

*Fall 2022-Spring 2023*

# **COMPASS**

## **IMPACT REPORT**



**METROPOLITAN  
STATE UNIVERSITY™**  
OF DENVER  
Classroom to Career Hub

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**Niquete Dominique**  
Dec 2022 MSU Denver Alumna  
Scan to read more about  
Niquete's COMPASS journey!



**Yolanda Huillca, MBA**  
May 2022 MSU Denver Alumna  
Scan to read more about  
Yolanda's COMPASS journey!

**Fun fact:** This article was written by Fall 2022 COMPASS participant, Patrica Serrano-Bann

# MEET THE TEAM



## **Eboni Nash | She/Hers**

D.E.I Program  
Recruitment Manager  
[enash7@msudenver.edu](mailto:enash7@msudenver.edu)

**Eboni Nash** is a practitioner of liberation, a racial justice advocate, and a community builder who centers her work in radical self-care and healing pedagogy. As a Black and Indigenous woman, Nash fully steps into her identity through her work of dismantling systems of inequity for historically excluded populations.

Nash received her BA from Hastings College, triple majoring in criminology, psychology, and religion. She then went on to receive her Masters in Theological Studies at Harvard Divinity School, where she focused on social justice, Black liberation, and institutional frameworks.

In addition to her role at MSU Denver, Nash teaches in 2 of Colorado's correctional facilities, serves on the Board of Trustees for Colorado Women's Education Foundation, and on the Board of Directors of Snap2Jobs, a local nonprofit.



## **Eunice Reyes | She/Hers**

Equity and Career  
Success Coordinator  
[ereyes17@msudenver.edu](mailto:ereyes17@msudenver.edu)

From the beginning of her career, **Eunice Reyes** has been passionate about fostering the success and well-being of individuals and communities so they can reach their fullest potential. As a Filipino American woman, Reyes has a personal, academic and professional mission to dismantle systems of oppression.

Reyes is a double alum of Kent State University with a B.A. in Communication Studies and double minor in Health Communication and Marketing, M.Ed. in Higher Education Administration and Student Affairs, and certificate in Internationalization of Higher Education.

In her spare time, she contributes to the Colorado Women's Education Foundation as a trustee and co-chair of their Fundraising and Outreach Committee. Beyond her roles, Reyes is a DEIB practitioner, change agent and social justice advocate.



### **SCAN TO VISIT OUR WEBSITE**

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# PLATFORM SPOTLIGHT

MSU Denver has signed a **three-year partnership agreement with Mentor Spaces** to enhance the COMPASS Mentorship Program through the integration of technology and services to advance the careers of underrepresented students. The goal is to scale the COMPASS Mentorship Program to more students and mentors from employer partners while reducing the administrative lift of MSU Denver to drive outcomes for students in the program.

In the first year, Mentor Spaces supported over **200+ COMPASS Mentorship Program students and mentors from 50+ employer partners** such as *Boeing, Intermountain Healthcare, Charles Schwab, and Swinerton*. The platform facilitated over **350 mentorship hours** and **reduced administrative time by 50%**.



**Chris Motley | Founder & CEO**

At the core of the partnership, Mentor Spaces provides a mentorship-centered community engagement platform, technology expertise, and service/support model to ensure program success. The technology addresses the challenges of launching and running successful programs: **profiling, matching, communications, data tracking, and engagement from students and mentors from employer partners.**

Through group and 1:1 mentorship conversations, mentors from employer partners support the career readiness of students by **building their social capital, awareness, and confidence in navigating their careers**. When internship/job opportunities become available, employers can target them to relevant students who have engaged with their mentors through group and 1:1 sessions. **Feedback from program mentees highlighted improved satisfaction with mentorship conversations, confidence in navigating career paths, and a greater sense of achievement.**

We're excited to explore opportunities for further enhancements to scale the COMPASS program in the second year by incorporating AI for **more streamlined matching, creating conversation starters, and training mentors/mentees in real-time**. Mentor Spaces also expects to expand the scope of mentorship interactions with a full-year program, hosting a career readiness series that follows a curriculum, and collecting more data to report impact and improve the user experience.

