal leadership opportunities and mentoring. Peer faculty, staff, alumni and professional mentoring.

The **Leadership Development Program** offers introduction, intermediate and advanced classes to students with the hope to offer a capstone in the future. Students must attend five workshops throughout the semester, complete pre-and-post assessments, and complete a Leadership Experience of their choosing. Haley Stiles.

The **Center for Tribal Studies** offers scholarships, internships, and student organizations for Native American students. The Center also offers a leadership summit for Indigenous students, hosts the Symposium on the American Indian each year, and is the home of the Native American Support Center. Sara Barnett.

The **Native American Support Center** offers peer-to-peer mentoring programs for Native American freshman students and offers tutoring services and weekly workshops designed to foster student success in

designed to foster student success in college. Sara Barnett.

Students are paired with a mentor on campus through the **Campus-wide Mentoring Program**. Haley Stiles.

Riverhawks Scholar Program is a four-year certificate program for students with mild and/or moderate intellectual or developmental disabilities. Peer mentors are offered throughout the four-year program. Justin Chase.

TRIO Services (SSS) offers support services for low-income, disabled, or first-generation students including tutoring, graduate school preparation, workshops, seminars, and peer mentoring. Lena Deere.

The **Future Alumni Network** offers admission to alumni events, chances to network with alumni, and opportunities to take on leadership roles. Danny Johnson.



College of Education and Human Sciences

OSU's **Education and Human Sciences Ambassadors** is a select group of undergraduate student leaders challenged with mentoring first-year students in order to encourage their

engagement in the College of Education and Human Sciences community, demonstrate professional behavior, motivate academic focus of freshmen, raise students' awareness of campus resources, and support the continued retention of students toward graduation. Student mentoring through the Ambassadors' program continues through graduation, with mentees developing into the mentors for new, incoming students. Peer mentoring.

Patricia Kain Knaub Center for Student Success provides developmental advising, matches students with advisors, forms collaborative partnership roles between academic advisors and students, constructs academic plans, mentors students, and more. Faculty and professional staff mentoring.

The **Watson Family Center for Student Development** leads first-year success and personal leadership development programming, mentoring students, fostering a sense of community, helping future students learn about academic programs, helping future students learn about programs, and more. Faculty & professional staff mentoring. Amy Gazaway, Ph.D.

College of Engineering, Architecture & Technology (CEAT), OSU

LASSO
Learning And Student Success Opportunity
CENTER



Oklahoma State University's College of Engineering, Architecture and Technology (C.E.A.T.) hosts multiple peer mentoring programs.

Architecture Mentoring Program is a seven-week program for all Arch/Arch Engineering Freshmen with upperclassmen serving as mentors.

Chemical Engineering Student Mentor Program Senior chemical engineering majors who are active members of Omega Chi Epsilon (Honorary Society for Chemical Engineering) serve as mentors and guides for junior chemical engineering majors through the difficult transition to and rigorous demands of Professional School, the last two years of the major.

Inspiring Successful Engineers (ISE) involves upper-level CEAT men mentoring incoming freshmen CEAT students.

CEAT Summer Bridge Program involves 90 incoming freshmen attending a three-week program before school begins. During that time, they are mentored by CEAT upperclassmen and administrations.

Parker Engineering, Architecture & Technology Experts (PEATE) PEATEs, as they are called, are upper-level male and female CEAT students, who live in Parker Residence Hall with 200+ of the college's new freshmen. They serve as examples, guides, tutors and much more as they assist the

entire building but also a small group of freshmen through their first year of college and the rigors of studying engineering, architecture or technology.

Student Council Big-Little Program Selected upper-level men and women act as "Bigs" to the CEAT Freshman Council "Littles." Bigs act as mentors to the CFC-ers, particularly in leadership both on campus and within CEAT. They also help connect the freshmen to the student organizations within the college.

Scholars Mentoring Program pairs upper-level CEAT Scholars with freshman CEAT Scholars to provide advice and academic support.

