

Faculty Mentoring Program

Annual Report 2010-2011



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INTRODUCTION

The Faculty Mentoring Program, founded in 1991, matches junior and senior students in a one-on-one mentoring relationship with a faculty member. The Faculty Mentoring Program is designed to increase the retention rates of economically disadvantaged and first generation college students who are at risk of not completing their goal of graduation from California State University San Marcos. The Faculty Mentoring Program (FMP) is a campus program that exemplifies the mission of California State University San Marcos. Further, the Faculty Mentoring Program aims to reduce the alienation these students may experience within a university setting by matching them to a faculty member in their discipline to receive individual mentoring throughout their stay at CSUSM. All Faculty members in the program volunteer their time, and are assigned a student protégé for the academic year. The purpose of the Faculty Mentoring Program is to provide students with a mentor who is not their formal academic advisor or instructor but a faculty member who seeks to mentor the student, so that he/she can be successful in their academic program, and to help the student to assess her/his skills and future educational and career goals .

In the 2010-11 academic year, the Faculty Mentoring Program served one hundred and eleven (N=111) upper-division (junior and senior) students. The participating students were recruited from across the entire university, and are a diverse group but are predominantly from historically under-served groups. The program recruits faculty mentors from the College of Arts and Sciences (CoAS), College of Education (CoE), College of Business Administration (CoBA), School of Nursing and Library and in 2010-11 there were one hundred and twenty-two mentors affiliated with the program (N=122).

PROGRAM ACTIVITIES

The Faculty Mentoring Program (FMP) is a mechanism whereby students and faculty interact 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, Coffee Cookie Klatch, cultural events, the Holiday Dialogue Gathering, and the Year End Celebration. Further, the Faculty Mentoring Program also offers

workshops and conference opportunities to protégés in order to assist them with various educational and career challenges, and motivate them toward success.

Even though the Faculty Mentoring Program is best known for one-on-one mentoring relationships, the program presents a range of group activities during this academic year that gather individual protégés and mentors together into an educational cohort.

Events

- FMP Orientation & Welcome Lunch ~Fall 10
- The Coffee Cookie Klatch ~ March 9, April 13, October 13 & November 10
- Fall Graduation & Holiday Gathering ~ Fall 2010
- Cultural events at the California Center for the Arts in Escondido Fall 2010 and Spring 2011.
 - Christmas in Ireland ~ December 3, 2010
 - Center Pops w/Orchestra Nova- “Travelogue: Around the World” ~ April 30, 2011
- End of Semester Survival Kits Fall 2010 and Spring 2011
- 2011 Year End Celebration ~ Spring 2011

Workshops

- Pre-Doctoral Workshop ~ Fall 2010
- Graduate Studies Workshop ~Spring 2011
- Job Interviews and Resume Workshop ~ Spring 2011

Lecture

- The Twilight Lecture ~ Spring 2011

Scholarship

- 2 scholarships were awarded to attend the 2011 UC Edge: Recruitment Day Symposium on February 11, 2011, at UCSD.

Post Grad Test Scholarship

- Fall 2010: 12 applicants /12 awarded on Spring 2011
Scholarships have been paid with stated funds and UARSC funds

Conferences

- 2011 UC Edge: Recruitment Day Symposium on February 11, 2011, at UCSD.
- 2011 Southern California Forum for Diversity in Graduate Education hosted at University of Southern California on Saturday, April 2, 2011.

Awards

- Raffles for Campus Read Books Fall 2010
- Book for the Pre-Doctoral Workshop and for the Graduate Studies Workshop
- Portfolios for Graduating Students for Fall 2010
- Diploma Frames for Graduating Students for Fall 2010 and Spring 2011

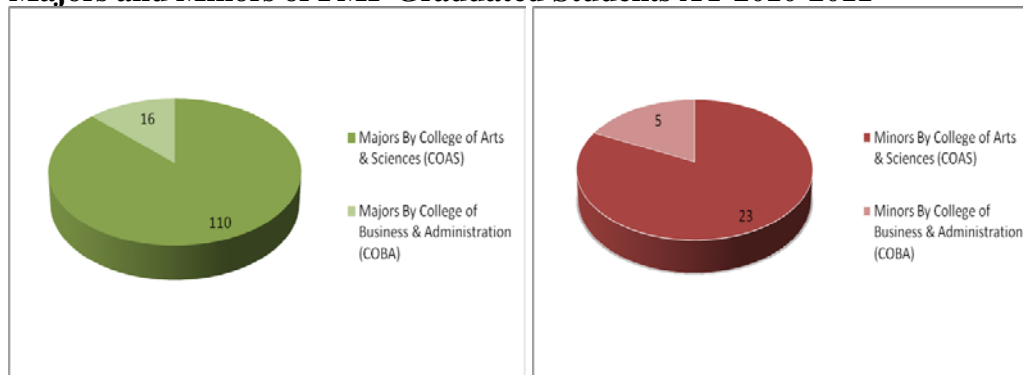
- Rental Regalia for Mentors
- Purchased Cap & Gowns for Graduating Protégés
- Certificate of Appreciation for Graduating Protégés
- CD with pictures for the 2011 Year End Celebration for Graduating Protégés

