



2019 Mentoring and Advising Summit

Diversity and Excellence in Mentoring and Advising

March 7, 2019

Welcome



I am pleased to welcome you to the 2019 Mentoring and Advising Summit. If you're joining us today, you are likely already acting as a mentor or advisor, or perhaps you are just stepping into such a role and want to learn more. Whatever your motivation, it's exciting to see your commitment to both growing and sharing your skills and knowledge.

Following on the success of 2018's inaugural summit, this year's program delves into the importance of building a strong culture of diversity through the mentoring and advising work done across our University campuses.

Advancing diversity and inclusion at Pitt is a top priority for me, as these are critical ingredients to achieving excellence in education and enriching the student experience. When we focus on these values, we foster equity; build a stronger, more connected University community; and help to set students on a path that will encourage them to navigate ever more global environments.

Mentors and advisors are on the front line of that work. With topics ranging from cultural responsiveness and advising in the digital age to working with transfer students, meeting the needs of first-generation students, and mentoring student-athletes, today's agenda runs the gamut of situations you may encounter or have experienced and will add new ideas as well. I value the insights you will share in the process.

I hope that the 2019 summit challenges you to expand your view not only of your professional position but of the integral roles diversity and inclusion have in your efforts. As mentors and advisors, you contribute the human element that is key to further personalizing the Pitt experience for students and empowering them to build lives of impact.

Thank you for joining us.

A handwritten signature in blue ink that reads "Ann E. Cudd".

Ann E. Cudd

Provost and Senior Vice Chancellor
University of Pittsburgh

Personalized Education

When educational experiences and activities are designed around each student's individual needs and interests, students learn more.

The University of Pittsburgh aims to prepare students for lives of impact through educational experiences tailored to their specific goals and needs. Pitt has created an intellectually rich and diverse environment with many opportunities for students to engage in formal and informal learning, all geared toward giving students the tools for creative thinking, problem-solving, and experiential learning in any areas they choose to pursue.

Personalized Education brings together an array of resources customized to the interests and aspirations of each student and enriched by advisors, real-time data, and learning innovations that refine and guide each student's career path.

We are currently developing the people, technologies, and systems that will allow students to access the resources they need to build the foundation for a successful, meaningful, engaged life.

Schedule

8:30 a.m.	Registration Alumni Hall
9 a.m.	Keynote Address by Provost and Senior Vice Chancellor Ann E. Cudd Alumni Hall, J.W. Connolly Ballroom
9:30 a.m.	Pathways Functionality Overview and Implementation Update Stephen Wisniewski, Vice Provost for Data and Information Alumni Hall, J.W. Connolly Ballroom
10:30 a.m.	Concurrent Sessions I
11:30 a.m.	Break
11:45 a.m.	Lunch (Sponsored by PeopleGrove, Inc.) Alumni Hall, J.W. Connolly Ballroom
12:45 p.m.	Break
1 p.m.	Plenary Session: Interactive Panel Alumni Hall, J.W. Connolly Ballroom
1:45 p.m.	Break
2 p.m.	Concurrent Sessions II
3 p.m.	Break
3:15 p.m.	Concurrent Sessions III
4:15 p.m.	Poster Presentations and Reception University Club, Ballroom A

Throughout the day: Visit the Story Booth in Alumni Hall to tell your mentoring and advising story.

Sessions

10:30–11:30 a.m. | CONCURRENT SESSIONS I

How Intercollegiate Athletics Coaches Mentor the Development of Large Numbers of Student-Athletes

Presenter:

Marc Christian, assistant swimming coach

Alumni Hall, Room 323

Intercollegiate coaches mentor large numbers of student-athletes each academic year. The methods and practices they use to meet the emotional demands of student-athletes are based not only on the growth of the individual but also on how student-athlete development contributes to the success of their team. In this session, Christian will detail how intercollegiate coaches approach mentoring student-athletes while simultaneously identifying how their methods can be adopted by other practitioners in higher education.