Women Inspiring Successful Engineers (WISE) involves upper-level CEAT women mentoring incoming freshmen women CEAT students. Lance Millis and Jordan Blackburn.

Diversity and Inclusion Programs, formerly the Women in Engineering, Architecture & Technology (WEAT) and Multicultural Engineering Program (MEP) have been reestablished in 2020. Yokolanda Speight.

Discover Architecture summer workshop introduces Architecture and Architectural Engineering to potential university Arch/Arch Engineering students through academic projects designed to stimulate creativity...and be fun! OSU faculty for students who are at least 16 years of age.

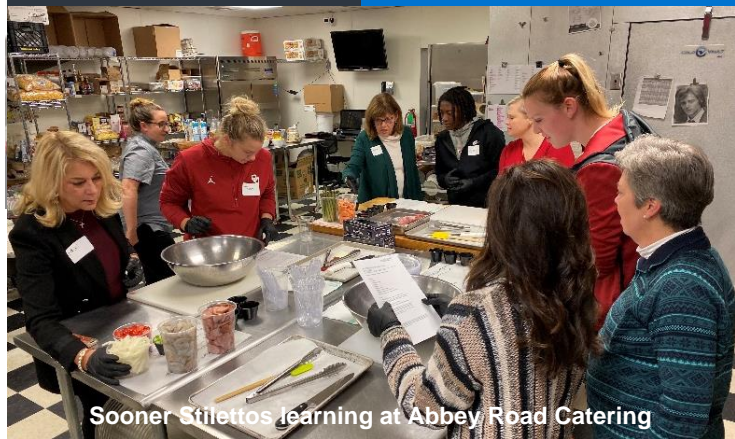
Tutoring Program One-on-one tutoring to any student on campus needing assistance. Susan Malek.

The **Supplemental Instruction Program** targets traditionally challenging courses that serve as introductory courses. "SI Leaders" are hired, qualified students who sit in on the current lectures alongside students who are enrolled in the class. That SI Leader is implanted in the class to serve as a mentoring presence for enrolled students. The SI Leaders also hold three weekly group review sessions over content covered in that week's lecture and office hours for one-on-one collaboration. Peer tutors/mentors. Tashia Cheves.

Academic Success Coaching Full-time coaches meet with students. The coach works with that student to identify their areas of personal skill and strengths, surmount challenges and support the student's growth. Adults/professionals. Mike Seaman.

"Colleagues are a wonderful thing – but mentors, that's where the real work gets done." — Junot Díaz





Sooner Stilettoes learning at Abbey Road Catering



The University of Oklahoma Honors College Peer-to-Peer Mentorship Program aims to encourage incoming honors freshmen to get involved in the university community, to help them find a sense of belonging, and to give them positive role models. It also aims to integrate them into academic culture and to make them aware of the attitudes and opportunities that tend to make honors students successful. To those ends, it pairs upperclassmen mentors in the OU Honors College with two incoming freshmen each. The mentors meet with their two freshmen mentees every two weeks. In 2019-20, 55 mentors served approximately 110 freshmen. Peer mentoring. Lisa Tucker.



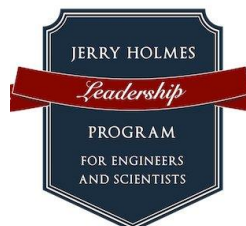
SOONER STILETTOS

is a professional women's support group for the University of Oklahoma Women's Basketball program established by Coach Sherri Coale in 2004. Her goal was to surround her players with professional women who would be role models for them. The Sooner Stilettoes has undergone many changes in the last couple of years to make sure the players and members are getting the most out of the organization. Not only are these women professional and personal role models for the student-athletes, but they also help the program in gaining a competitive edge on and off the court through their generous donations. The Sooner Stilettoes are here to have fun, support the women's basketball student-athletes and make lasting connections with each other! College campus and athletic department-based, professional/alumni. Kelsey Reynolds.