## **Kunal Parbadia | Vice President of Operations**

**“ We believe a person can't be who they have not seen ”**



We're thrilled to bring tech transformations to the MSU Denver team to create a positive impact on students and mentors from its employer partners. The COMPASS program's mission is strongly connected with our mission to advance the careers of underrepresented communities. We take pride in our role as catalysts for change and transformation in the mentorship technology landscape. Engaging students through programs like COMPASS around the country allows us to help corporations meet DEI or Corporate Social Responsibility (CSR) goals.



**Scan to learn more about Mentor Spaces**



# PROGRAM OVERVIEW

## Mission

The Community of Mentorship Professionals and Student Scholars (COMPASS) program is committed to supporting underserved students' **academic persistence by supplementing classroom education with career readiness and development experience.**

*We strive to expand student access and success in high demand industries.*

## Program Values

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- Career and Self-Development** We're committed to providing participants with opportunities to explore personal and career interests, strengthen self-advocacy skills, and form a network of peers and professionals.
- Inclusion** We're dedicated to furthering the career and personal development of participants. We welcome, affirm, and want to include individuals with marginalized identities. We encourage participants to be inclusive, supportive, and affirming of one another's identities.
- Accountability** We expect participants to take responsibility for their words, behavior, and actions while striving for respectful, honest, and ethical conduct.
- Community** We aim to build a sense of community within our program participants. We encourage participants to make meaningful connections between one another, within MSU Denver, and beyond.

## Program Objectives

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MSU Denver students will be **more prepared to enter employment in priority industry sectors.**  
MSU Denver students will be **more likely to complete a degree program aligned with their initial pathway.**  
The **diversity of MSU Denver students employed in priority industry sectors will increase.**  
The **number of MSU Denver graduates employed in priority industry sectors will increase.**

## Learning Outcomes

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Students will...

- observe career opportunities in their industry of interest.
- practice conducting a job search process using appropriate tools and resources.
- recognize identity-based resources to navigate the workplace.
- construct a positive personal brand in alignment with their industry of interest and personal career values.
- develop a collaborative relationship with their mentors and fellow mentees to accomplish common professional goals.
- be able to define what an impactful mentorship partnership is.



# EXECUTIVE SUMMARY

## Overview

The Community of Mentorship Professionals and Student Scholars (COMPASS) was **piloted in Spring 2022** in response to **student demand for more professional connections and hands-on experience**. Formerly, the program ran semesterly with 2 cohorts per academic year. Moving forward, the program will run annually with 1 cohort per academic year.

Funded by the **New Skills Readiness Initiative (NSRI) grant from JPMorgan Chase**, COMPASS has expanded to serve more students in a broader range of industries for the 2022-2023 academic year.

## Data Collection Methods

### Data collection included:

- Registration surveys
- Check-in surveys
- Mentor Spaces analytics
- Staff interactions and meeting logs
- Pre-and-post surveys

## Program Scope

### Priority Industries:

- Business
- Health
- IT/technology
- Construction
- Aviation/aerospace

### Target Student Groups:

- Undergraduate students
- Students with marginalized identities (BIPOC, LGBTQIA+, first generation, veteran, etc.)

## High Level Findings

**Personal connections:** relationships have been the mobilizer for success and engagement within the COMPASS program. In-person events and meetings were crucial to the persistence of mentees with a total of **105 student appointments with staff**.

### Mentees

**Time Management and Capacity:** Mentees have multiple conflicting obligations which sometimes prevented their full engagement in the program.

**Career Readiness Outcomes:** All learning outcomes were met with a **50% increase** of mentees reporting they felt more prepared to enter employment at the end of the program compared to the start of the program.

### Mentors

**Recruitment and Engagement:** Mentors are recruited from industry professionals through MSU Denver's partnered employer network. Support and involvement from mentors is at an all time high with **179 unique employer mentors** and **24 repeat mentors**.

