

Faculty Mentoring Program

Annual Report 2009-2010



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INTRODUCTION

The Faculty Mentoring Program (FMP) is a campus program that clearly exemplifies the mission of California State University San Marcos. Founded in 1991, FMP is designed to increase the retention rates of students who are at risk of not completing their goal of graduation. FMP aims to reduce the alienation that some of these students experience within a university setting by matching them to a faculty member in their discipline. The purpose of FMP is to provide each student with a faculty mentor who is not an official academic advisor or instructor but who provides support and guidance about academic, social, and career options. Faculty members who volunteer for this program make a commitment to mentor their assigned protégé through the academic year, although many continue with the same protégé until the student graduates.

In AY 09-10, FMP served 116 upper-division (junior and senior) students. The participating students, recruited from across the entire university, are diverse, but are predominantly from historically underserved groups. FMP recruits mentors from the faculty of the College of Arts and Sciences (CoAS), College of Education (CoE), College of Business Administration (CoBA), School of Nursing and Library. During the last academic year, FMP had 117 mentors in the fall semester and 118 in the spring semester.

PROGRAM ACTIVITIES

Even though FMP is best known for fostering one-on-one mentoring relationships, the program presents a range of group activities during this academic year that gather together individual protégées and mentors into an educational cohort. The FMP provides opportunities for students and faculty interaction, thereby reducing social distance and the sense of segregation that first-generation college attendees may experience. FMP offers a series of group activities including the Orientation and Welcome Lunch, cultural events, the Holiday Gathering, and the Year-End Celebration. Moreover, the FMP offers workshops and conference opportunities to protégés such as the Pre-Doctoral Workshop, Graduate Studies Workshop, 2010 UC Edge: Research and Professional Development Symposium, and the California Forum for Diversity in Graduate Education.

Events

- FMP Orientation & Welcome Lunch Fall 09
- Fall Graduation & Holiday Gathering Fall 2009
- Cultural events at the California Center for the Arts in Escondido Fall 2009 and Spring 2010.
 - 102 Years of Broadway ~ October 1, 2009
 - Navy Band Southwest ~ October 29, 2009
 - The Nutcracker ~ December 5, 2009
 - Best of Doo Wop ~ March 27, 2010
 - Martinis and Tikis: Cool Music and Nights featuring Orchestra Nova ~ April 24, 2010
- End of Semester Survival Kits Fall 2009 and Spring 2010
- 2010 Year End Celebration Spring 2010

Workshops

- Pre-Doctoral Workshop Fall 2009
- Graduate Studies Workshop Spring 2010

Scholarship

- 4 scholarships were awarded to attend the 2010 UC Edge: Research and Professional Development Symposium on March 5, 2010, at UCLA.

Post Grad Test Scholarship

- Fall 2009: 6 applicants /4 awarded on Spring 2010

Conferences

- 2010 UC Edge: Research and Professional Development Symposium on March 5, 2009 at UCLA.
- The California Forum for Diversity in Graduate Education at Channel Islands on April 17, 2010

Awards

- Raffles for Campus Read Books Fall 2009
- Book for the Pre-Doctoral Workshop and for the Graduate Studies Workshop
- Pens for Graduating Students for Fall 2009
- Diploma Frames for Graduating Students for Fall 2009 and Spring 2010
- Rental Regalia for Mentors
- Purchased Cap & Gowns for Graduating Protégés
- Certificate of Appreciation for Graduating Protégés
- CD with photos for the 2010 Year End Celebration for Graduating Protégés

At the end of each 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. At the spring 2010 event, we officially congratulated 35 protégés who graduated during AY 09-10; we hosted them and their families in a ceremony that honored their achievements, and celebrated the relationships created by the program. At this event, the FMP provided academic regalia for graduating protégés and mentors. The CSUSM Provost and Vice President for Academic Affairs, the CSUSM Interim AVP for Academic Resources, the Faculty Center Director, and the Faculty Mentoring Program Faculty Fellow publicly and formally congratulated the graduates and spoke about the importance of mentors and mentoring.

