

MENTORING ORIENTATION LEADERS

Digging Deep into the UTEP EDGE

Abstract: At the end of the 2016-2017 academic year, we concluded that although we met several goals for the Orientation Leader Student Training Program, a program housed under the Department of New Student Orientation, there was a need for continuous growth for student employees reapplying for a Second, Third or Fourth year for the Orientation Leader position. The Orientation Leader Student Training Program was assessed to address the need to further develop the professional and transferrable skills for "Returning" Orientation Leaders. After conducting exit interviews, selected individuals were required to attend the "Returner" Orientation Leader Training, which occurred at the end of the summer orientation sessions and prior the start of the fall courses. The program was consequently renamed to "Mentoring" Orientation Leader Training in order to increase morale among the team. The change to refer to Returning Orientation Leaders as Mentoring Orientation Leaders, or MOLs, was also implemented. The pilot program was created as an extension of the O.L. Student Training Program, which has already existing program goals, however this program focused heavily on program goal #4, "Development of Leadership and Decision Making Skills." In addition, although we have three learning outcomes for the program, we focused on the third one, "After attending the Mentoring Orientation Leader Training, MOLs will be able to identify how at least three (3) pieces of information learned in that day's training is applicable to their professional and personal lives."

UTEPEDGE™



EDGE EXPERIENCES:
Student Employment,
Student Leadership



EDGE ADVANTAGES:
Leadership, Confidence,
Problem Solving and many
more.



Innovation

During the assessment process we compiled our data from:

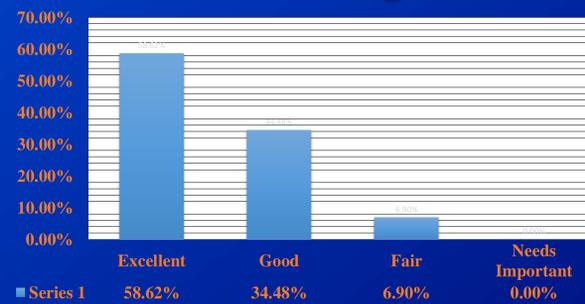
- Journal Entries
- Final Presentation & Rubric
- Qualitative Data Collection

Conclusion

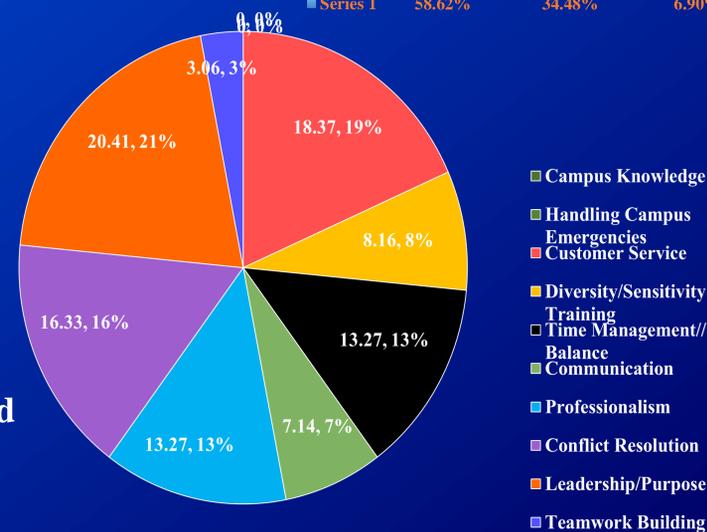
As a result of participating in M.O.L Student Training, the M.O.Ls recorded in increase in confidence and assumed higher leadership positions. 72% became Executive Orientation Leaders and the other 28% were sought out for other student leadership positions on campus and/or were invited to participate in internships on and off campus. Furthermore, the Development of Networking as one of the program goals was added to the overall training program in addition to Conflict Resolution and Problem Solving. We will continue with Mentoring Orientation Leader Student Training and will develop an Executive Orientation Leader Student Training to further develop Leadership and Professional Skills.

Orientation Leaders were asked to write a journal entry 3 at the end of every training stating items covered during that session. This data was compiled along with their Final Presentation scores and we identified that the M.O.Ls were able to explain and present key concepts from the training content.

Content Based Knowledge



2. "Identify three programs that connect with the knowledge."



1. "What are three pieces of information you learned after today's training?"

At the end of Mentoring Orientation Leader Training, our M.O.Ls created a final presentation in which they were able to highlight the program goals. A majority identified Leadership and Decision Making skills and Conflict Resolution.

"Developing my professionalism will help me not only speaking with my professors but also in my future career field interactions" – Jazmin Del Castillo, Junior, College of Engineering

"As a future teacher, I recognize that it's important to remember why I do, what I do in order to be successful" – Sofia Ortega, Junior, College of Education

"Learning how to deal with conflict is important because I need to know how to solve it in order to have a productive work space" – Debbi Leal, Sophomore, College of Liberal Arts

Through self-evaluation, the M.O.Ls were able to create connections to their respected career fields after analyzing the transferable skills and was further developed and enhanced through Mentoring Orientation Leader Training.

3. "How can you apply this knowledge to your personal/professional life?"