Pathways Implementation in the Swanson School of Engineering and School of Nursing

Presenters:

Amanda Brodish, director of data analytics and pathways for student success

Adrian Gonzales, undergraduate academic advisor, Kenneth P. Dietrich School of Arts and Sciences

Jill Harvey, associate director and coordinator of advising, Swanson School of Engineering

Alumni Hall, Room 121

Pitt's Pathways program combines technology, best practice research, and predictive analytics to support student success. Pathways was piloted in the Swanson School of Engineering and School of Nursing this past fall. Advisors from both schools will share their experiences using the Pathways platform. The session will focus on best practices and dos and don'ts and will allow plenty of time for questions and answers.

Digital Black Lit and Composition (DBLAC): Access, Community, and Mentoring

Presenters:

Louis M. Maraj, assistant professor, Department of English

Khirsten L. Scott, assistant professor, Department of English

University Club, Gold Room

DBLAC is an online and in-person network of Black-identified graduate students and advanced undergraduate students in fields related to the study of language. Its goal is to provide spaces and opportunities to uplift, support, and highlight the work of Black graduate students. This workshop will highlight ongoing mentoring efforts aimed at fostering access, community, and mentoring for Black graduate students via the network's Virtual Writing Group, Writing Retreat, and Reading Series.

Personalized Transfer Student Advising: Early Intervention Strategies

Presenters:

Mike Kijowski, assistant director of academic advising, College of Business Administration
Christopher Kirchof, coordinator of transfer student services, Swanson School of Engineering
Jessica Wandelt, lecturer and academic advisor, Department of Biological Sciences

University Club, Conference Room A

Approximately 15 percent of new-to-Pitt students are transfer students coming from another academic institution. These students often struggle not only with the transition but also with figuring out how their previous academic work will transfer and how best to plan their course work to complete their degree in the desired amount of time. In this workshop, presenters collaborate across departments and schools to share current approaches and come up with new strategies to best support this diverse population of students.

Inclusive Mentoring: Using Social Psychological Interventions to Improve Mentoring and Learning of All Students

Presenters:

Kevin Binning, research scientist, Learning Research and Development Center, and assistant professor, Department of Psychology
Z. Yasemin Kalender, graduate student, Department of Physics and Astronomy
Chandralekha Singh, director, Discipline-based Science Education Research Center, and professor, Department of Physics and Astronomy

University Club, Ballroom A

College mentors often de-emphasize students' motivational characteristics—e.g., their sense of belonging, self-efficacy, and their views about whether intelligence is fixed or malleable. These characteristics can especially impact learning outcomes of women and underrepresented students, and stereotype threats exacerbate these issues. This session will discuss research studies that show how mentoring and coaching students using different types of social psychological interventions can improve the motivation and learning of all students, especially women and those from underrepresented groups.

Incorporating Civic Engagement into Advising

Presenters:

Holly Hickling, academic community engagement advisor, University Honors College
Sarah Kurz, PhD student, School of Education
Wesley Lipschultz, director of student services, School of Computing and Information
Meredith Maverro, manager of student programs and community outreach, Institute of Politics

University Club, Ballroom B

In this session, participants will learn how to use a civic engagement tool in individual advising appointments and group advising sessions. A case study for how the tool has been used in the School of Computing and Information's model for experiential learning will be examined. The session will close with an open dialogue about the challenges and opportunities for how the tool can be used in advising.

11:45 a.m.–12:45 p.m. | LUNCH

Alumni Hall, J.W. Connolly Ballroom
Sponsored by PeopleGrove, Inc.

