

The Tiers of Coaching: From Professional to Peer

Rowie Wolfe & Anna Hemming, Presenters

Panelists:
Amber Mazurana
Nicole Travis

Land Acknowledgement

As we gather, we honor and acknowledge that the University of Colorado's four campuses are on the traditional territories and ancestral homelands of the Cheyenne, Arapaho, Ute, Apache, Comanche, Kiowa, Lakota, Pueblo and Shoshone Nations. Further, we acknowledge the 48 contemporary tribal nations historically tied to the lands that comprise what is now called Colorado.

Acknowledging that we live in the homelands of Indigenous peoples recognizes the original stewards of these lands and their legacies. With this land acknowledgment, we celebrate the many contributions of Native peoples to the fields of medicine, mathematics, government and military service, arts, literature, engineering and more. We also recognize the sophisticated and intricate knowledge systems Indigenous peoples have developed in relationship to their lands.

We recognize and affirm the ties these nations have to their traditional homelands and the many Indigenous people who thrive in this place, alive and strong. We also acknowledge the painful history of ill treatment and forced removal that has had a profoundly negative impact on Native nations.

We respect the many diverse Indigenous peoples still connected to this land. We honor them and thank the indigenous ancestors of this place. The University of Colorado pledges to provide educational opportunities for Native students, faculty and staff and advance our mission to understand the history and contemporary lives of Native peoples.

Powerful Partnerships



Anna Hemming
Academic Coach
College of Arts & Sciences
University of Colorado Boulder

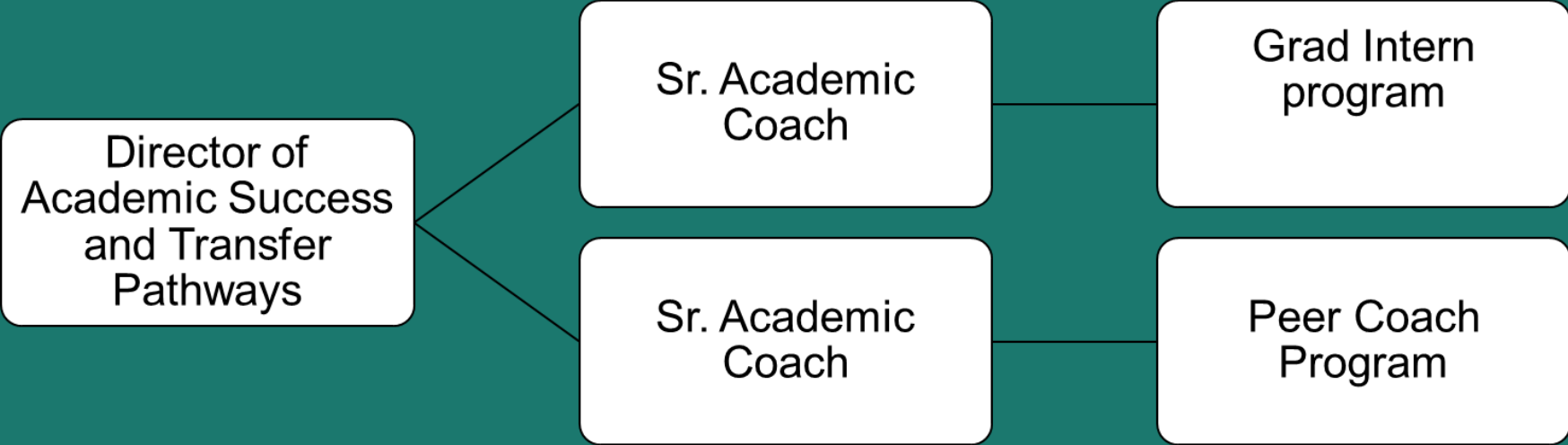


Rowie Wolfe
Senior Academic Success Specialist
College of Engineering & Applied Sciences
University of Colorado Boulder