"I was matched with Gabbi Ortiz a few years ago as a mentor, and

our experience has been fantastic. We are still in touch, even though she has been playing in Europe."

— Julia Chew, Sooner Stiletto



OU's Jerry Holmes Leadership Program for Engineers and Scientists serves the Gallogly

College of Engineering and the Mewbourne College of Earth & Energy undergraduate and graduate students with professional and leadership development through mentoring, workshops, curriculum, networking with practicing engineers, professional issues, life skills, guest lectures, corporate visits, service opportunities and other enhancements. Professionals to college students. Kim Graves Wolfenbarger, Ph.D.



Student-to-Professional Mentoring Experience

OU's Honors College launched its Student-to-Professional Mentoring Experience (STPMX) in Spring 2015 with 65 Oklahoma City-area professionals as mentors. Alumni, corporate and nonprofit business leaders provide a professional exchange of information and networking opportunities for top-ranked Honors College students whereby the undergraduates will establish vital contacts and gain indispensable insight to career placement as they transition from student to professional in highly competitive specialized job markets. Partnering professionals share their skills, knowledge and best practices on how to build a successful career in their chosen field. Leading professionals, corporations and metro area-based businesses host receptions or dinners for up to 20 Honors College students off campus. Current partnering professionals represent law, banking and finance, medicine and healthcare, urban development and city planning, and not-for-profit businesses. Up to 80 OU Honors College undergrads participate per year. Lisa Tucker.



OU engineering alumni return to participate in a panel for the JHLP Symposium. Malik El-Amin, Griot Theatre; Yuenkeen Cheong, Microsoft; Tejashri Joshi Kyle, University of Texas at Austin; Shantel Edwards, Siemens; and Lynn Ghose Cabrera, Elastique Athletics.



The **Black Male Initiative** provides engaging experiences to young African American men to achieve academic and professional success. Freshmen to upper-level mentors.

The **Black Women Initiative's** students explore the program's pillars through course curriculum, leadership activities, community service opportunities and various discussions. Peer mentoring.

The **Hispanic Success Initiative** (HSI) helps students of Hispanic descent explore identities and make the kind of connections that help promote success and understanding. Faculty, staff and peer mentoring.

The **LGBTQ+ Student Success Initiative** (LGBTQ+ SSI) is designed to create and reinforce a sense of belonging for LGBTQ+ and to help them find success in academics and life. Peer mentoring.

The **Native American Success Initiative** (NASI) is designed to promote the retention, academic success, and graduation of Native American students. Peer mentoring.

2BLeaders, UCO College of Business, empowers students to become agents of positive change. Mentoring relationship with local executive and personalized executive coaching.



Price College of Business

The **JCPenney Leadership Center** within the Michael F. Price College of Business at the University of Oklahoma has several events and programs focused towards developing organic and natural mentoring relationships. The events that organically connect associates with alumni include but are not limited to regular alumni lunches with associates, the spring Alumni Career Conference that began in 2014, and incorporating alumni in regular leadership and professional activities.

The **Leadership Center Peer Training** program, launched in 2013, provides an opportunity for student peer trainers to become curriculum facilitators that design and deliver the new member curriculum, consisting of six foundational leadership and professional development programs. While these peer trainers also serve as informal mentors, a new internal, formal mentorship program launched recently. Collegiate peer and alumni mentoring. Breea Clark, J.D.

OU's **William M. Majors Energy Management Mentoring Program** matches junior and senior students with energy executives in the Oklahoma City area. Mentors and mentees meet once a month for lunch and hear a special guest speaker at the Oklahoma City Petroleum Club. The group also has a social once a semester. Funding is provided by the OCAPL (Oklahoma City Association of Professional Landmen) and the



First JCLP Alumni Career Conference on Zoom #CantStopWontStop

OERB (Oklahoma Energy Resources Board). Both mentors and mentees must apply for this prestigious program, which falls under the auspices of the Robert M. Zinke Energy Management Program. Professionals to collegians. Mike McConnell.