1–1:45 p.m. | PLENARY SESSION: INTERACTIVE PANEL

Alumni Hall, J.W. Connolly Ballroom

Panel Moderator



Joseph J. McCarthy
Vice Provost for Undergraduate Studies

Panelists



Derek Fischer
Director, Advising Center
Kenneth P. Dietrich School of Arts and Sciences



Susan Meyer
Director, Pitt Interprofessional Center for Health Careers
Codirector, Pitt Center for Interprofessional Practice and Education
Associate Dean for Education
Professor, School of Pharmacy



Audrey Murrell
Associate Dean, College of Business Administration
Director, David Berg Center for Ethics and Leadership
Associate Professor of Business Administration, Psychology, and Public and International Affairs



Belkys Torres
Executive Director for Global Engagement
University Center for International Studies

2–3 p.m. | CONCURRENT SESSIONS II

Pitt Commons Alumni Mentoring: Use, Growth, and Success

Presenters:

Lisa Auld, assistant athletic director for student life, Department of Athletics

David Lapedis, strategic partner manager, PeopleGrove

Kevin Wilcox, university partnership, PeopleGrove

Alumni Hall, Room 323

Leveraging both formalized mentorship programs and informal flash mentorship, Pitt Commons provides an easy way for students to personalize their educational experience. Lapedis and Wilcox will walk you through PeopleGrove's software, with Auld sharing takeaways from some mentoring relationships.

“Up Close and Personal” Advising at the University of Pittsburgh at Johnstown: Restructuring Our Approach to Engage Faculty and Staff in Campus-wide Retention Efforts

Presenters:

Janet Grady, vice president for academic affairs and professor and chair, Division of Nursing and Health Sciences, University of Pittsburgh at Johnstown

Stephen Kilpatrick, assistant to the vice president for academic affairs and associate professor, Department of Biology, University of Pittsburgh at Johnstown

Kate Kinsinger, director, Academic Success Center, University of Pittsburgh at Johnstown

Alumni Hall, Room 121

“Up close and personal” is the guiding principle for Pitt-Johnstown's personalized education. In this presentation, members of the Office of Academic Affairs will review steps taken to develop a comprehensive academic advising approach, which begins with the recognition that academic advising is a responsibility of all faculty at Pitt-Johnstown. Beginning with mandatory advising workshops for new faculty and progressing to a multifaceted program including campus-wide participation in an early-alert system, the presentation will offer tips and challenges in creating a personalized advising strategy designed to enhance retention. The presentation also will review progress with our newest program to support first-generation students, which we see as an excellent example of evidence-based, inclusive, and personalized support for special student populations.

Personalizing Advising: Balancing Skill Sets

Presenters:

Barbara “Babs” Mowery, academic advisor, Kenneth P. Dietrich School of Arts and Sciences

Jennifer Stapel, associate director of undergraduate advising, Department of Psychology
University Club, Gold Room

This session looks at the advising practice, starting with a review of a communication model. Presenters will look at the informational component—what information the advisor possesses about the institution and students—and various theories and strategies of the conceptual component. Discussion will focus on the relational component—building relationships with students using effective interviewing and listening skills and applying theories and strategies. An activity is structured so that participants can constructively identify how to balance the skill sets.

Building a Student-ready Environment for Advising and Mentoring First-Generation Students

Presenters:

Brandi Y. Cox, alumni engagement specialist, Career Center, Division of Student Affairs

Michele M. Lagnese, director, TRIO Student Support Services

University Club, Conference Room A

There often is discussion about whether students arrive at college with the preparation needed to be successful but not as much discussion about whether universities are “student-ready” to effectively serve the vast array of students they admit. This presentation addresses the components needed to build an environment that is appropriate for cultivating the success of all students.

Who? What? Where? Why? Mentoring as Questioning

Presenters:

Aidan Beatty, scholarship mentor, University Honors College

Josh Cannon, scholarship mentor, University Honors College

University Club, Ballroom A

This session begins with targeted questions focused on identifying and drawing out student qualities and abilities that often can be difficult to access. Presenters will generate a conversation that draws from multiple experiences on the most effective practices in this regard.