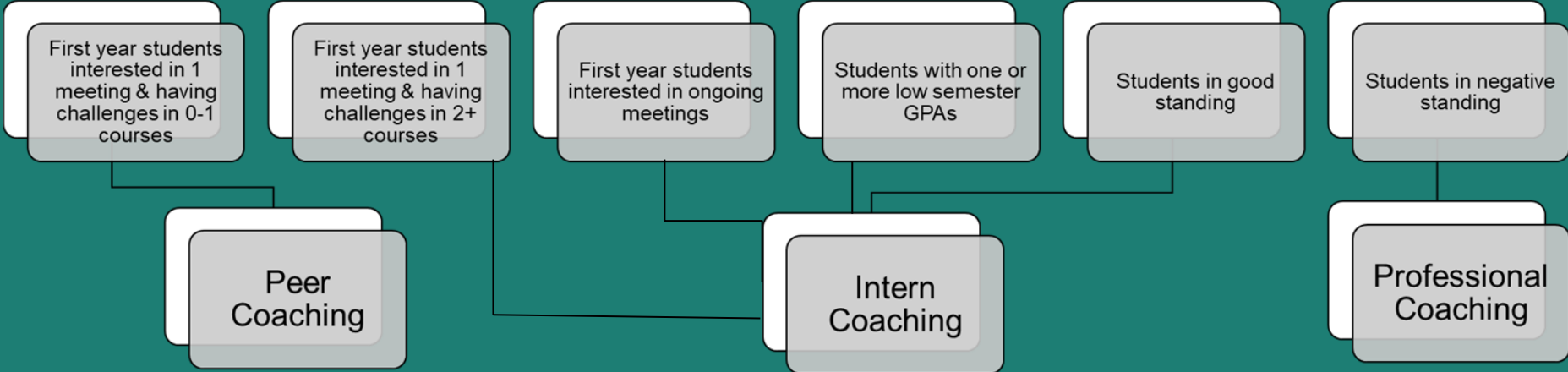
Evolution of Coaching at CU Boulder



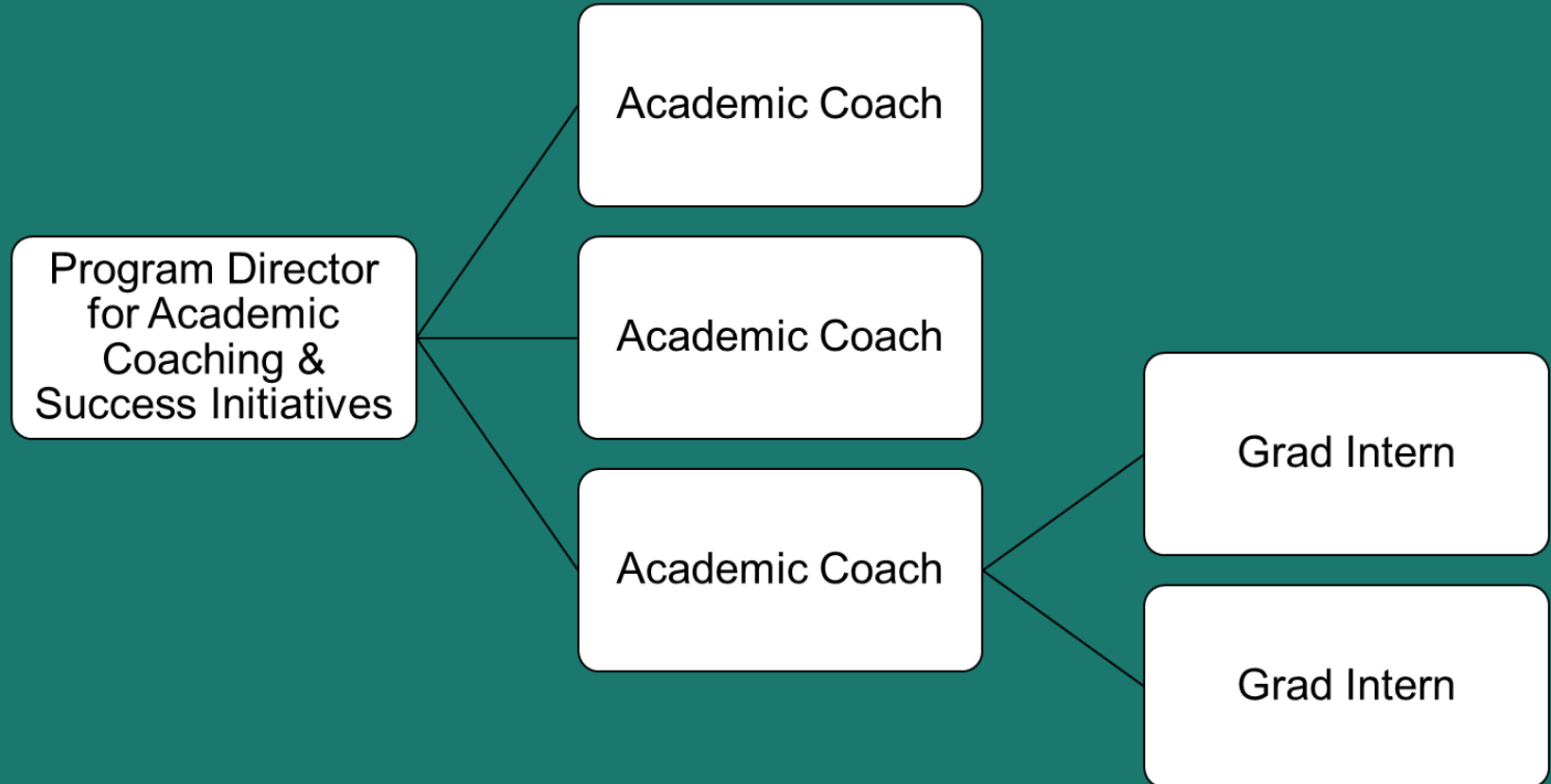
College of Engineering and Applied Science Structure