In Fall 2010, the Faculty Mentoring Program submitted an HSI Dream Sheet proposal for the Title V Hispanic-Serving Institutions Grant. Our proposal was accepted for inclusion in both the CSUSM undergraduate and graduate level HSI grant proposals. Shana Bass, the Faculty Mentoring Program Faculty Fellow, worked with both CSUSM grant-writing teams throughout Spring and Summer 2011, and has written our part of the undergraduate grant proposal as well as contributing to the larger application. Our proposed projects included strengthening and enhancing the training and enrichment parts of our program, creating a Protégé Peer Resource program where our student protégés are trained to mentor similarly situated first and second year students through panel presentations, and enhancement of support and resources for protégés applying to graduate school. Though the Department of Education's formal call for HSI grant applications had not yet been issued by the writing of this document, Professor Bass continues to work with the CSUSM grant-writing teams on our proposals for these applications.

On May 6, 2011, the Faculty Mentoring Program (FMP) hosted its annual Year-End Graduation Celebration. Overall, this event celebrated the work of sixty-two faculty mentors who volunteered their time to cultivate one-on-one relationships with one hundred and four protégés. We are very proud that thirty-eight (N=38) FMP protégés completed their undergraduate degrees at California State University San Marcos in May 2011. Seven (N=7) out of the thirty-eight (N=38) protégés graduated with a single major plus a minor, five (N=5) protégés achieved double majors, three (N=3) protégés achieved a double major plus a minor, and one (N=1) protégé achieved a double major plus a double minor.

We are very proud of the achievements of our students and the mentoring relationships built through this program, and want to join President Karen S. Haynes in congratulating two FMP protégé graduates: Raisa Alvarado and Holly Gerrity - two of the six "CSUSM 2011 Outstanding Graduate" award recipients.

Majors and Minors of FMP Graduated Students AY 2010-2011



FMP RETENTION RATES

The retention rates of the Faculty Mentoring Program exceed those of the general campus. The Institutional Planning and Analysis department (IPA) used the campus IDs of FMP students from Fall 1998 through Fall 2009 to generate the retention data for first time freshman and transfer students. The FMP demonstrates evidence of improvement of retention of upper-division students from first-generation college backgrounds and/or families with financial need. There is evidence that participation in FMP increases the retention rates of upper-division students from first-generation college backgrounds and/or families with financial need. The retention of FMP students is 100% for first time freshmen by entry term from fall 1998-Fall 2008 and 86% for transfer students from fall 1991-Fall 2009 (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 Faculty Center Advisory Council (FCAC) selected Shana Bass for the position of the Faculty Mentoring Program Faculty Fellow for 2010-2011, with the option of extending to 2011-12 by mutual agreement. This commitment 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 scope of activities and accountability including, but not limited to, planning, initiation, and execution, and coordination.

CSU-San Marcos Faculty Mentoring Program has been operating with an extremely modest budget from state funds; however, this year the program received special allocations (\$19,000): a course release for the FMP Faculty Fellow, allocation for student assistant, and allocation to cover more operating expenses.

During the summer 2009, the FMP Coordinator in collaboration with the Director of the Faculty Center and the FMP Faculty Fellow applied and received an anonymous \$5000 grant that was deposited in UARSC account 81202 and FMP rolled over this amount for AY 2010-2011. This year we have used \$840 from this grant to award 4 students with the Post-Grad-Test

Scholarship. The rest of this grant will help the FMP to sponsor more activities for next academic year.

DEMOGRAPHIC REPORT AY 2010-2011

Fall 2010

FMP had one hundred and eighteen (N=118) Mentors and fifty nine (N=59) of them had at least one protégé.

FMP had one hundred (N=100) protégés matched with mentors.

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

At the end of the fall semester, six (N=6) students graduated

Spring 2011

FMP had one hundred and eighteen (N=118) Mentors and sixty one (N=61) of them had at least one protégé.

FMP had one hundred and four (N=104) protégés matched with mentors.

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

At the end of the spring semester, thirty two (N=32) students graduated.