Contributions to Student Success in the University Library System: Personalizing the Student Experience

Presenters:

Leslie Poljak, visiting librarian, University Library System

Jeffrey Wisniewski, director of communications and Web services, University Library System

University Club, Ballroom A

A recent report published by the Association of College & Research Libraries determined that library use increases student success. This idea session will highlight recent library programs and collaborations supporting both one-on-one and group learning at the library. Participants will be challenged to reflect on their own assumptions of how the modern library contributes to student success and identify possible collaborations between the library and their respective departments.

Onboarding Online: Building Pitt's Online Orientation Platform

Presenters:

Breanne Donohue, associate director, Office of Admissions and Financial Aid

Melissa Warthen, associate director, Office of First Year Experience

University Club, Ballroom B

The Office of Student Life and Office of Admissions and Financial Aid have been reexamining the framework and delivery methods for onboarding new undergraduates at Pitt. One major initiative for summer 2019 is the implementation of Pitt's online orientation platform, which will provide an anytime online resource to meet new students where they are on their device of choice. Guiding students through modules of targeted content allows for the delivery of information over time. Session participants will receive an overview of the online orientation content.

3:15–4:15 p.m. | CONCURRENT SESSIONS III

Understanding Enrollment and Advisement Tools Available to Students in the PeopleSoft Student Information System

Presenters:

Jeffrey Bastian, senior systems analyst for student services

Christopher Coat, associate university registrar

Alumni Hall, Room 323

This presentation will provide an overview of enrollment and advisement tools in PeopleSoft from the student and advisor perspectives. Special emphasis will be given to the Schedule Planner and the Plan By My Requirements tools.

Creating an Inclusive Culture

Presenter:

Sherdina Harper, cross-cultural programming coordinator and advisor,
Office of Cross-Cultural and Leadership Development

Alumni Hall, Room 121

Diversity and inclusion continue to be misunderstood and misrepresented. Diversity is a state of being; however, many universities struggle with inclusion. Stereotypical bias toward underrepresented groups is prevalent on many campuses. This session is designed to provide faculty and staff with an opportunity to engage in discussion on the topic and learn what it means to respect and embrace diversity and inclusion.

Mentors as Sources of Cultural Responsiveness for Underrepresented Students at the University of Pittsburgh

Presenter:

Mary Napoli, director of academic success, Dietrich School of Arts and Sciences

Alumni Hall, Room 121

Campus climate is an important factor in student success, particularly for students traditionally underrepresented in higher education. This session will introduce a recent model for understanding how institutions support students in reaching their academic goals: the Culturally Engaging Campus Environments model. By sharing data from interviews with African American undergraduates at Pitt, the discussion will focus on how faculty and staff mentors support students' sense of cultural responsiveness on campus, a key component within culturally engaging environments.

Developing a Student Success Maker

Presenter:

Jennifer Walker, assistant to the Provost for academic affairs, Office of the Provost

University Club, Gold Room

Every person on Pitt's campus has the potential to play a role in a student's success. The Office of the Provost is planning to develop a series of workshops that focuses on how day-to-day operations of the University contribute to student success. The office is interested in hearing how you define student success in the broadest sense and within your particular job focus.

From Microaggression to Microaffirmation: Building a Culture of Positive Support

Presenters:

John Horoho, undergraduate student, University of Pittsburgh at Bradford

Susan Meyer, director, Pitt Interprofessional Center for Health Careers; codirector, Pitt Center for Interprofessional Practice and Education; associate dean for Education and professor, School of Pharmacy

Julia Spears, associate vice provost for academic innovation

University Club, Gold Room

Using the 15% Solutions "Liberating Structure," the session facilitators will engage participants in a brainstorming activity to elicit small actions that anyone can take to make those with whom we work (i.e., faculty, staff, students, and families) feel more valued, included, welcomed, and validated. These microaffirmations are easy to implement and have the capacity to have a positive impact on culture and on mentoring and advising relationships.

Discovering Strengths-Based Academic Advising

Presenter:

Liz Adams, director of academic advising, College of Business Administration

University Club, Conference Room A

Learn how the College of Business Administration transitioned to strengths-based academic advising. What worked? What did not? According to Adams, "We knew Strengths could change our jobs; we were surprised that it changed our lives."