### Takeaways

**Flexible Opportunities:** Program coordinators will explore more flexible opportunities that are inclusive of both mentor and mentee schedules.

**Staffing:** Part-time student employees were integral with supporting the program by hosting appointments, events and managing daily administrative tasks.

# COMPASS BY THE NUMBERS

## TOTAL STUDENT PARTICIPATION

Spring 22'

Fall 22'

Spring 23'

41

98

89

## TOTAL EMPLOYER PARTICIPATION

Spring 22'

Fall 22'

Spring 23'

40

75

84

## UNIQUE STUDENT PARTICIPATION



Since the inception of the COMPASS program, we have served **184 unique students** with a total of **228 engaged student** participants.

**105** employers

**199** mentors

## UNIQUE EMPLOYER PARTICIPATION



Since the inception of the COMPASS program, **179 unique employer mentors** participated in the program, with a total of **199 engaged individuals**.

Engagement from **199 mentors represented 105 different employers** with the majority located in the Denver Metro Area of Colorado. This representation has upheld the goal of the COMPASS Program to **expand and deliver a diverse and inclusive experience for student learners**.

Additionally, students are able to engage with a large network of professionals within their industry of interest as well as experienced leaders in an area not of their traditional realm of study.

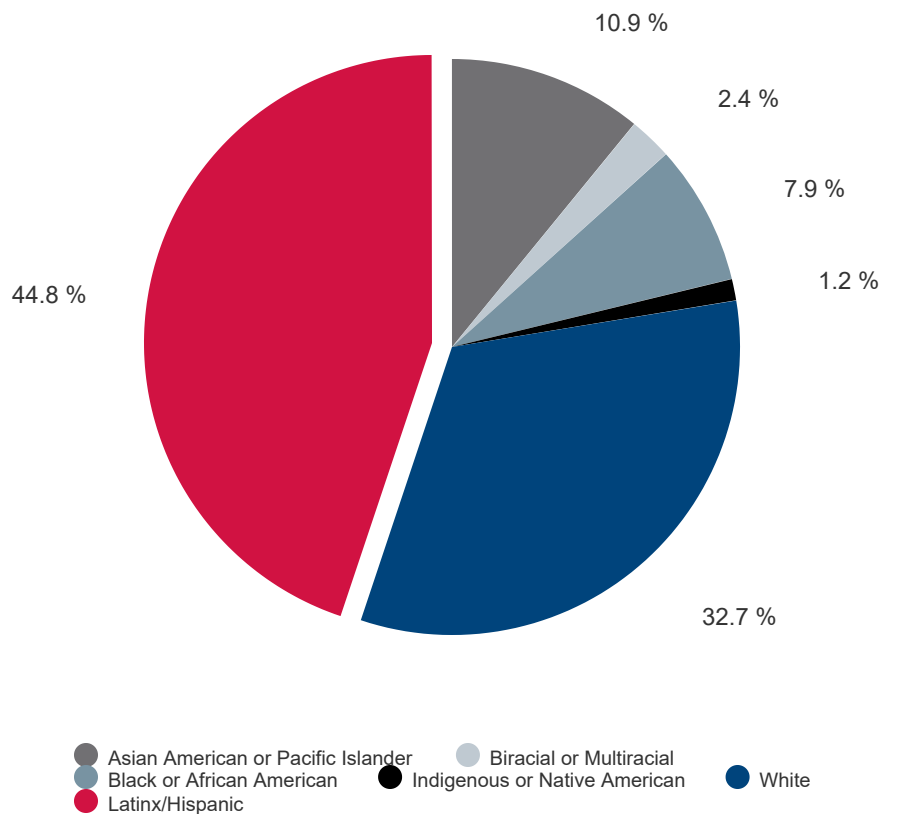
# STUDENTS BY THE NUMBERS

COMPASS has consistently recruited diverse participants with student mentees reflecting the demographics of MSU Denver. Additionally, student participants reflect a large range of class level and experience, further showcasing the benefits of the program's flexible structure and modality.

