

ADVISING AND MENTORING MATTER- MAXIMIZING OUTCOMES FOR ALL STUDENTS

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- I. Act as a resourceful point person
 - a. Formulate advisory board, including sponsor (for opportunities), developer (a hands-on editor), insider (a near-peer just ahead in the major) and sage advice/spiritual guide
 - b. Tap into college infrastructure for resources (e.g., peer mentoring)
- II. Key strategies
 - a. Be approachable (rather than trying to be similar)
 - b. Show your knowledge using examples of alums or other data
- III. Offer a healthy dose of entitlement
 - a. Demonstrate how to go after experiences. Plant seeds of interest.
 - b. Provide student with email scripts or other strategies to help gain access and to avoid burdening the potential resource.
 - c. Encourage students not to be overlooked- go to office hours, etc.
 - d. Jobs differ-- some have access to faculty or good experience.
 - e. Normalize need for resources especially when striving for excellence
- IV. Keep learning (so you are closer to “getting it”)
 - a. Use other advisors or experts as a sounding board
 - b. Refer students to others (but be specific, so as to be helpful)
 - c. Identify offices, key people, activities to foster growth
- V. Work on your wording
 - a. Communicate open mind, high standards and confidence in student—I want you to succeed and I know you are capable. Let’s look at options.
 - b. Show helpfulness and interest—let me think about who to call.