Guiding and Tracking Student Success in Global Engagement through myPittGlobal

Presenters:

John C. Stoner, executive director for academic affairs, University Center for International Studies

Belkys Torres, executive director for global engagement, University Center for International Studies

University Club, Ballroom B

This workshop introduces and demonstrates myPittGlobal, a platform/app that encourages undergraduates to track curricular and cocurricular experiences, charts their progress toward international studies credentials offered through the University Center for International Studies (UCIS), and provides an enduring record to those outside the University with concrete illustrations of student achievement in seven UCIS-defined global competencies. Presenters will report on the successes and challenges of the platform thus far and solicit questions and feedback from attendees.

4:15–5 p.m. | Poster Presentations and Reception

University Club, Ballroom A

Career Mentoring: From High Touch to High Tech

Brandi Cox, alumni engagement specialist, Career Center
Alyssa Camerota, career consultant, Career Center

Implementing a College Life Coaching Program within the Academic Advising Center—University of Pittsburgh at Bradford

Susan Gleason, director, Academic Advising Center, University of Pittsburgh at Bradford

Personalized, On-demand Mentoring for Graduate Students: Learnings from a Pilot Study

Prahlad Menon, co-founder, PhDmentors, Inc., Bioengineering

Faculty-mentored Career Learning and Advising Groups

Susan Meyer, PhD, director, Pitt Interprofessional Center for Health Careers; co-director, Pitt Center for Interprofessional Practice and Education; associate dean for Education; Professor, Pharmacy and Therapeutics

Making a Meaningful Impact: Next-Generation Advising

Heidi Thomas, advisor, Dietrich School of Arts and Sciences

Mentoring through the Pittsburgh Summer Program in Philosophy of Science

Morgan Thompson, graduate student, History and Philosophy of Science

“It’s Who You Know”: A Hybrid Social Recommender System to Connect Students with Pitt Researchers

ChunHua Tsai, graduate student, School of Computing and Information

Student Peer Tutoring Program: Benefits to the Tutors and Tutees

Christine Wankiiri-Hale, associate dean for Student Affairs, School of Dental Medicine

Planning Committee

Julia Spears, associate vice provost for academic innovation

Heather Abrams, director of visitor engagement, Office of Admissions and Financial Aid

Liz Adams, director of academic advising, College of Business Administration

Lisa Auld, assistant athletic director for student life, Department of Athletics

Sean Bridgen, director of advising, School of Computing and Information

Amanda Brodish, director of data analytics and pathways for student success

Alyssa Camerota, career consultant, Career Center

Ashley Eckard, special events manager, Office of Special Events

Cheryl Finlay, associate dean and director, Career Center

Derek Fischer, director, Advising Center, Kenneth P. Dietrich School of Arts and Sciences

Omid Fotuhi, research associate, Learning Research & Development Center

Olivia Hartle, project manager, Offices of the Chancellor and the Provost

Jessica Hatherill, senior director, Office of the Dean, Kenneth P. Dietrich School of Arts and Sciences

Wesley Lipschultz, director of student services, School of Computing and Information

Katy Lucci, residence director, Litchfield Tower C

Patricia Markham, undergraduate administrator, School of Computing and Information

Joseph J. McCarthy, vice provost for undergraduate studies

Susan Meyer, director, Pitt Interprofessional Center for Health Careers; codirector, Pitt Center for Interprofessional Practice and Education; and associate dean for Education; and professor, School of Pharmacy

Penny Semaia, senior associate athletic director for student life, Department of Athletics

Belkys Torres, executive director for global engagement, University Center for International Studies

Nathan Urban, vice provost for graduate studies and strategic initiatives

Melanie Vignovich, charitable relationship manager, Office of Institutional Advancement

Katherine Wolfe, undergraduate advisor and codirector of undergraduate studies, Department of Economics



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