*Industry of Interest	%
Advanced Manufacturing	5%
<b>Advocacy</b>	<b>13%</b>
Aerospace	12%
Bio Science	6%
<b>Business</b>	<b>23%</b>
Education	11%
Energy and Natural Resources	1%
<b>Engineering</b>	<b>13%</b>
Food and Agriculture	1%
<b>Health Care</b>	<b>20%</b>
Health Services	5%
<b>Human and Social Services</b>	<b>15%</b>
Information Technology	6%
Technology	11%

\*NOTE: Students indicated interest in multiple industries.

## Race and Ethnicity



Class Level	%
<b>First Year</b>	<b>30%</b>
Second Year	15%
Third Year	19%
<b>Fourth Year</b>	<b>30%</b>
Graduate Student	6%



**63% Transfer Students**



**81% First Generation**



# FALL 2022

*"I feel prepared to enter employment after graduation."*

*"I can recognize identity-based workplace resources."*

*"I've had a chance to observe career opportunities."*

*"I've been able to practice conducting a job search process"*

*"I'm able to define an impactful mentorship relationship."*

Program Start	Program Conclusion	% Increase
16% agreed	66% agreed	<b>50%</b>
5% agreed	38% agreed	<b>33%</b>
16% agreed	44% agreed	<b>28%</b>
27% agreed	50% agreed	<b>23%</b>
50% agreed	66% agreed	<b>16%</b>

# SPRING 2023

*"I feel prepared to enter employment after graduation."*

*"I've been able to practice conducting a job search process"*

*"I can recognize identity-based workplace resources."*

*"I've had a chance to observe career opportunities."*

*"I'm able to define an impactful mentorship relationship."*

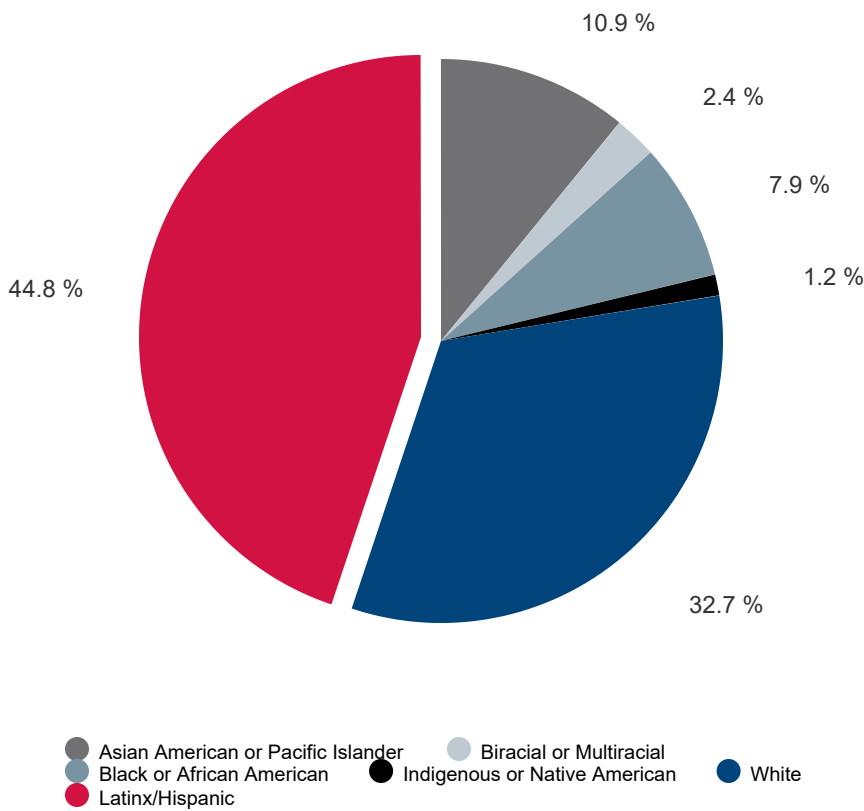
Program Start	Program Conclusion	% Increase
20% agreed	66% agreed	<b>46%</b>
26% agreed	66% agreed	<b>40%</b>
20% agreed	47% agreed	<b>27%</b>
33% agreed	60% agreed	<b>27%</b>
53% agreed	66% agreed	<b>13%</b>