The **Division of Management and International Business Board of Advisers Mentoring Program** in the University of Oklahoma Price College of Business is designed to help Division of Management and International Business majors make the transition from school to work. Students are paired with local executives to help them develop as professionals and prepare themselves to add value in the workplace from day one. Mentees are sophomores, juniors and seniors who have been admitted to Price College and have declared one of the Division of Management and International Business majors. Professionals to collegians. Mark Sharfman, Ph.D.

"Mentoring is a brain to pick, an ear to listen, and a push in the right direction." — John Crosby



Jeannine Rainbolt College of Education

The University of Oklahoma Jeannine Rainbolt College of Education's **Educational Administration, Curriculum and Supervision (EACS) Program** within the Department of Educational Leadership and Policy Studies is an academic unit that serves graduate students interested in K-12 education leadership. Faculty members mentor aspiring school principals, district superintendents, practitioners and researchers. Some doctoral students aspire to work for state departments, nonprofits, think tanks or research organizations which serve K-12 education. Other doctoral students are trained to serve in the faculty member ranks at higher education institutions to research, teach and serve within the field of K-12 education leadership and policy. Advanced graduate students-mentees interested in research and policy are given additional experience with research methods to evolve into academic scholars. Faculty mentoring. John Jones, Ph.D.

The Jeannine Rainbolt College of Education **Graduate Student Advising** is a faculty mentoring program for graduate students. All graduate students are assigned a faculty member as their initial advisor. Once the students learn more about the program and the expertise of each faculty member, they select their mentor, or chair, of their committee. Since 2009, the Jeannine Rainbolt College of Education Graduate Student Advising's goals have been to get to know students' interests, talents and career objectives and to have faculty help them succeed. Many of the doctoral students, for example, want to teach in a university setting so the faculty mentors help them develop a portfolio of accomplishments in service, teaching and research before they graduate. The close faculty/student interactions offer the students chances to engage in original research, publications and presentations as a matter-of-course. Faculty mentoring of graduate students. Mike Jenkins.



Galoggly College of Engineering

As part of the **Chevron Phillips Scholar-Mentor Program**, upperclassmen in the **College of Engineering, School of Chemical, Biological and Materials Engineering** at the University of Oklahoma serve as mentors and tutors to students enrolled in sophomore courses. The program enhances leadership, technical and communication skills by leading younger peers and provides personal and professional development through connections and acquaintances. Peer mentoring. Brian Grady, Ph.D.

The **Dean's Leadership Council**, (DLC), Gallogly College of Engineering, University of Oklahoma, is an organization dedicated to the success and retention of first-year engineering students. DLC members are selected through an application process and are chosen for their excellent academic credentials, engagement in leadership, and strong communication skills. They serve as positive, enthusiastic mentors to freshmen and transfer engineering students by sharing knowledge and skills gained through their college experience. Each mentor receives a stipend for their contributions to the

Galogly College of Engineering and University community. Peer mentoring. Amber Williams.



College of Arts and Sciences

Students in the University of Oklahoma's **College of Arts and Sciences Cathryn L. & Jon R. Withrow Leadership Scholars Alumni Mentoring Program** are paired with an alumnus/alumna or friend of the College of Arts and Sciences for a mentoring relationship. Established by the College of Arts and Sciences Board of Visitors in 1996, the Leadership Scholars program recognizes the brightest and most involved students in the college. Students from the sophomore, junior and senior classes are selected on grade point average, university or community service and leadership potential. Leadership Scholars meet regularly for service, leadership, and community-building activities. The students often assist the college by serving as hosts during events. Leadership Scholars bring students together from a variety of backgrounds, academic disciplines and experiences for the purpose of expanding their leadership education. Alumni to student mentoring. Dr. Rhonda Dean Kyncl, Ph.D.