List of Mentors with Number of Protégés		
Semester	Fall 2010	Spring 2011
Total FMP Mentors	118	122
Total FMP Protégés	100	104
Mentor with protégés	59	61
Mentors with one protégé	29	32
Mentors with two protégés	22	17
Mentors with three protégés	5	10
Mentors with four protégés	3	2

Total of Mentor by Departments			
Departments	Total of mentors affiliate to FMP	Fall 10 Mentors with protégés	Spring 2011 Mentors with protégés
College of Arts and Sciences (CoAS)	95	46	47
College of Business Administration (CoBA)	18	9	9
College of Education (CoE)	3	3	3
School of Nursing	1	1	1
Total	117	59	61

Student Information		
Semester	Fall 2010	Spring 2011
Students applications	46 students accepted of 59 applicants	14 students accepted of 21 applicants
Graduated protégés	6	32

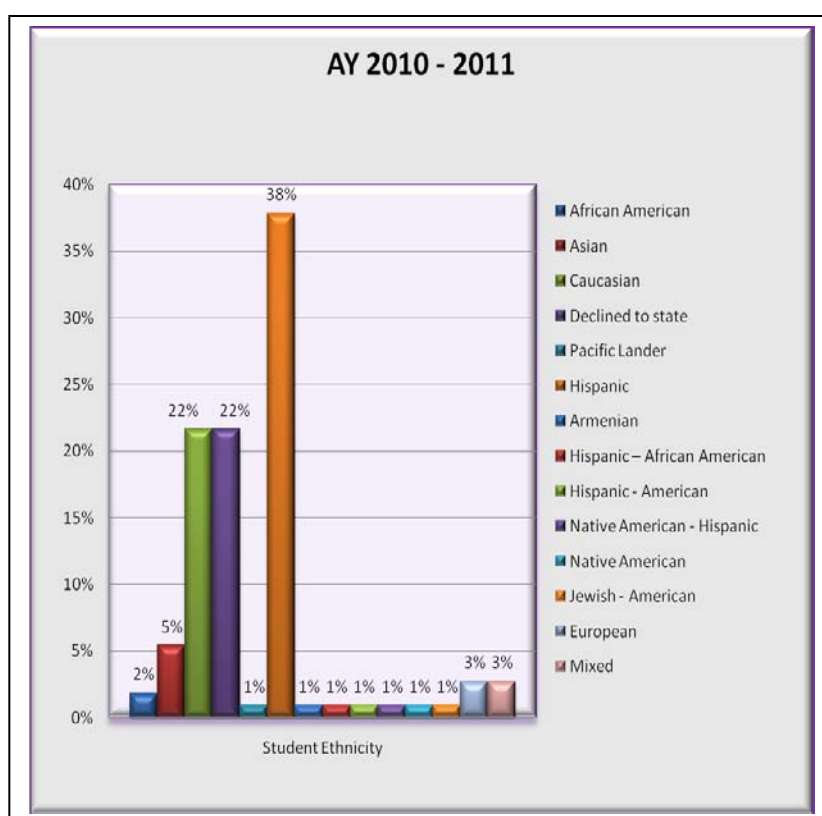
Student Information AY 2010-2011

Female = 84 Male = 27 Total = 111 Students

Veterans = 5 Disabled = 16 First Generation = 109 Multiple Generation = 2

Students Ethnicity:

African American	2
Asian	6
Caucasian	24
Declined to state	24
Pacific Lander	1
Hispanic	42
Armenian	1
Hispanic – African American	1
American	1
Hispanic - American	1
Native American - Hispanic	1
Native American	1
Jewish - American	1
European	3
Mixed	3



Marital Status: Single = 74 Married = 25 Divorced = 9 Widowed = 0 Undeclared = 3
Employed while at CSUSM = 65 Unemployed while at CSUSM = 34 Undeclared = 12

Majors:College of Arts & Sciences

Anthropology	1
Art & Technology	1
Biology	2
Biotechnology	1
Communication	9
Criminology	9
Economics	1
History	5
Human Development	15
Justice Studies	9
Kinesiology	6
Liberal Studies	6
Literature & Writing	5
Mathematics	2
Nurse	2
Physics	1
Political Science	6
Psychology	13
Social Science	1
Sociology	11
Spanish	2
Women's Studies	2

Total CoAS	110
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College of Business Administration

Business Accounting	4
Business Administration	4
Business Management	2
Business Marketing	2
Finance	2
Management Information System	1
Pre-Business	1

Total CoBA	16
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Minor:College of Arts & Sciences

Anthropology	1
Biology	1
Computer Science	2
Criminology & Justice Studies	2
Global Studies	1
History	1
Literature and Writing	1
Mass Media	1
Music	1
Political Science	1
Psychology	2
Spanish	4
Sociology	2
Visual and Performing Arts	1
Women's Studies	2

Total CoAS	23
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College of Business Administration

Accounting	1
Business	2
Business Administration	1
Finance	1

Total CoBA	5
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Number of students who wish to pursue only bachelor's degree :	23
Number of students who wish to pursue a teaching credential :	11
Number of students who wish to pursue a master's degree :	34
Number of students who wish to pursue a doctorate degree :	15

Students involved in different programs:

Number of CAMP students:	2
Number of EOP students:	44
Number of DSPS students:	1
Number of DSS students:	16

Number of SSS students: 8
Number of WSSA students: 1

Financial Aid Recipients: 78
Those who do not received Financial Aid: 31
Undeclared 2

FMP Student Applications Received 2004-2011