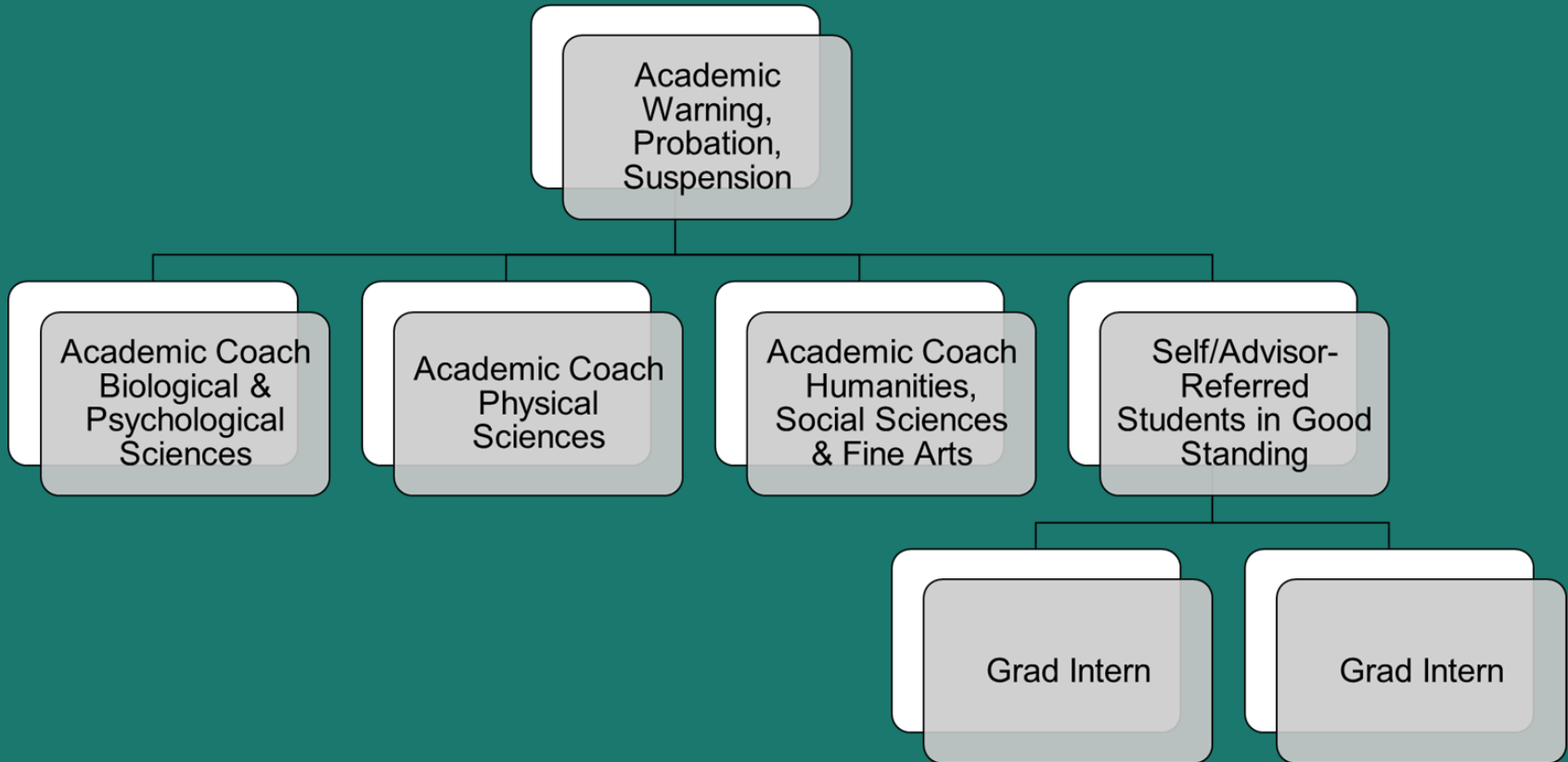
CEAS Assignment Protocol



Arts & Sciences Academic Coaching Program Structure



A&S Coaching Assignment Protocol



Graduate Intern Role Expectations

A&S

Biweekly 30-Minute 1-1 Meeting
Biweekly 60-Minute Team Meeting
Two Hours Student Outreach
Sixteen 45-Minute Appts (max)
Program Project Work
Presentations & Workshops

CEAS

Weekly 30-Minute 1-1 Meeting
Weekly Team Meeting
Student Outreach as needed
8-12 Student Appts (max)
Program Project Work
Presentations & Workshops

