

Faculty Mentoring Program

Annual Report 2008-2009



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INTRODUCTION

Founded 1991, the Faculty Mentoring Program is designed to increase the retention rates of students who are at risk of not completing their goal of graduation from California State University San Marcos. The Faculty Mentoring Program addresses this important student success goal by the participation of faculty members volunteer to serve as mentors for students. Students are assigned to a faculty member to serve as their mentor for the academic year. The purpose of the Faculty Mentoring Program is to provide students with a faculty mentor who is not their academic advisor or instructor but who seeks to mentor the student, so that he/she can be successful in their academic program, and can help the students to assess her/his skills and future goals regarding graduate school and career options.

In the – 2008-09 academic year, the Faculty Mentoring Program served one hundred and fifteen (N=115) upper-division (junior and senior) students who demonstrated their status as first-generation college student or economically disadvantaged. The participating students, recruited from across the entire university, are diverse, but are predominantly from historically under-served groups. The Faculty Mentoring Program recruits mentors from the faculty of the College of Arts and Sciences, College of Education, College of Business Administration, School of Nursing and Library. In 2008-09 the Faculty Mentoring Program included one hundred and seventeen (N=117) mentors.

PROGRAM ACTIVITIES

Even though the Faculty Mentoring Program is best known for one-on-one mentoring relationships, it also presents a range of group activities that gather individual protégées and mentors together into an educational cohort that support the mentoring experience.

During this academic year, the Faculty Mentoring Program hosted a Pre-Doctoral workshop and a Graduates Studies workshop which provided insights and information regarding graduate schools. Protégés were exposed to opportunities that will help them to explore their options and prepare for success in applying to graduate schools. The

workshops included the participation of: the Graduate Studies office, MBA Program, Teaching Credential Program, the California Pre-Doctoral Program, and the Chancellor's Doctoral Incentive Program. Further, FMP gives the student attendees books and other resources provided by the California Pre-Doctoral Program to help students with this process.

The Faculty Mentoring Program also provided opportunities for protégés to attend conferences in the state. On February 13, 2009, four scholarships were provided to protégés to attend the 2009 UC Edge: Graduate Recruitment Day hosted by UCLA, an all-day symposium to discuss graduate opportunities in ten UC campuses. In addition, Faculty Mentoring Program protégés attended the California Forum for Diversity in Graduate Education hosted by CSUSM, a free all-day program designed to acquaint students from underrepresented groups with the career opportunities and academic challenges associated with graduate school.

In short, the Faculty Mentoring Program offers workshops and conference opportunities to protégés in order to assist them with various challenges, and motivate them toward success.

The Faculty Mentoring Program is a mechanism whereby students and faculty interact more frequently and thereby reduce social distance and the sense of segregation that first-generation college attendees may experience. To aid in this process, the FMP offers a range of group activities that gather individual protégés with mentors to grow their relationship: Orientation & Welcome Lunch, cultural events, the Holiday Dialogue Gathering, and the Year End Celebration.

Orientation & Welcome Lunch is focused on the presentation of the program to our cohort. Mentors and protégés receive information in all aspect of the program: its history, mission, and goals. Further, FMP provides general information on how students become protégés and faculty become mentors, how FMP match up the mentor-protégé relationships, and how the FMP relationships work/role of the mentors. This year, the program included a lively collaborative discussion of all mentors and protégés on roles and expectations. Also this event provides an initial opportunity for mentors and students to meet and establish their mentor-protégé relationship. Moreover, in this event FMP

encourages mentors and protégés to attend the activities that FMP holds during the academic year.

The Faculty Mentoring Program purchases blocks of tickets to cultural events at the California Center for the Arts in Escondido. This programmatic activity is well received by both mentors and protégés, and continues to be very popular. For 2008/2009, we purchased a block of ten tickets for each of five performances. Two tickets are allotted per mentor/protégé relationship on a first come first served basis. Protégés and mentors had the opportunity to attend at least two events. In brief, cultural events are offered in hopes of solidifying the mentor-protégé relationship, decreasing the alienation students may be experiencing in the university, and exposing students to a range of cultural activities.