Key Goal for Mentors "To support and guide personal growth of the protégé."

Roles of Mentors "Heavy on listening, providing a role model, and making suggestions and connections."

Coaching and Mentoring, Harvard Business Review.



Jacob Klenke and Dr. Brian Grady at a reception of CBME faculty, staff, and mentors. Klenke is the 2020 Chevron Phillips Mentor of the Year, honored by the Oklahoma Foundation for Excellence.



El Reno's **Redlands Community College Faculty Senate** assigns an experienced faculty member to mentor a new full-time faculty member during their first year of employment. Part-time faculty are mentored by their department head.

The **nursing community** at Redlands Community College has a statewide group dedicated to mentoring, support, and the exchange of ideas for each level of academic instruction, LPN, ADN, and BSN. These three nursing groups meet annually to better enhance nursing communication. Peer and faculty mentoring and professional development. Rose Marie Moore.



Southwestern Oklahoma State University offers two mentoring programs. New faculty are assigned peer mentors by the heads of their departments. The University offers college success coaching for at-risk students. College mentoring, peer mentoring, academic success coaching. Dr. James South.





The **President's Leadership Class (PLC)** recognizes outstanding students who have demonstrated talent and distinguished achievement in the areas of leadership, citizenship, service and communication.

PLC scholars attend monthly PLC meetings and designated recruitment and special events. Members of the PLC participate in monthly meetings, designated recruitment and special events as well as activities, programs and workshops that enhance their leadership abilities and take active roles on campus.

Martha Burger Student Mentoring Program Began in August 2013. OSU-Oklahoma City is currently searching for qualified students who can serve as mentors to incoming freshman and help them ease into college life. Selected participants will serve as mentors for two to three students for a minimum of 30 minutes per student per week. Mentors receive training about campus services and soft skills. Peer mentoring.



OU Cousins is a way of developing understanding, friendship, and unity among U.S., International, and exchange students at OU. Students are matched according to hobbies, majors, and countries matched with one or two American students and invited to participate in monthly programs. get together outside of official Cousins events and share their respective cultures. Peer mentoring.



A great place to make friends and to get connected to campus resources and programs, the Center employs 20+ student leaders who are pursuing various majors and who are citizens of many tribal nations. Opportunities at the Center beyond camaraderie include leadership, tutoring, mentoring, professional connections and much more.

A three-fold mission guides the center: Sovereignty: Promote a greater understanding of tribal sovereignty; Students: Promote Native American student success and graduation; and Partnerships: Increase the number and quality of partnership projects between OSU and the 39 tribal nations in Oklahoma.

Onsite mentoring by center staff, peer leaders, center partners, and connection to mentoring services through referrals to campus mentoring programs. Elizabeth Payne, J.D.



MICAH Mentoring Program at OSU began formally in 2010 in partnership with Ardmore's **MICAH Foundation, Inc.**, which began the mentoring program in Ardmore in 2003. Designed to eradicate emotional poverty, this intergenerational program teaches students mentoring skills to interact with compassion and respect for the elderly. Students play games, sing songs, have conversations, make garden and lawn

improvements, read books, form skits, paint fingernails and basically become a friend with the elderly in and outside of residential care units. Students meet at the beginning of each semester to be trained in risk management and elderly etiquette and are assigned to one of six elderly resident housing facilities. They meet with a resident weekly for a total amount of time of at least 24 hours. One-on-one, collegian to elder. Joyce Montgomery.



Scholar Development and Undergraduate Research

These programs prepare students for the future, whether in competing for prestigious national and international scholarships, being admitted to top graduate schools, securing highly competitive jobs, or attaining the skill required to grow as a leader. Faculty and graduate-level peer mentoring.

Freshman Research Scholars Program provides about 60 students a \$1000 scholarship and the opportunity to go beyond the classroom and conduct research with experienced faculty. Students are paired with innovative faculty members (typically in their field of interest) and often make long-term connections with their faculty and graduate student mentors. Latasha Tasci.

