

POSITION OVERVIEW

Position Description

The role of the Peer Mentor (PM) is to support Babson College in achieving the goals of transition and retention for new students (first-year, transfer, and exchange) at Undergraduate Orientation and into their first year at Babson. In doing so, Peer Mentors will:

- Lead and mentor a group of students through orientation and into their first semester
- Develop and facilitate engaging discussions, activities, and educational content in small group sessions
- Create a safe, open, and inclusive space for students to share and learn

Position Outcomes

Student leaders who are selected, trained, and serve as Peer Mentors will be able to:

- Articulate and recognize the campus resources available to new students and families
- Demonstrate effective group facilitation skills
- Reasonably articulate the policies and expectations of community members as outlined by Babson College's Office of Community Standards
- Recognize warning signs of problems and mental health concerns in order to effectively counsel new students and refer them to appropriate campus resources
- Identify problems, gather relevant information, and determine and implement a best solution
- Demonstrate cultural awareness and the ability to facilitate discussion around diversity, equity, inclusion, and belonging
- Articulate and explain, in general, the undergraduate curriculum for first-year students
- Demonstrate professionalism in all communication with first-year students and parents, through all mediums (face-to-face, email and written, social media)
- Reflect on their own personal values, passions, and experiences to be able to best serve new students and their families
- Recognize concerns with new students around physical and emotional wellness, and refer students to appropriate resources

Eligibility

- Maintain full time student status as a Babson undergraduate student and a 2.5 minimum semester and cumulative grade point average (GPA) prior to, and during, the position commitment period
- Remain in good standing with the College as determined by the Office of Community Standards prior to, and during, the position commitment period
- First-time Peer Mentors may not hold the role simultaneously with the POW, BDSAC, or JEDI role, and no Peer Mentor can also hold the RA position

Experience & Qualifications

- Experience leading or mentoring others and working in a collaborative environment
- Strong oral and written communication skills
- Strong desire to lead difficult conversations
- Planning and executing events or programs
- Demonstrated ability to problem solve

Remuneration & Benefits

- \$500 awarded upon full participation and completion of position responsibilities
- Early move-in for campus housing and meals will be provided during Peer Mentor training and Orientation
- Receive Peer Mentor and Babson branded apparel and accessories to represent the college during Orientation and at Peer Mentor events

RESPONSIBILITIES & EXPECTATIONS

Peer Mentor Training

- Attend, be on time, and be engaged for all training sessions and scheduled meetings pertaining to the Peer Mentor position
- Complete asynchronous virtual training programs throughout the summer, as necessary
- Attend all in-person training prior to the start of Orientation

Community Leadership Team

- Participate in all required Community Leadership Team trainings and programs, as instructed by manager

Virtual Content Creation

- Participate in some limited content within the undergraduate virtual orientation program (social programming, panel discussions, pre-produced video content)
- Help facilitate and create virtual content including short and long term formatting

Fall/Spring In-Person Orientation

- Attend all in-person Fall Orientation events and sessions as assigned, plus Spring Orientation (if applicable)
- Facilitate regular small-group meetings throughout the program, leading conversations on involvement, wellness, community expectations, diversity/equity/inclusion, academics, etc.
- Participate in Peer Mentor led speaker series, skits, and/or live performances for the new student class
- Lead campus-wide social programming (social events, large group ice breakers, competitions, scavenger hunt, etc.) for new students during Orientation

First-Year Programming

- Participate in some limited class-wide first-year programs throughout the Fall semester (as requested)

GENERAL EXPECTATIONS

Respectability

- Act as a representative of Babson College and maintain a high level of professionalism with new students and families
- Maintain appropriate interpersonal relationships with new students throughout the commitment period
- Maintain appropriate confidentiality with student information and records
- Agree to and abide by the Babson College Residence Education Early Arrival Agreement, Housing Contract, and Undergraduate Student Handbook throughout, and prior to, the commitment period
- Act in accordance with all state and federal laws as they relate to the purchase, consumption, possession, and/or distribution of alcohol and other drugs
- Refrain from consuming alcohol the evening before, or on the day of, a training session or orientation program, regardless of age
- Do not smoke in prohibited areas on campus, in front of students and/or families, or have it interfere with assigned responsibilities
- Adhere to all health and safety guidelines set by the state of Massachusetts and the College

Student Wellness & Engagement

- During periods of Orientation, Peer Mentors have the duty to report incidents of gender-based misconduct to Babson's Title IX Coordinator
- Encourage students to engage with the community (campus involvement, leadership positions, connections with faculty and staff, campus events, campus jobs, networking)
- Report any concerning behaviors, interactions, or incidents with new students to a manager or to an appropriate reporting structure (CARE Report, Bias Incident Protocol, etc.)
- Address student mentee needs and concerns as they arise, in a timely manner

IMPORTANT DATES

Position Commitment Period

March, 2025 – May, 2026

Spring 2025

- Peer Mentor Welcome Lunch *Friday, March 28, 2025 (TIME TBD)*
- Peer Mentor Spring Training #1 *Friday, April 4, 2025 (TIME TBD)*
- Peer Mentor Spring Training #2 *Friday, April 24th, 2025 (TIME TBD)*

Fall 2025

- Peer Mentor Move-In *Wednesday, August 13, 2025*
- Peer Mentor Training *Thursday, August 14 - Wednesday, August 20, 2025 (all day)*
- Community Leadership Team Training *Tuesday, August 19, 2025*
- Undergraduate Orientation *Thursday, August 21 - Sunday, August 24, 2025 (all day)*
- Peer Mentor Celebration *(TBD)*

Spring 2026

- Peer Mentor Move-In* *Wednesday, January 14, 2026*
- Training & Orientation Prep* *Thursday, January 15, 2026*
- Undergraduate Orientation* *Friday, January 16 - Sunday, January 18, 2026*
- New Peer Mentor 2026 Selection *TBD (February)*

**Dates only apply to Spring Peer Mentors (to be determined at a later date)*