## STUDENT OUTCOMES



# EMPLOYERS BY THE NUMBERS

## \*Race and Ethnicity



\*NOTE: There was a 38% nonresponse/nondisclosure rate.



**17% LGTBQIA+**



**33% First Generation**

Experience Level	2022-2023
Entry Level	8%
<b>Mid-Level</b>	<b>62%</b>
Executive	9%
No Response	20%

**81%**  
of mentors are retained

**24**  
mentors returned to participate again





# KEY TAKEAWAYS AND FUTURE VISION

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The COMPASS program has had 3 cohorts and *piloted different structures, platforms, and career opportunities* in each iteration. Taking learnings from the Spring 2022-Spring 2023 program iterations, COMPASS will be implementing changes for the Fall 2023-Spring 2024 academic year:

## Program Duration

The program will be **extended to a year long** beginning August 2023 and ending May 2024. This shift will allow for more opportunities for mentors and mentees to connect meaningfully.

- **Students** understand and prioritize their time. While there's a high interest in COMPASS due to its flexible opportunities and modality, an extended program duration will allow students to connect with their mentors while navigating multiple conflicting responsibilities.
- **Employers** are often as busy if not busier than student mentees. While they value investing into our students, their time is limited. Streamlining communication, onboarding, and data collection methods over the span of a year will allow employers to balance their mentorship responsibilities more easily.

## Recruitment and Mentorship Pods

To ensure a streamlined tracking system, **recruitment will take place based on industries** (e.g., capacity of 20 mentors and mentees for the Health industry). Upon registration, participants will be placed in industry groups or "mentorship pods" with a pre-determined amount of mentors and mentees (e.g., 5 IT mentors for 5 mentees interested in pursuing IT).

## Celebrations

Participants will be recognized annually at our *End of Year Celebration* hosted in May each academic year. This celebration will be aligned with pre-commencement celebrations and are intended to elevate the efforts of our participants and supporters.

- **Employers** give their time and expertise throughout their mentorship. They deserve recognition for their dedication to growing MSU Denver students. To celebrate their efforts, program staff have created **Mentor Spotlights and LinkedIn Kudos** to showcase and celebrate participants.

## Credentialing and Social Mobility

To further invest into students' wellbeing and degree completion, staff promote **micro-credentialing, certificates, and additional trainings** that are available as stepping-stones to their degree.

Additionally, many MSU Denver students work while pursuing their degree. COMPASS offers a **financial incentive for completing program requirements**. While minimal, the incentive proves to be motivating for participants to continue in the program.



# STUDENT TESTIMONIALS

"[My mentor] gave me advice on not quitting before learning something,

**to create positive relationships**

...and that the job you end up in will probably not be the job you think you'll be in."

"The part of the program I enjoyed most was connecting with my mentor and discussing a variety of topics relevant to social work. My mentor provided helpful insight that helped me to consider career paths and educational opportunities.

**This experience has been one I've thoroughly enjoyed, and I'm confident I'm better prepared for a career in social work because of it."**

"The main highlight of this program was having a mentor to ask questions. Although she is not working in the field I am studying, [my mentor] was incredibly helpful. She has helped me better understand the healthcare industry.

**I feel more prepared to enter the workforce."**

"The COMPASS program has helped me by opening small doors to the career that I want to follow.

**I honestly didn't expect this program to lead me to a possible internship in the future."**

"My mentor has supported me by offering me different perspectives of her work industry and giving me ideas on possible jobs that I can begin working as a college student.