Wentz Research Scholars Program For sophomores, juniors, and seniors, the Scholar Development Office, in partnership with the Lew Wentz Foundation, provides up to 40 Wentz Research Grants of \$4500 each to accomplished undergraduates who have written a compelling research proposal under the mentorship of an OSU faculty member. Wentz Research Projects are conducted over the course of an academic year, and Wentz Scholars also present their research at a spring symposium alongside their faculty mentors.

Faculty mentors who work with **Freshman Research Scholars and Wentz Research Scholars** are provided with various resources on effective mentorship, such as creating a positive relationship, establishing expectations, maintaining communication, mentoring

assessing student understanding and fostering independence. Latasha Tasci.

Writers' Workshop at the Doel Reed Center for the Arts. All successful applicants who are awarded an OSU Institutional Nomination for the Truman, Goldwater, or Udall scholarships receive an invitation to participate in the annual Writers' Workshop at the OSU Doel Reed Center for the Arts in Taos, New Mexico. OSU faculty, Scholar Development staff, and former award winners join forces to mentor student nominees. Jessica Sullins, Latasha Tasci.

Other Programs

The **Office of First Year Success** helps students be their personal best during their first year. Students can choose a counselor or campus connection coach.

FIRST2Go Program Part of this program's many resources is **First Generation Mentorship** through the FirstGen floor in Residential Life..

The **OSU Hispanic Faculty and Staff Association (HFSA)** supports, sponsors and facilitates the educational, cultural and personal experiences of all OSU faculty, staff and students. One of the means to accomplish this is through a supportive Mentoring Program. Silvia Frutos.

Institutional Diversity's Inclusion Leadership Program (ILP) is a year-long program equipping participating students with the skills and knowledge to become effective leaders. The program, organized for experiential learning, provides a supportive environment through mentoring and programming. Dr. Jovette Dew, Dr. Precious Elmore Sanders.

Cowboy Cousins pairs current OSU students with new International students, Peer-mentoring. Melisa Echols.

McKnight Scholars Leadership Program students are provided exceptional benefits and shared experiences, e.g., individual mentoring from junior-level McKnight Scholars and access to McKnight alumni.



College of Agricultural Sciences and Natural Resources

Freshman Seminar, AG 1011 -- Students are put into small groups of seven to 12 with a student academic mentor and meet regularly throughout the first eight weeks. Approximately 40 undergraduate students serve in this role every year. [SAM peer mentoring also occurs in UNIV 1111 classes.]

Freshman in Transition Living Learning Community Approximately 100 CASNR freshmen live in FIT. In addition to the normal residence hall staff, each floor includes two sophomore students who serve as FIT-SAMs (student academic mentors). They lead small group sessions and student development programming in the LLP. In addition, each floor has two faculty associates who assist with activities each year.

CASNR Student Success Leaders CASNR has four student success leader sub-teams: CASNR Ambassadors, Career Liaisons, FIT-SAMs and Multicultural Program Leaders (MPLs). These students support recruitment and retention initiatives in the college.

CASNR Peer Coaching Program As part of CASNR's "PETE's Program" (Peers Engaging in Teaching Excellence), faculty are invited to participate in a Peer Coaching of Instruction teaching development program. Each participant is matched with one to two other faculty members and as a small group, they attend each other's courses to provide feedback on issues of concern or interest. The larger group also meets three or four times during the semester to discuss the overall program and share ideas that have been learned during the classroom visits.

CASNR Study and Snacks Program CASNR peer tutors host study sessions on Wednesday afternoons/evenings during the semester for courses that CASNR students commonly take.



OSU's **Living Learning Programs** (LLPs) are specialized living environments that connect students inside and outside their academic experiences. Students who choose to live in an LLP have a direct connection to their classroom experience as well as access to intentional events and programs. Each LLP is unique.

