A faint, light blue world map is visible in the background of the slide, centered behind the text.

How to articulate the value of coaching on your campus- perspectives from two administrators

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Context

- **So many questions!**
- Two administrators from two very different institutions, and yet, so much in common! (geog map!)
- Our Goal: You leave with greater insight and more (better?) questions!

Brief Backgrounds



Eryn

**Academic Coach
Program Development
Caring Leader, Creative Editor**

Images from Wikipedia and Google images

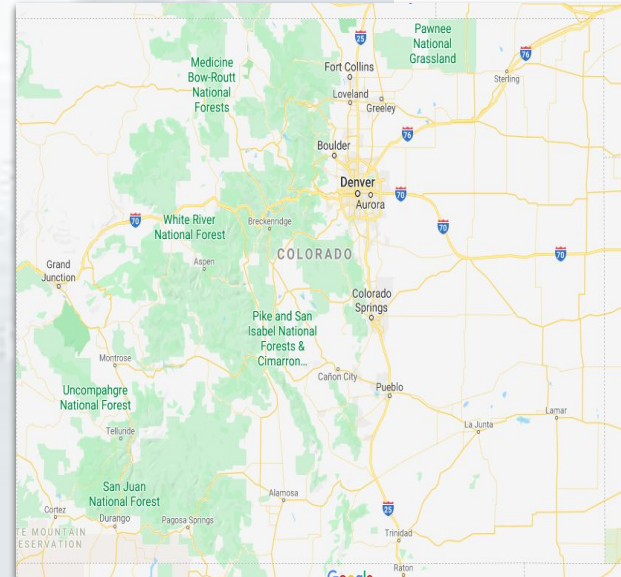


Marlin

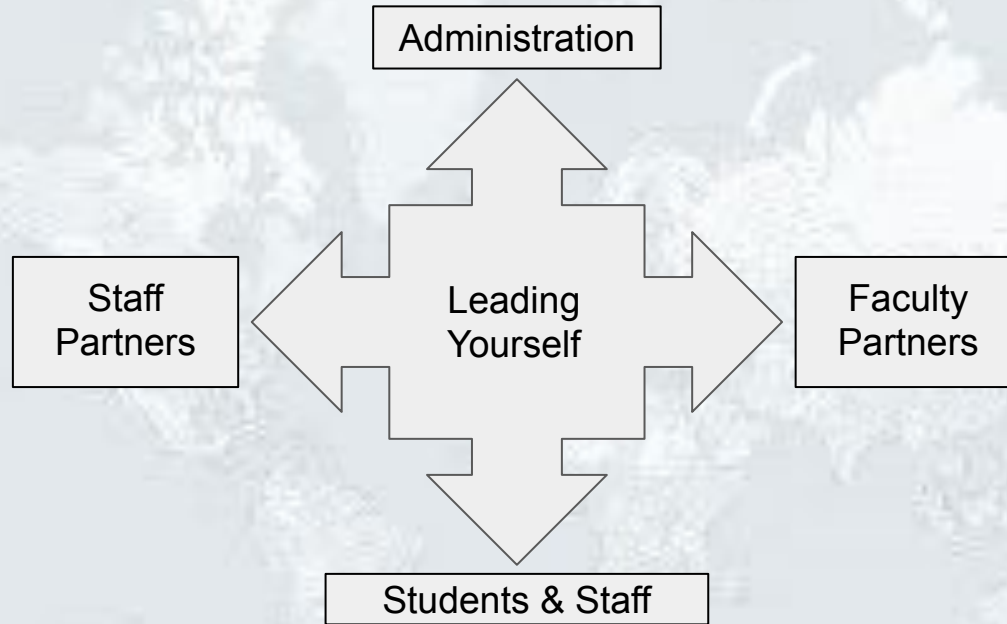
**Professional Coach | Reluctant Administrator
Metaphors and Maps
Enneagram 2**

Images from LinkedIn and Google images

Framework of our Presentation - Maps



Framework of our Presentation- 360 degree Leader



Maxwell (2005)- Success is about working with others.

How did we get here? -A story of differing maps and lessons learned

The Quest to Build a Program



A Story of Building a Program: Evolution of Language and Values - Part 1

Retain students - What does this mean? How am I at the same location on the map? What does this mean in practice and for students? What does this mean in numbers?

What do you do that is different from advising and tutoring? - Research, have the conversations, make this clear in materials (framework), explain and share with campus partners, and get feedback

