



Bringing Faculty Fellows into your Veteran Resource Center



SPARTANS

SAN JOSÉ STATE UNIVERSITY

2020 NASPA Symposium on Military-Connected Students

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- Faculty Fellow Description
- Acquiring a VRC Faculty Fellow in Student Affairs
- Focused Efforts:
 - Faculty Mentoring Program
 - Program Development
 - Academic & Administrative Policy Development
- Q&A



- Faculty Fellow Description
 - What is a Faculty Fellow?
 - What is the commitment level?
 - Duties of Faculty Fellow?
 - Co-chair: Veterans Advisory Committee
 - VAC Membership
 - VAC Structure: Sub-committees
 - » Lead/POC for each sub-committee



Steps SJSU took to acquire a VRC Faculty Fellow:

- Vetting interested parties
- Approval process
- Financial support
- Institutionalizing program
- Campus partners needed for support



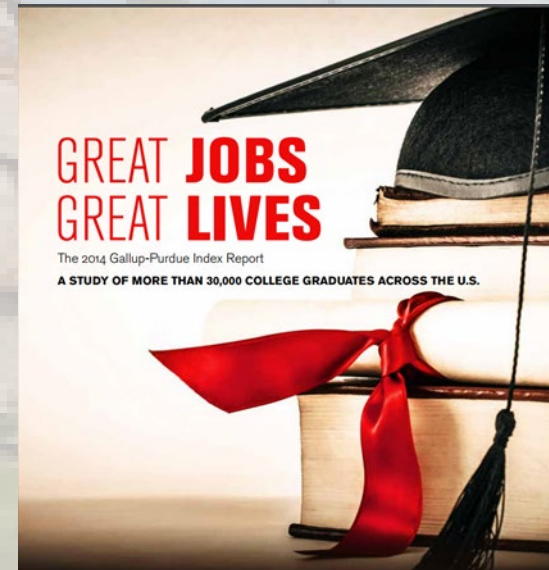
First VRC Faculty Fellow: Annabel Prins

- Background: VA VITAL program
- Dr. Trisha Vinatieri and Damian Bramlett
- Program: Faculty Mentor Program
 - Phase 1: Focus on Faculty
 - Phase 2: Focus on Students



Life in College Matters for Life after College Ray & Kafka, 2014

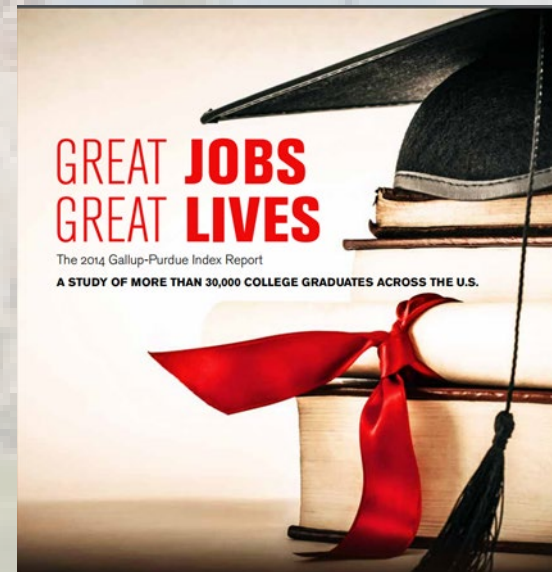
- Gallup-Purdue survey
- 30,000 graduates (all types of schools)
- outcome #1: work engagement
- outcome #2: well-being
 - Social well-being
 - Financial well-being
 - Physical well-being
 - Community well-being
 - “Purpose” well-being





“The study found that the type of schools these college graduates attended -- public or private, small or large, very selective or less selective -- hardly matters at all to their workplace engagement and current well-being.”

What matters is faculty support/mentoring and experiential (deep) learning.





The odds of being engaged at work are:

2.6x Higher if ... [College] prepared me well for life outside of college.

2.4x Higher if ... [College] passionate about the long-term success of its students.

2.2x Higher if ... I had a mentor who encouraged me to pursue my goals and dreams.

2.0x Higher if ... I had at least one professor at [College] who made me excited about learning.

1.9x Higher if ... My professors at [College] cared about me as a person.