The **OSU Library First Generation College Student Employment-Mentor Experience**, is a way to connect first-generation college freshmen to the OSU community. First-Generation Mentees in the program are provided student assistant jobs with the library. In addition to receiving a student assistant job, Mentees are assigned a student Peer Mentor as well as a Senior Mentor from the Library's faculty or staff.

Residential Leadership Council (RLC) is a yearlong Leadership Certification Process focuses on transitioning from high school leadership to collegiate leadership.

"A mentor is someone who sees more talent and ability within you, than you see in yourself, and helps bring it out of you." — Bob Proctor





Academic Life Coaching

Academic Life Coaching for Freshman, Sophomores, Juniors, Seniors, and Graduate Students. Academic Life Coaching for Freshmen provides support to freshmen students and encourages a successful transition to college. By utilizing a coaching approach, a foundation is built where the students are the experts in their own lives, and the coach serves as a catalyst for progress and goal achievement. All OU coaches are certified by the International Coach Federation (ICF).

OU Academic Life Coaching Persistence Themes: Study Systems, Major to Major to Career Design, Health and Resiliency, Financial Confidence, Support Networks, Competing Responsibilities, Motivation and Achievement, and Identify and Inclusion. Faculty to student. Rhonda Dean Kyncl, Ph.D.



College of Engineering, Architecture and Technology (CEAT)

In the AIA Code of Ethics, members are encouraged to *"nurture their fellow professionals as they progress through stages of their career, beginning with professional education in the academy, progressing through internship, and continuing throughout their career."* **Centennial Mentorship Program** puts this nurturing into practice.

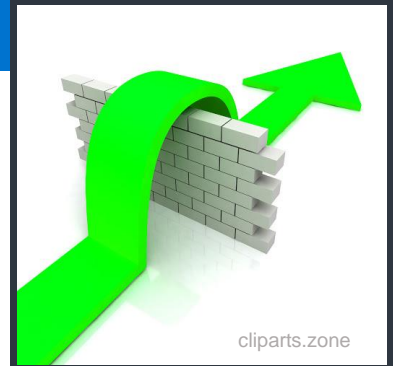
Mentors are any graduate of the OSU School of Architecture (B Arch, M Arch, B ArcE, M ArcE) is eligible to become a mentor. Student Mentees are any student in good standing with the university, and who has been accepted into the Professional School or Architecture or Architectural Engineering, may participate in the program. Professional to student.



TULSA

President's Leadership Society, which receives mentoring opportunities on campus, meet regularly for career and leadership development, are introduced to prominent OSU alumni, are given networking opportunities with Tulsa leaders, and attend seminars on business etiquette, résumé building and interviewing. In development are an academic coaching program and a mentoring pilot for first-generation, minority and veteran students. Faculty, staff and professional mentoring.

"Mentoring is such an important part of a young person's development, and for college students, their professional development." — *Lance Millis, director of Student Academic Services, CEAT, OSU*



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College Mentoring Program Challenges

- Coordination of the various mentoring programs to prevent redundancy
- Securing adequate funding to cover expenses and staff to coordinate the programs

Mentoring even at the college, Career Tech or corporate level must have recruiting, training, matching, monitoring, data, funding, budgeting, policies and other requirements of basic research-based mentoring. A staff member as program director or coordinator must be the designated bridge to make sure the mentor-mentee relationship is working and resolve any problems in the relationship.

Mentoring toward the workforce and quality of life

Types Illustrated Above

- Peer, faculty/staff, professional and/or alumni
- One-to-one, team, group

Methods of Building a Relationship

- In-person for a designated number of times
- Remotely by Skype, Zoom, email, phone calls, texting
- Events, visits, tailgating, coffee, campus activities, networking...
- Some fun and humor

Goals

- Student retention and completion
- Transfer of knowledge, e.g., professional, tutoring, life skills, relationships, leadership, service...
- Academic, social, emotional, economic