**The internship that I have been offered is at the Parker Adventist Hospital.**

I went to the hospital not too long ago and my mentor gave me a tour and explained everything that the doctor does and what she does there as well. She also gave me the opportunity to work there not only for the Summer, but for the Fall semester too. I would be setting up exam rooms, writing patient information down as well as taking care of their insurance."



# EMPLOYER TESTIMONIALS

"As an older professional, I wasn't sure I had anything to offer the college kids. But after matching with [Mentee], it reminded me that even at my age I appreciate the conversation of the younger generation.

**I learn more from them than they probably do from me."**

I have been a mentor since the beginning in Spring of 2022 and it has been awesome to watch the program grow.

**Not only have I met some amazing students, but I have also met professionals that have become crucial to my professional growth.**

I love the way community is made in every interaction and gathering. Grateful for the effort that Eboni and Eunice put into programming where I am now constantly showing up to campus and recognizing students as I attend these events."

I work as staff at MSU Denver and have participated as a mentor for the second semester now.

**It has been a nice way to get more directly involved with students, learn about other professional pathways, and build a community outside of my department here on campus."**

**"As an MSU Denver alumni, I like to give back to students through mentorship.**

The COMPASS program makes it accessible to talk with students but not a huge demand of our time as professionals. Great job team! Looking forward to next semester!"

**A simple but impactful mentorship experience.**

Hoping my department can join the COMPASS Program next semester!

**It was a great use of my time, very easy to onboard and start with, and a nice supplement to my day-to-day work.**

# CAREER TREK

## Overview

Career Trek provides students with the opportunity to participate in a **half-day (4 hour) job shadowing experience** to gain behind-the-scenes knowledge about their industry of interest.

This program provides **on-site job shadowing opportunities** at up to **5 job site locations** each semester during the academic year.

Site locations are recruited and established based on **interest from student registrants, industry scope, and quality of programming agenda from the employer.**



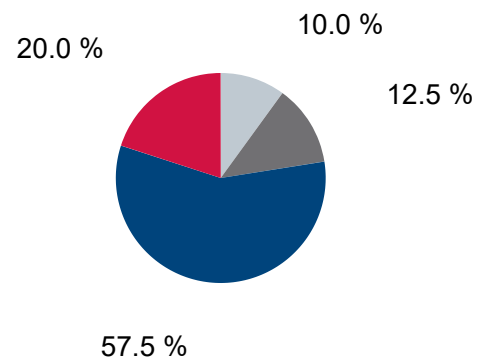
**55% Transfer Students**



**77% First Generation**

**4** students secured internships after participation

## Ethnicity



- Black or African American
- Asian or Asian American
- White
- Latinx/Hispanic

## It was an incredible experience.

From the facilitation to the job shadowing itself, I believe that many people in our group took away quite a bit from the opportunities available at History Colorado including **internship opportunities, future job shadowing opportunities, and potential professional careers** depending on the route students decide to follow.

I intend to reach out to a few people at History Colorado to learn more about specific careers and internship opportunities. I look forward to more opportunities like this one and will be paying close attention to Career Link to see what's available.

*Tristan Smith, SP23 Participant*

# ACKNOWLEDGEMENTS

## Career Trek Participating Sites

Travelers Insurance | 7 Students

GadellNet | 4 Students

Parsyl | 7 Students

PCL Construction | 10 Students

Hensel Phelps | 3 Students

Dynatrace | 8 Students

Colavria | 3 Students

History Colorado | 8 Students

## Fall 2022 Award Recipients

### Outstanding Staff Award

Dr. Salina Blea

### Distinguished Mentor Award

Dwayne Meeks

### Distinguished Mentee

Adam Nakamura

### Career Advocate Award

Angela Groves

## Spring 2023 Award Recipients

### Outstanding Staff Award

Waleska Rivera-Shon

Andrew Pino

### Distinguished Mentor Award

Elise Goss-Alexander

### Distinguished Mentee Award

Itzel Bailon

### Career Advocate Award

April Peterson

Dave Bourassa





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**DENVER**