

*From Advisors to Mentors: Improving Relationships with Faculty Advisors*

Christendom College

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Christendom College's 2023 Quality Enhancement Plan (QEP) establishes a framework of faculty support for students as they learn to guide themselves through Christendom's liberal arts curriculum, recognize the value of that curriculum, and maintain formal mentoring relationships. The QEP supports a specific aim voiced in Christendom's Strategic Plan: to facilitate interactions of students with faculty serving as academic advisors and mentors. *From Advisors to Mentors* was produced by a process that consulted students, alumni, parents of students and alumni, staff, and faculty. The College's most recent iteration of the Strategic Planning Process, which began in 2019, initiated and guided the process of developing the QEP. *From Advisors to Mentors* shares the Strategic Plan's concern with the College's "focus on faculty mentoring" and "the faculty's ability to carry out the founder's vision of personal contact with students." The QEP establishes a new system of faculty advising that gives each student opportunities to develop a relationship with a faculty advisor through multiple face-to-face meetings throughout the semester, both in groups and individually. Such meetings create opportunities for relationships that can deepen into mentoring relationships over time. To that end, the QEP has chosen Student Learning Outcomes (SLOs) that are suitable for advising and mentoring relationships:

SLO 1: Students will be able to describe the core curriculum, the general curriculum, and the resources available for helping them to progress through the curriculum (Student Support Services, Career Services).

SLO 2: Students will understand the why the Christendom liberal arts curriculum is valuable both in itself and for its contribution to their vocations.

SLO 3: Students will develop and maintain formal mentoring relationships.

The SLOs will be assessed by direct and indirect measures, including student evaluations of advisors, exit surveys, and rubrics for direct assessment by the faculty advisors. Christendom will dedicate personnel and financial resources to support the new system. The principal personnel resources are the hours that faculty will devote to advising and mentoring within the new system. Faculty will receive a stipend as compensation for time and effort spent in developing the new approach to advising. Resources will also include a stipend for a member of the faculty serving as Faculty Advising Facilitator and funding for a series of orientation sessions on the subject of advising and mentoring.