

Faculty Mentoring Program

Annual Report 2014 -2015



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INTRODUCTION

The Faculty Mentoring Program (FMP) is a campus program that exemplifies the mission of California State University San Marcos. FMP aims to reduce the alienation students may experience within the 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 guide the student. In so doing, a student can be successful in his/her academic program. Additionally, the student receives help to assess her/his skills and future educational and career goals. Since 1991, the Faculty Mentoring Program's mission is to pair junior and senior students in a one-on-one mentoring relationship with a faculty member and 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.

Enrollment. This Academic Year, we served a total of one hundred and sixty one (N=161) students with the help of seventy-three (N=73) mentors for Fall and eighty-three (N=83) mentors for Spring. The program recruits faculty mentors from all the CSUSM's colleges (i.e., CSM, CoEHHS, CHABSS, CoBA and Library). In AY 2014-15, there were a total of one hundred and sixty-three (N=163) mentors affiliated with the program.

Protégé Recruitment. The Program Coordinator and the Faculty Fellow attend the Transfer Orientations during the Summer and Winter breaks. The majority of protégés' applications are collected in these orientations.

Matching Protégés with Mentors. The difficult task of matching protégés with mentors takes place at the beginning of each semester. The Program Coordinator and the Faculty Fellow spend an average of five (5) business days each semester reading applications from new and waitlisted students, matching the protégés with mentors, contacting protégés and mentors.

PROGRAM ACTIVITIES

Orientations and Welcome Luncheons. Our orientations continue to be held on the first six (6) weeks of the semester, immediately after the protégés are matched with their mentors. They continue to be well attended and participants engage in icebreaking exercises that lead to the informational about the protégé-mentor relationship. In the icebreaker exercise, mentors and protégés alike discussed five (5) experiences in common with those sitting with at the table. These five (5) experiences in common have to do with family life, work and school. Each group found those experiences in common that identified them, perhaps individualize them. Additionally, it provided the opportunity for Mentors to hear about the experiences our students have while in college. On the other hand, it also provided Protégés the opportunity to hear from their peers and from their mentors about their own personal experiences while attending college.

Coffee Cookie Klatch. Four (4) CCK are held during the regular AY. These informal meetings provide the protégés the opportunity to meet with their own mentors other FMP students, mentors, the Program Coordinator and the Faculty Fellow. They are regularly attended by protégés and mentors alike and provide a safe environment in which students can discuss their concerns about college life and receive guidance to their questions.

Advise for life after graduation. The FMP provides students with guidance on the different paths they can take once they graduate from CSUSM. The topics discussed include information about graduate school, graduate programs at CSUSM, financial aid and graduate entrance examinations. We also provide students with information regarding the job search process.

Pathways after graduation. This workshop is offered twice during the AY and it was comprised by four (4) panelists representing the Graduate School, the College of Business Administration, the College of Education, Health and Human Services. We also include a discussion of topics such as scholarships, financial aid, etc.

Grad Panel lead by faculty members. This AY we also organized a workshop led by Faculty panelists in which we discussed the application process for graduate school, graduate entrance examinations, financial aid, statement of purpose writing, letters of recommendation, among other topics.

Post-graduate Testing Scholarships. We received thirteen (N=13) applications (Fall 2014 (5) and Spring 2015 (7)). We were able to provide complete or partial support for the thirteen (N=13) applicants (\$2,330). The Post-graduate testing scholarship will help our protégés cover the costs of the GRE, RICA, CSET, and CSET 2 tests.

Graduate Entry Examination Guides. We purchased guides to prepare students for the graduate entry examinations. These guides are available at the library.

Groupon Offer. We purchased five (5) discounted GRE courses through Groupon. These were given to the first five (5) protégés who contacted the FMP.

Other ways in which we encourage students to receive more information about post-graduate education are by advertising the following forums and fairs:

- Southern California Forum for Diversity in Graduate Education.
- American Association of University Women National Virtual Graduate School Fair.