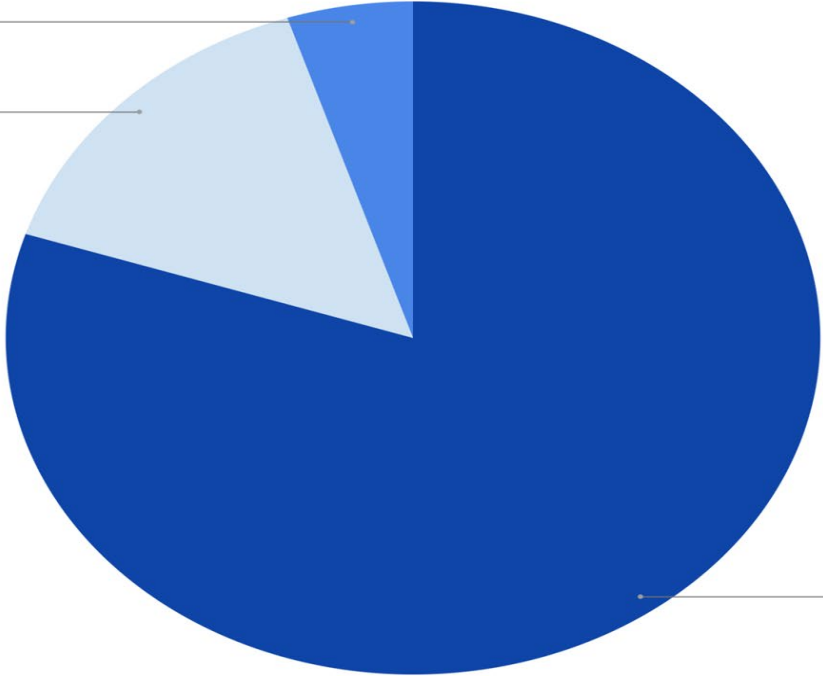
Monthly 90-Minute Training

- Sandbox Time
- Lead 1 Training
- Rotating Scenarios

Graduate Intern Academic Coaching Role

Academic Success programming
5%

Team meetings/Training
15%



One on one coaching
80%

CEAS Peer Coach Role Expectations

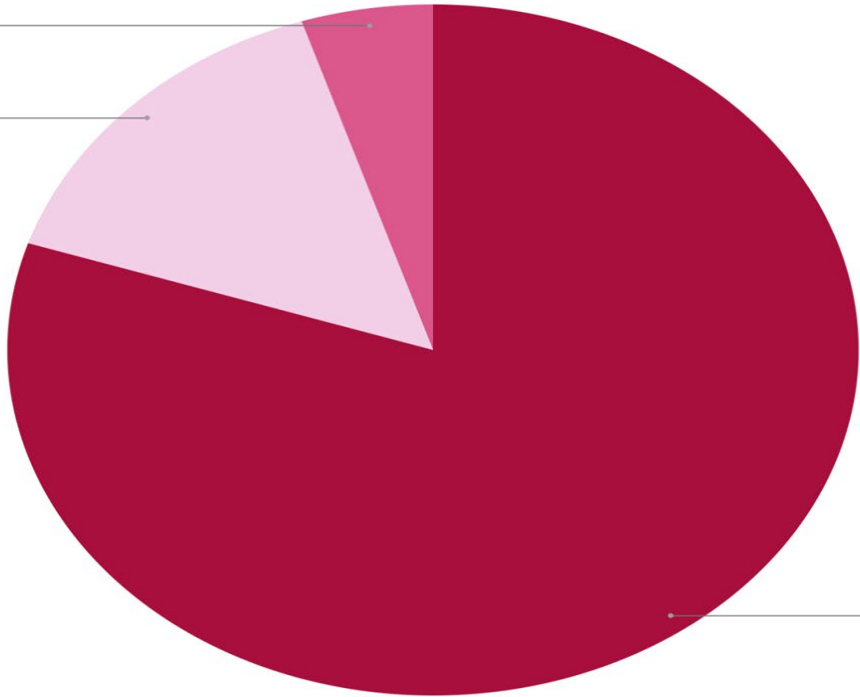
Weekly Team Meeting
Weekly 45-Minute 1-1 TA Meeting
Student Appointments
Class TA time
Program Project Work
Workshops
Academic Success Programming

Weekly Team Meeting
→ Sandbox Time
→ TA training
→ Peer Coach Training
→ Workshop Training & Practice
→ Programming Preparation