In summary, the Faculty Mentoring Program helped 35 students complete their goal of graduation from California State University San Marcos during the AY 09- 10. Four out of the 35 students graduated with a single major plus minor, eight students achieved double majors, and three students achieved a double major plus a minor. We are very proud of the achievements of our students and the mentoring relationships built through this program.

FMP RETENTION RATES

The retention rates of the Faculty Mentoring Program exceed those of the general campus. Institutional Planning and Analysis (IPA) used the campus IDs of FMP students from Fall 1998 through Fall 2009 to generated data for first time freshman and transfer students. There is evidence that participating in FMP is correlated with increased retention of upper-division students from first-generation college backgrounds and/or families with financial need. The retention of FMP student is 96.9% for first time freshmen by entry term from Fall 1998-Fall 2007 and 83% for transfer students from Fall 1991-Fall 2008 (Source: IPA).

PROGRAM OPERATIONS

The Faculty Mentoring 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 FMP Faculty Fellow has co-leadership responsibilities for the program, and works with the program coordinator to match protégés and mentors. The Faculty Fellow

position is usually a two-year commitment; however, this year Marie Thomas filled in for Shana Bass (who was on maternity leave) for the entire academic year. 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 scope of activities and accountability including, but not limited to, planning, initiation, and execution, and coordination.

The Faculty Mentoring Program operates with an extremely modest budget from state funds. During the summer, the FMP Coordinator in collaboration with the Director of the Faculty Center and the FMP Faculty Fellow applied for and received a \$5000 grant (the donor wishes to remain anonymous), and also requested from North County Times a donation of one cultural event (10 tickets for the Navy Band Southwest performance).

DEMOGRAPHIC REPORT AY 2009-2010

The participation of faculty in FMP varies each semester: some faculty are on leave or sabbatical, other faculty are overcommitted, or as a simple decision, they want to take a break for the academic year. Due to the furlough this academic year, there was less involvement in FMP from faculty. We expect faculty involvement to return to usual levels next semester.

Fall 2009

- FMP had 117 Mentors; and 61 of them had at least one protégé.
- FMP had 100 protégés matched with mentors.
- Mentors were matched with a minimum of one to a maximum of four protégés.
- At the end of the fall semester, seven students graduated and nine students did not reenroll for spring semester.

Spring 2010

- FMP had 118 Mentors and 59 of them had at least one protégé.
- FMP had 100 protégés matched with mentors.
- Mentors were matched with a minimum of one to a maximum of five protégés.
- At the end of the spring semester, 28 students graduated.

List of Mentors with Number of Protégés		
Semester	Fall 2009	Spring 2010
Total FMP Mentors	117	118
Total FMP Protégés	100	100
Mentor with protégés	61	59
Mentors with one protégé	31	29
Mentors with two protégés	21	21
Mentors with three protégés	9	7
Mentors with four protégés	0	1
Mentors with five protégés	0	1

Mentors by College/School			
Departments	Mentors affiliated with FMP	Fall 09 Mentors with protégés	Spring 2010 Mentors with protégés
College of Arts and Sciences (CoAS)	95	46	45
College of Business Administration (CoBA)	18	11	11
College of Education (CoE)	3	3	3
School of Nursing	1	1	0
Total	117	61	59

Student Information		
Semester	Fall 2009	Spring 2010
Student applications	51 students accepted out of 60 applicants	15 students accepted out of 27 applicants
Students who dropped or did not reenroll for Spring	9	
Graduated protégés	7	28

Student Demographic Information AY 09-10

Gender

- Female = 87 ~ 75%
- Male = 29 (25%)

Marital Status:

- Single = 86 (74%)
- Married = 19 (16%)
- Divorced = 9 (8%)
- Widowed = 0
- Undeclared = 2 (2%)

