**Onboarding Plan for New Vice Presidents of WSSSC**

**Annual New VP Orientation hosted by SBCTC**

Summary: The SBCTC hosts a three-part virtual orientation over the fall, winter, and spring quarters for Vice Presidents of Instruction (IC), Vice Presidents of Student Services (WSSSC), and Diversity & Equity Officers (DEOC). The orientation includes a welcome from system, agency, and commission leaders, review of the SBCTC handbook, budget, legislative mandates, planning, and other components. Participants engage in intentional team building activities and afternoon break-out rooms for each commission.

**1-to-1 Mentoring**

Summary: WSSSC members who have been a member for at least three years can volunteer to serve as mentors, while new members with less than two years of experience can request a mentor. Mentors have the responsibility to proactively reach out to mentees and prioritize responding should they reach out. The mentee's responsibility is to contact the mentor when questions arise. Mentor assignments will be made primarily at the summer meeting, but new assignments will be added throughout the year.

**Subject Matter Expertise Guide**

Summary: Each member of WSSSC will share their functional areas of expertise via a SBCTC poll and provide system level support to colleagues as available.

**Quarterly Commission Gatherings**

Summary: WSSSC Executive meets the evening prior to the quarterly Commission meeting, and new members are invited to attend dinner and meet their executive commission officers and peers.

**Summer Restorative Retreat**

Summary: Based on NASPA’s Senior Student Affairs (SSAO) retreat model, WSSSC Vice Presidents attend the restorative retreat to share ideas and discuss key issues.  The retreat offers an intimate setting to address contemporary topics and also to network with regional colleagues. This event is intentionally scheduled at the end of the academic year to provide time to reflect on the year and interact in a safe setting with a knowledgeable and experienced group of colleagues.  The format for this retreat is informal and builds on issues and topics identified in advance by the participants.

**Weekly "Hot Topics" gathering on Thursdays**

Summary: Created during the COVID crisis-response period, this optional weekly VPSS gathering provides a platform for just-in-time peer communication, discussions, system guidance, reminders of upcoming deadlines, and more