In December, the Faculty Mentoring Program held an event called *The Holiday Dialogue Gathering*. This is an additional opportunity for protégées and mentors to come together to interact and network. During the holiday gathering, we also celebrate the accomplishments of students who graduate in the fall. At the end of the academic year the Faculty Mentoring Program hosts a major celebration in a formal environment, *The Year-End Celebration*. This is one of two times during the academic year when we bring together the entire cohort of participants in the FMP, including all faculty mentors and student protégés. At this spring event, we officially congratulate protégés who are Fall 08 and Spring 09 graduates, and we host them and their families as this program-specific event which honors their achievements, celebrates the relationships created by the program, and allows for meaningful personal interaction. At this event, the FMP provides regalia for graduating protégés and mentors. During this graduation recognition, the CSUSM AVP for Planning & Accreditation (on behalf of CSUSM President and Provost), the Faculty Center Director, and the Faculty Mentoring Program Faculty Fellow publicly and formally congratulate the graduates and speak about the importance of mentors.

PROGRAM OPERATIONS

CSU-San Marcos Faculty Mentoring Program operates with an extremely modest budget of \$9,000. This program is administered by the Director of the Faculty Center, in collaboration with a Faculty Fellow and the Faculty Mentoring Program Coordinator. Administering this program is a fundamental part of the Faculty Center Director's job description. The Faculty Fellow position is a two-year "service" activity where a faculty member takes on co-leadership responsibilities for a program that addresses both student success and faculty development. The Faculty Mentoring Program Coordinator is a full time staff member whose responsibilities are distinguished by the administrative nature of work performed and ongoing coordination of the program which includes a full scope of activities and accountability including, but not limited to, planning, initiation, and execution, and coordination.

Since the program started, it has followed the same platform. The Faculty Mentoring Program has accepted up to one hundred and fifteen (N=115) upper-division students this academic year. The basic eligibility criteria are that the student be either a first-generation college student and/or economically disadvantaged. In February of 2009, both the Faculty Fellow and the Faculty Mentoring Program Coordinator attended a campus workshop on foster youth in college. Though not specifically identified through our application process, we know that some students that meet our program's criteria are also Former Foster Youth. We hope the valuable knowledge we gained in this workshop will help the program's administrators and mentors better serve this population in the future.

The student applicant pool, recruited from across the entire university, is quite diverse, and is predominantly made up of students from historically under-served groups. Recruitment takes place during transfer orientations, and through all ways to access information and news in our campus such as *CSUSM Insite*: staff and student email announcements, bulletin boards where FMP posts flyers in the 16 student bulletins arranged through Student Life and Leadership (SLL), *Student Planner* where FMP includes a page with the program information, and *Cougar Channel* where CSUSM cohort watch the FMP ads in the TV in the Dome. The Faculty Mentoring Program recruits mentors from among faculty at CSU-San Marcos. At the beginning of each

semester, all faculty members receive a newsletter from the Faculty Center promoting and explaining the program, and encouraging them to apply to become a faculty mentor. This academic year the Faculty Mentoring Program counts on one hundred and eighteen (N=118) mentors, nine (N=9) of whom were recruited this academic year. Though our numbers of affiliated faculty mentors are high, participation of faculty members varies from year to year due to sabbatical and other leaves, other service and research commitments, and significantly, the availability of protégés in appropriate fields. In 2008-09, sixty-three (N=63) mentors were assigned protégés. Mentors are matched with a minimum of one (N=1), or a maximum of four (N=4) appropriate protégés. In the future, if resources permit, we hope to expand the recruitment of mentors in popular fields and the recruitment of protégés from underrepresented fields and provide all of our affiliated faculty the opportunity to mentor a student on a one-on-one basis.