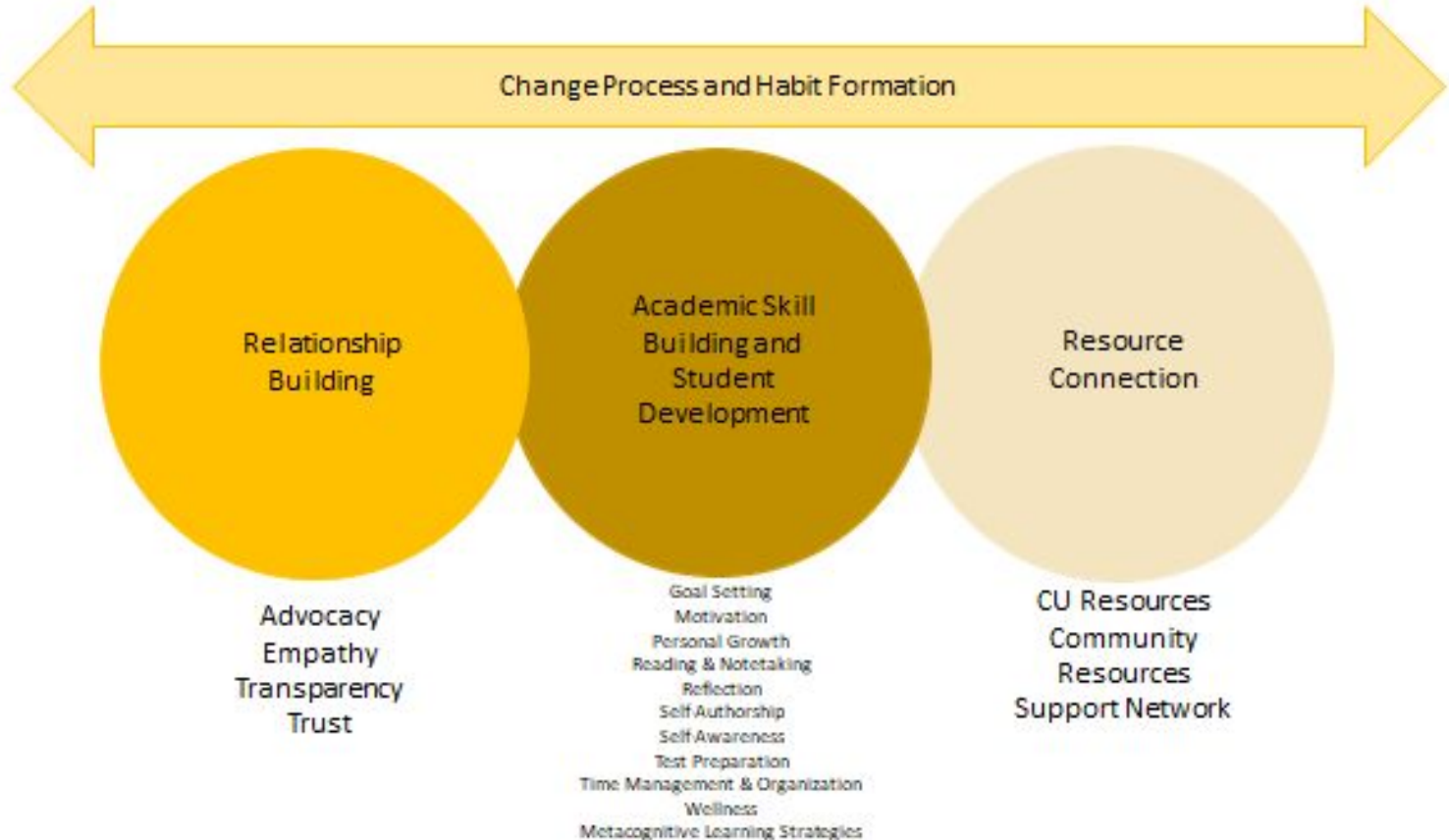
A Story of Building a Program - Evolution of Language and Values - Part 2

What are the outcomes of your work? - Statistically significant GPA gains, persistence gains, and credits earned in following term - significant quant. analysis

How do you do your work? - Training, hard questions, vulnerability within teams to review and provide feedback about practice

How can you scale your work? - Notice we moved away from the what we do to how can we do more of it! What is scalable about coaching in a higher education context?

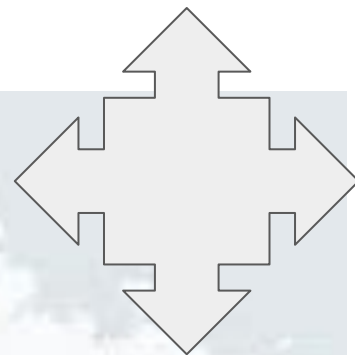
Framework, Research, and Next Steps, CU Boulder Arts and Sciences Academic Coaching Program



Beyond Scarcity - Finding Solutions!

- Be creative in a time of scarce resources (opportunity for a new map!)
- Get training in diplomacy (sometimes we need others to see our map)
- Get coaching from other coaches at different institutions - How are things? What do you need? How is your program going for students? Staff? Admin? For you?
- Build relationships & explore creative role sharing (ties to scarcity)
- Prioritize the wellness of staff members (do this through peer coaching)

Takeaways



- Speak the language of their map
- Words matter! Help others understand your map
- Lead up- Quantitative data!
- Lead Across- Build relationships, understand maps, and provide value to others
- Lead Across- Find who can help you be more effective (research partnership?)
- Lead Down- Provide training, peer coaching (from other coaches at different institutions?), focus on staff wellness/wellbeing (duties beyond coaching), consider the student's map and respond to the data
- Recognize that challenges and scarcity will always be present- start with solutions

Questions to Consider - What else?

- What does your administration value?
- What is the language of success that your administration speaks?
- How do your coaches (or you as a coach) define success as a coach? (How does this compare to your view)?
- How do you ensure coaches understand your map and what success in their role looks like?
- What support/training do coaches need to be effective in their roles?
- What role does coaching play in the overall student success system on campus?
- How can you support other programs and campus support staff?
- How can you get clear about what you do for students, staff, faculty, and administrators?

Final Thoughts and Questions

If you have follow up questions or have additional thoughts and want to connect, please reach out!

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