2.3x Higher if ... graduates experience all three

2.0x Higher if ... I had an internship or job that allowed me to apply what I was learning in the classroom.

1.8x Higher if ... I was extremely active in extracurricular activities and organizations while attending [College].

1.8x Higher if ... I worked on a project that took a semester or more to complete.

2.4x Higher if ... graduates experience all three



The odds of thriving in all areas of well-being are:

- 4.6x** Higher if ... Engaged at work
- 2.5x** Higher if ... [College] prepared me well for life outside of college.
- 1.7x** Higher if ... I had a mentor who encouraged me to pursue my goals and dreams.
- 1.5x** Higher if ... I had at least one professor at [College] who made me excited about learning.
- 1.5x** Higher if ... I had an internship or job that allowed me to apply what I was learning in the classroom.
- 1.1x** Higher if ... I worked on a project that took a semester or more to complete.
- 2.0x** Higher if ... Emotionally attached to school
- 1.9x** Higher if ... [College] passionate about the long-term success of its students.
- 1.7x** Higher if ... My professors at [College] cared about me as a person.
- 1.9x** Higher if ... graduates experience all three
- 1.4x** Higher if ... I was extremely active in extracurricular activities and organizations while attending [College].
- 1.3x** Higher if ... graduates experience all three



Phase 1: Faculty Mentors (Vinatieri)

- Research on benefits of faculty mentors
- Recruitment of faculty mentors
 - Flyers, announcements, word of mouth
 - Handbook distributed: 5-hour commitment
 - Mentor Form completed
- Initial pool: 34-36 faculty across campus
 - College of social sciences: 12
 - College of health and human sciences: 9
 - College of business: 9
 - College of science/engineering: 4



What are the Skills of Effective Mentoring?

- *Teaching (sharing knowledge)*
- *Coaching (motivating)*
- *Counseling (sounding board)*
- *Learning (providing resources)*



Categories of Mentoring with Student Vets

ACADEMIC

STUDY
SUGGESTIONS

COURSE
SUPPORT

CAREER

OFFER
NETWORK

SELF
ASSESS

SHADOW DAY

LIFESTYLE

COMMUTE
ISSUES

FINANCIAL
GUIDANCE

PERSONAL

SIGNIFICANT
OTHER ISSUES

PARENTING



Phase II: Student Veterans

- Program had more faculty mentors than military and veteran students
- Student recruitment: orientation, flyers, emails, drop-in hours. Referrals from director and certifying official
- Initial meeting with faculty fellow to identify/facilitate match



Matching faculty and students

- Review completed questionnaires
- Matches based on:
 - Mentee/Mentor academic interests
 - Mentee's goal/needs for mentorship (academic, career, lifestyle, personal)
 - Preferences (gender, age, military experience)
 - Review of mentor options
 - Hand-picked faculty mentors
 - Letter of appreciation (tenure review)



1. Intent-to-match: 52
2. Matched pairs: 25
3. Completed end-of-the-term evaluations: 15
4. Quantitative review of evaluations
 1. 94 % very satisfied with mentor experience
 2. 100% would recommend the program to other military-connected students



Qualitative feedback (mentees)

We covered graduate school and other programs for my major. I also conducted an informational interview with a mental health professional and became a volunteer for a Crisis Center (which was an amazing opportunity!).

-Psych major

I was introduced to many different research topics and learned about various journals and organizations related to my interests.

- Math/cybersecurity major



Qualitative feedback (Mentor)

I was able to help Kevin get an internship interview at Facebook. I know one of their recruiters plus one of our associates does a lot of work at Facebook. Since both know the culture, I thought it might be helpful for Kevin to speak with them and knock the internship interview out of the park.

She has met with Career Center specialists to improve her resume; I have reviewed it and she is working on additional edits, and I have also hooked her up with a colleague about a potential summer internship in the area of interest to her – IT.



- Current Faculty Fellow Development Efforts
 - Student Veteran Organization
 - Veteran Alumni Network
 - Peer mentorship
 - Faculty & Staff training – military cultural awareness
 - SJSU²: growth of Faculty Mentoring program



- Academic Policy Development
 - Credit for Prior Learning
 - Advising
 - Academic policy guidance



Questions?



Faculty Fellow

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