Faculty Mentoring Program Demographic Report

Fall 2008

FMP had one hundred and seventeen (N=117) Mentors and sixty five (N=65) of them had at least one protégé.

FMP had one hundred and five (N=105) protégés matched with mentors.

Mentors were matched with a minimum of one (N=1) or a maximum of four (N=4) protégés.

List of Mentors with protégés:

Ninety-five (N=95) faculty from the College of Arts and Sciences (**CoAS**) volunteered to serve as mentors during the Fall 2008 and fifty four (N=54) mentors were paired with protégés.

Fifteen (N=15) faculty from the College of Business Administration (**CoBA**) volunteered to serve as mentors during the Fall 2008 and eleven (N=11) mentors were paired with protégés.

Four (N=4) faculty from College of Education (**CoE**) volunteered to serve as mentors during the Fall 2008 and all four (N=4) mentors were paired with protégés.

One (N=1) faculty from School of Nursing volunteer to serve as a Mentor during the Fall 2008 and was matched with a protégé.

Two (N=2) faculty members from Library volunteered to serve as mentors during the Fall 2008 and neither (N=0) mentor was paired with a protégé.

In the Fall 2008 nine (N=9) protégés graduated, leaving the program with ninety six (N=96) protégés for Spring 09 semester.

Spring 2009

The Spring semester started with one hundred and seventeen (N=117) mentors. One (N=1) of the mentors resigned from the program leaving the Faculty Mentoring Program with a total of one hundred and sixteen (N=116) mentors. During the first week of the semester, FMP approached two faculty and increased in the number of mentors for a total of one hundred and eighteen (N=118). Sixty three (N=63) of the 118 mentors were successfully paired with protégés by discipline. During the Spring Semester, FMP received sixteen new applications from students but only ten (N=10) of the applicants qualified for the program. As a result of the spring application process, our protégé cohort increased to a total of one hundred and six (N=106) protégés who were matched with mentors. Mentors were matched with a minimum of one (N=1) or a maximum of four (N=4) protégés.

List of Mentors with protégés:

Eighty one (N=81) faculty members from the College of Arts and Sciences (**CoAS**) volunteer to serve as Mentors during Spring 2009 and fifty-one (N=51) mentors were matched with protégés.

Fourteen (N=14) faculty members from College of Business Administration (**CoBA**) volunteered to serve as mentors during Spring 2009 and nine (N=9) mentors were paired with protégés.

Four (N=4) faculty members from College of Education (**CoE**) volunteer to serve as mentors during Spring 2009 and the three (N=3) mentors were paired with protégés.

One (N=1) faculty member from the School of Nursing volunteer to serve as a mentor during Spring 2009, and was paired with a protégé.

Two (N=2) faculty members from the Library volunteered to serve as mentors during the Spring 2009, but neither (N=0) was paired with a protégé.

Faculty Mentoring Program Demographics Report AY 2008-2009		
Semester	Fall 2008	Spring 2009
Total FMP Mentors	117	117
Total FMP Protégés	105	106
Mentor with protégés	65	64
Mentors with one protégé	33	29
Mentors with two protégés	28	30
Mentors with three protégés	4	3
Mentors with four protégés	1	2
Graduated protégés	9	35
Students application for Spring semester	57 students accepted of 60 applicants.	9 students accepted of 16 applicants

Student Information

Female = 80 Male = 26 Total = 106

Veterans = 7

Disabled = 16

First Generation = 103 Multiple Generation = 3

Ethnicity:

African American	= 6
Asian	= 3
Caucasian	= 17
Declined to state	= 29
Pacific Lander	= 1
Hispanic	= 34
Russian	= 2
Native American/Black	= 1
Mexican-American	= 5
European-American	= 2
European	= 1
Mixed	= 4

Business Management	2
Business Marketing	2
Management Information System	2
Pre-Business	1

Total CoBA	16
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Minor:

College of Arts & Sciences

Anthropology	1
Biology	2
Chemistry	1
Child Development	1
Cognitive Sciences	1
Communication	1
Communication Mass Media	1
Criminology/Justice Studies	2
Criminology	1
Ethnic Studies	1
Global Studies	1
Human Development	1
Literature and Writing	2
Mathematics	2
Music	1
Psychology	6
Sociology	3
Spanish	1
Visual & Performing Arts	1
Women's Studies	3

Total CoAS	32
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College of Business Administration

Business Administration	4
Business Management	2
Business Marketing	1

Total CoBA	7
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Number of students who wish to pursue only **bachelor's degree:** 64

Number of students who wish to pursue a **teaching credential:** 2

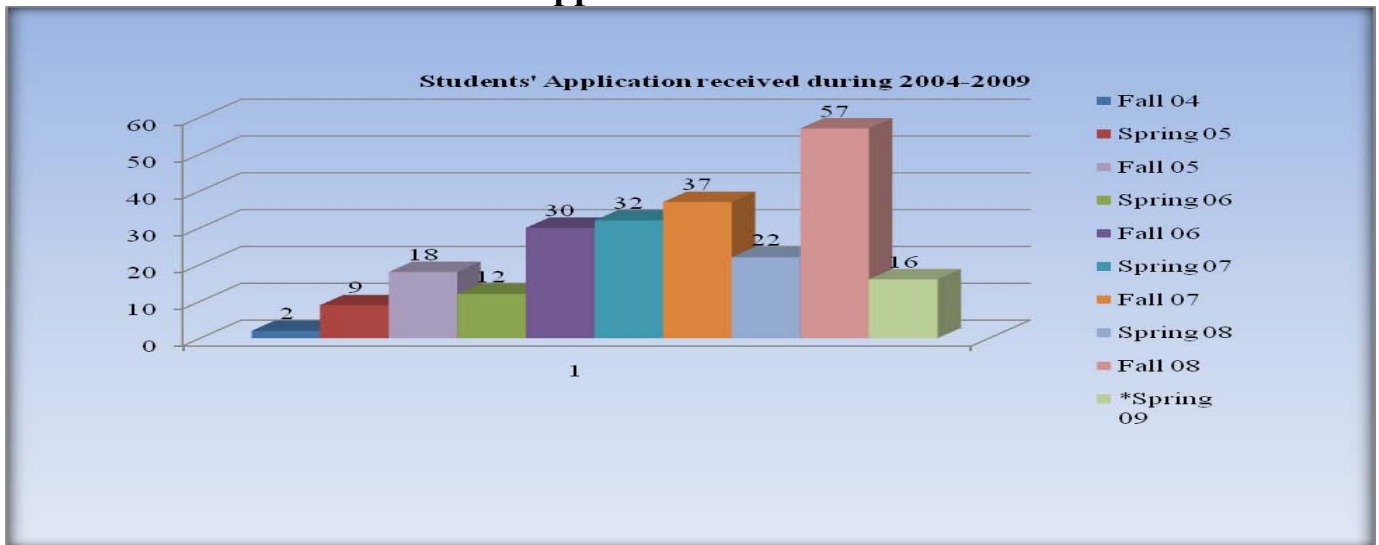
Number of students who wish to pursue a **master's degree**: 22
 Number of students who wish to pursue a **doctorate degree**: 20

Students involved in different programs:

Number of CAMP students: 2
 Number of EOP students: 51
 Number of DSS students: 2
 Number of OBRT students: 2
 Number of SSS students: 22
 Number of WSSA students: 1
 Number of DSPS students: 1
 Number of Soccer students: 1

