# Breaking Through The Status Quo to Build a Scalable Culture of Mentorship

| | Status Quo | Mentor Collective Recommendation | Why It Matters |
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| **Program Design** | Programs live in pockets across campus; typically serving <100 students with a full-time administrator supporting operations. | Centralize best practices and technology infrastructure to scale operations and reduce siloed programs on campus. | Mentoring is not a one-size-fits all solution. Programs should be designed to serve a variety of needs across the student journey. |
| **Recruiting Mentees** | Mentoring opportunities require intimate knowledge of campus resources (i.e., the hidden curriculum) and disproportionately impact the proactive or privileged. | Integrate mentoring into the student experience so that mentees learn about mentoring opportunities more readily, and are encouraged to participate early in their college journey.<br><br>**Text messaging reminders can further increase participation by up to 600 percent [2]** | Without strong recruiting practices, structured mentoring programs struggle to authentically engage students who would benefit most from having a mentor.<br><br>**<50% of graduating students feel they had a mentor who inspired them to pursue their goals and dreams [1]** |
| **Training Mentors** | When available, training activities are delivered on campus – often excluding commuters, online learners, student workers and adult learners with work or parenting obligations. | Require mentor training focused on building the skills necessary to be a great mentor.<br><br>Offer on-demand mentor training online to broaden representation and access. | Mentoring supports development of professional skills and offers critical networking opportunities. Learning how to practice mentoring skills ensures mentors get the most out of their experience |
| **Participant Matching** | Students are matched using spreadsheets and individually introduced by an administrator. | Give participants agency to weigh a variety of matching criteria through a tech-enabled survey and matching algorithm. Do not assume a student's demographics or chosen major are the most important criteria. | The right mentor can be the difference between sustained engagement and disengagement.<br><br>Hand-matching methods often limit student voice and are not designed to scale. |
| **Program Engagement** | Time-intensive engagement activities are abandoned by busy administrators as demands of the academic year intensify. | Utilize behavioral nudging, mentoring curriculum, discussion guides, and community events to keep mentoring relationships on track. | Without programmatic scaffolding to support ongoing engagement, mentoring relationships may lose momentum over time. |
| **Program Assessment** | Summative assessment is an afterthought given administrative burdens. | Assess participant Sense of Belonging and Self-Efficacy before, during, and after program participation to understand how mentoring impacts mentees and mentors. | Formative and summative assessment allow institutions to make programmatic improvements each year. |

[1] 2018 Strada-Gallup Alumni Survey. (2018) "MENTORING COLLEGE STUDENTS TO SUCCESS." [2] Mentor Collective. (2022) Product Statistics. Unpublished internal company document.