CEAS Peer Coaching Role

Academic Success
Workshops
10%

One on One
Peer Coaching
40%



Teaching Assistant:
Fresh Start Course
60%

Additional CEAS Peer Coach Duties

01

Academic Success Tabling

02

Peer Coach Chats

03

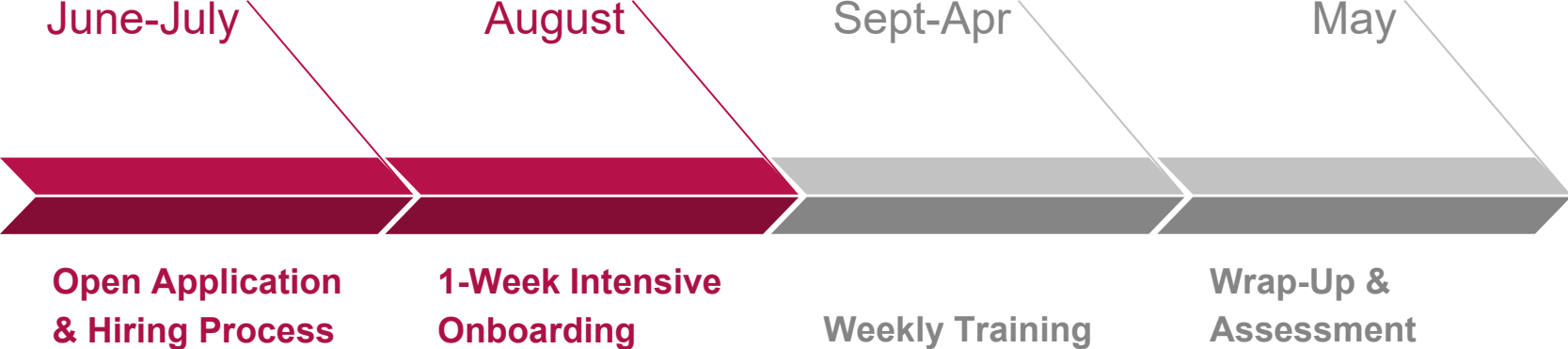
Requested Workshops

04

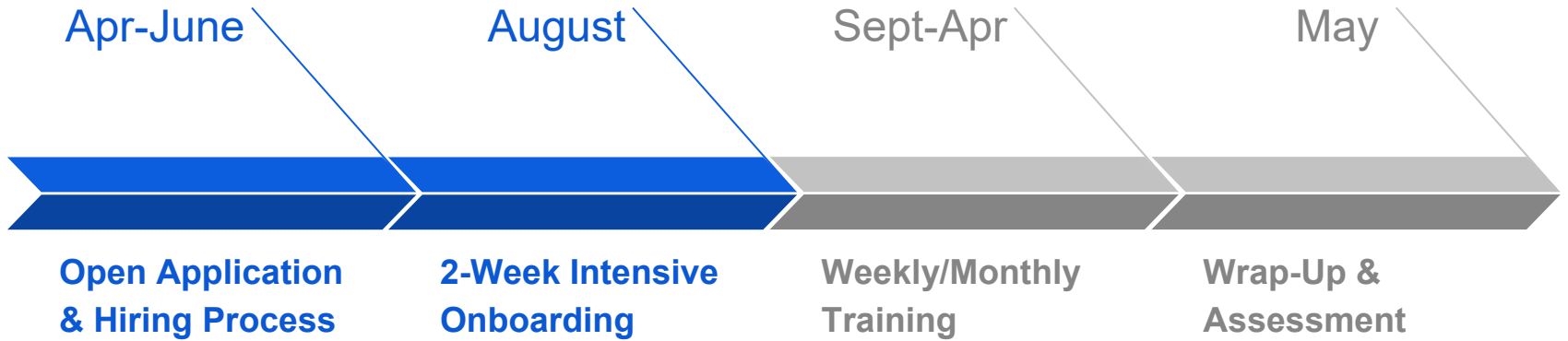
CEAS Orientation



CEAS Peer Coach Hiring & Training Timeline



A&S/CEAS Grad Intern Hiring & Training



Graduate Intern 2-Week Intensive Training Components

Welcome

- Program Overview
- Expectations
- Software Applications
- FERPA/HR Training
- Strengths/Goals
- Team Building

Coaching Philosophy

- Definition
- Distinctions
- Ethics
- Way of Being

Coaching Practice

- Expectations/Agreements
- Framework/Flow
- Coaching Skills
- Academic Skill Building

Campus

- Case Management
- Counseling
- Disability Services

Peer Coach 1-Week Intensive Training Components

Welcome

- What is a Peer Coach
- Expectations
- Software training
- Mandated training & reporting
- Schedules

TA Training

- Expectations
- LMS
- Campus Resources
- Syllabus review
- Grading
- Overview of lesson plans for first few weeks

Workshop Training

- Differences between class & workshop facilitation
- What makes engaging presentations
- Example presentations
- Shadowing
- Prototype workshop
- Practice

Peer Coach Training

- Powerful Questions
- Active listening
- Boundaries
- Learning strategies & organizational tools
- Appropriate Referrals & Resources
- Difficult scenarios
- Practice

CEAS Interns

\$18-20/Hour

MAX 20 Hours/Week (Semester)

MAX 40 Hours/Week (Breaks)

MAX 20 Hours/Week (Summer)

\$30,000 Approved

- 3 Interns
- 24 Students (Biweekly meeting)
- 72 Students Served

A&S Interns

\$20/Hour

MAX 20 Hours/Week (Semester)

MAX 20 Hours/Week (Breaks)

\$28,800 Approved

- 2 Interns
- 20 Weeks/Semester
- 320 Appointments/Semester