Employment

- Employed while at CSUSM = 82 (71%)
- Unemployed while at CSUSM = 33 (28%)

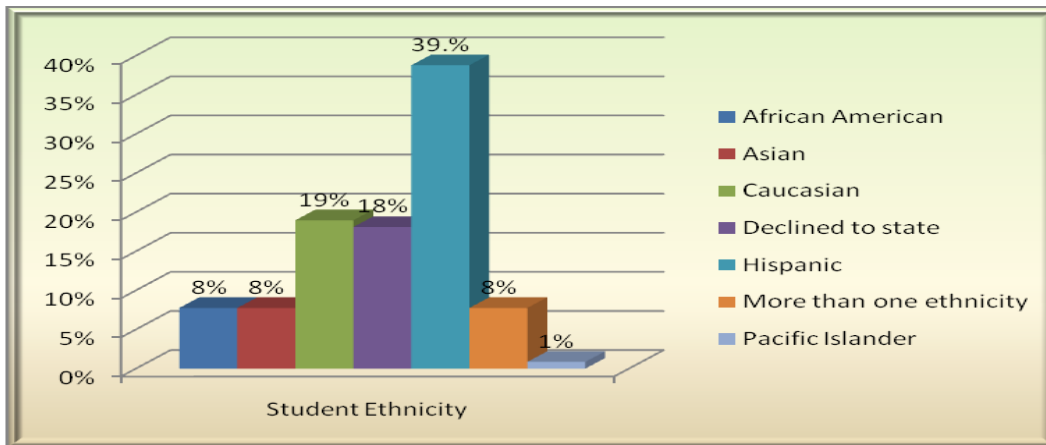
- Undeclared = 1 (1%)

Financial Aid

- Financial Aid Recipients =78 (67%)
- Those who do not received Financial Aid =37 (32%)
- Undeclared =1 ~ 1%

Ethnicity:

- African American = 9 (8%)
- Asian = 9 (8%)
- Caucasian = 22 (19%)
- Declined to state = 21 (18%)
- Hispanic = 45 (39%)
- More than one ethnicity = 9 (8%)
- Pacific Islander =1 (1%)



Other characteristics:

- First Generation = 113 (97%)
- Multiple Generation = 3 (3%)
- Veterans = 8 (7%)
- Disabled = 11 (9%)

Majors:

College of Arts & Sciences

Anthropology	2
Art & Technology	2
Biochemistry	2
Biology	2
Biotechnology	1
Communication	9
Criminology	5

Critical Race Studies	1
Economics	1
History	1
Human Development	18
Justice Studies	1
Kinesiology	3
Liberal Studies	5
Literature & Writing	7
Mathematics	1
Nurse	1
Political Science	7
Psychology	11
Social Science	3
Sociology	17
Spanish	3
Women's Studies	2

Total CoAS	106
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College of Business Administration

Accounting	1
Business Accounting	1
Business Administration	6
Business Management	3
Business Marketing	2
Finance	2
Management Information System	2
Pre-Business	1
Business Administration-GSCM	1

Total CoBA	19
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Minor:

College of Arts & Sciences

Biology	1
Communication	1
Computer Science	2
Criminology & Justice Studies	4
Ethnic Studies	1
Global Studies	2
Human Development	1
Literature and Writing	1
Linguistics	1
Mass Media	1
Music	1

Physics	1
Psychology	3
Sociology	3
Women's Studies	1

Total CoAS	24
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College of Business Administration

Accounting	1
Business Administration	3
Finance	1

Total CoBA	5
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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 :	9
Number of students who wish to pursue a master's degree :	34
Number of students who wish to pursue a doctorate degree :	24

Students involved in other campus programs:

ASI:	1
CAMP:	3
EOP	45
DSPS	1
DSS	2
Psi Chi	1
OBRT	1
SSS	16
WSSA	1

FMP Student Applications Received 2004-2010