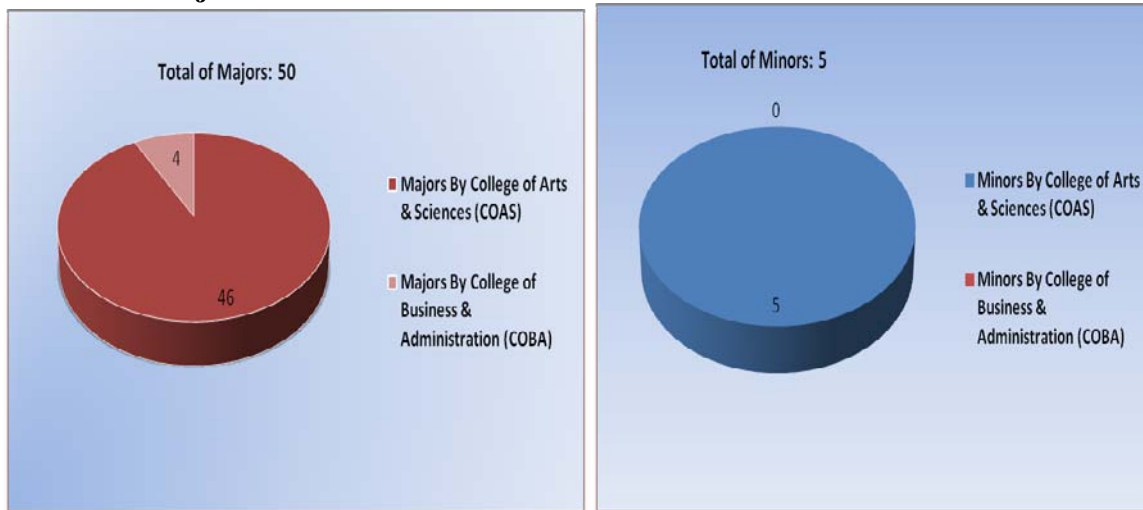
Financial Aid Recipients: 54
 Those who do not received Financial Aid: 51
 Undeclared 1

FMP Student Applications Received 2004-2009



*Due to the small number of incoming Spring 2009 students (CSUSM actually not formally accepted applications), CSUSM did not hold Orientation sessions in Spring 09.

Majors and Minors of FMP Graduated Students AY 2008-2009



Note: Six students graduated with double major and one of them graduated with double major plus a minor.

Faculty Mentoring Program Academic Year 2008-2009

Events

- FMP Orientation & Welcome Lunch Fall 08
- Fall Graduation & Holiday Gathering Fall 2008
- Cultural events at the California Center for the Arts in Escondido Fall 2008 and Spring 2009.
 - Paul Taylor Dance Company ~ October 26, 2008
 - San Diego Symphony ~ November 6, 2008
 - Preservation Hall Jazz Band ~ November 15, 2008
 - The AHN Trio ~ April 4, 2009
 - The HMS Pinafore ~ April 18, 2009
- End of Semester Survival Kits Fall 2008 and Spring 2009
- 2009 Year End Celebration Spring 2009

Workshops

- Pre-Doctoral Workshop Fall 2008
- Graduate Studies Workshop Spring 2009

Scholarship

- 4 scholarships were awarded to attend the 2009 UC Edge: Research and Professional Development Symposium on February 13, 2009, at UCLA.

Post Grad Test Scholarship

- Fall 2008: 7 applicants /5 awarded on Spring 2009

Conferences

- 2009 UC Edge: Research and Professional Development Symposium on February 13, 2009 at UCLA.
- The California Forum for Diversity in Graduate Education at CSUSM on April 25, 2009

Awards

- Raffles for Campus Read Books Fall 2008
- Book for the Pre-Doctoral Workshop and for the Graduate Studies Workshop
- Pens for Graduating Students for Fall 2008
- Diploma Frames for Graduating Students for Fall 2008 and Spring 2009
- Rental Regalia for Mentors and Graduating Protégés

In summary, the Faculty Mentoring Program helped forty-four students complete their goals of graduation from California State University San Marcos during the academic year 2008- 2009. We are very proud of the achievement of our students and the mentoring relationships built through this program.