- 80 Students Served


CEAS Peers

\$15-15.75/Hour

MAX 15 Hours/Week (Semester)

MAX 20 Hours/Week (Summer)

\$25,000 Approved

- 
- Up to 6 Peer Coaches
 - 3 peer coaches provide 2 hour shifts/wk
 - 20-30 min meetings
 - 12 student appts slots offered per week
 - 168 student appts offered per semester

Academic Coaching Grad Intern Testimonials

I got to learn some new techniques to get organized, but more importantly I had more of an incentive to try them out.

Knowing they were there to help. There is no judgement...helped so much.

My coach was super helpful and I've been doing so much better since I started coaching compared to last semester!

Thank you so much. I honestly could not have done it without your kind words and guidance. I am extremely grateful for all you have done for me.

My most valuable interactions with my academic coach were her listening to everything I said while helping me, creating strategies and methods to help me succeed or create better habits so I can grow as a person.

Meet the Coaches!



Nicole Travis, former Peer Coach, went to CU to receive degree in Chemical Engineering. Worked with the academic success team as TA and peer coach. This helped her finish her degree. She have since graduated and work in industrial water treatment! Being a peer coach helped her not only finish her degree, but also have a toolkit of skills for her professional life!



Amber Mazurana, current Grad Intern has been working with students in many capacities since 2000, beginning her journey in higher ed as faculty in the arts and making the leap to student affairs when entering the SAHE program at Colorado State University in 2017. When she began the graduate internship at CU Boulder in 2020, she discovered a place where she could holistically support students in ways she never imagined as an academic coach.

References

Add Alicia's dissertation