We also organize workshops on communication on the work place to help

students who are searching for jobs immediately after graduation. We offered two (2) workshops that were aimed separately at mentors and protégés as two (2) different audiences:

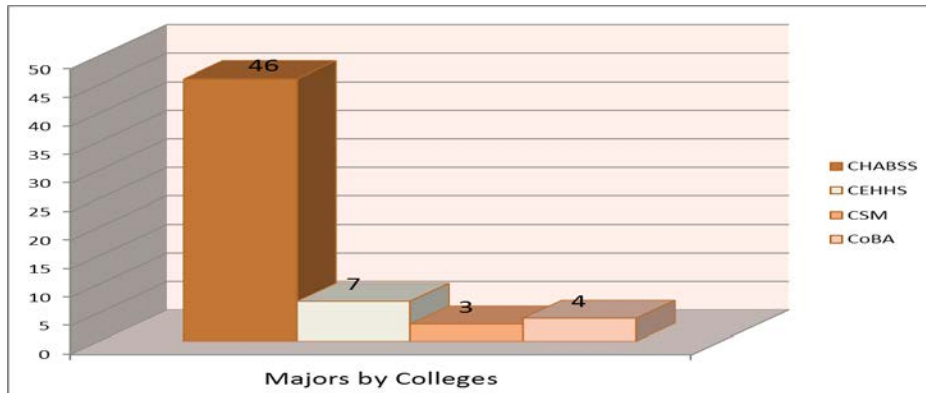
- **Universal Communicator in the Age of the Social Media. Webinar for mentors** led by an invited guest from George Mason University.
- **Universal Communicator in the Age of the Social Media. Webinar for students** led by an invited guest from George Mason University.

AWARDS

- Raffles for Campus Read Books Fall 2014
- Portfolios for Graduating Students for Fall 2014
- Diploma Frames for Graduating Students for Fall 2014 and Spring 2015
- Rental Regalia for Mentors (15)
- Purchased Cap & Gowns for Graduating Protégés (55)
- Certificate of Appreciation for Graduating Protégés
- CD with pictures for the 2015 Year End Celebration for Graduating Protégés

This Academic Year, The Faculty Mentoring Program (FMP) hosted its annual Year-End Graduation Celebration (Graduation) on May 1st, 2015. We celebrated the AY 2014-15 work of eighty-seven (N=87) faculty mentors who volunteered their time to cultivate one-on-one relationships with protégés. Our FMP mentors advised one hundred thirty-one (N=131) protégés for Fall and one hundred thirty-two protégés (N=132) for Spring. We are very proud that sixty (N=60) FMP protégés completed their undergraduate degrees at California State University San Marcos in May 2014 and they were part of the 2014 CSUSM Commencement Ceremonies. Thirty eight (N=38) protégés graduated with a single minor, eighteen (N=18) protégés graduated with a single major and a minor, four (N=2) protégés graduated with a double major plus a minor, two (N=2) protégés graduated with a double major.

Majors of FMP Graduated Protégés by Colleges AY 2014-2015



60 Protégés graduated this Academic Year: 14 Protégés in Fall 2014 and 46 Protégés in Spring 2015.

FMP ACCOMPLISHMENTS:

The retention and graduation rates of the FMP exceed those of the general campus.

We graduated a total of sixty (60) protégés, (47 in Spring & 13 in Fall semesters). Thirty-eight (38) protégés graduated with one major; eighteen (18) protégés graduated with one major & a minor; two (2) protégés graduated with a double major while two (2) protégés graduated with a double major & a minor. The graduating cohort was the highest number we ever had for Fall and Spring graduation.

The one-year retention rates of FMP students is 100% for first time freshmen by entry term from Fall 2013 (while for CSUSM is 82.3%) and 97.4% for transfer students from Fall 2013 (while for CSUSM is 85.8%) (Source: IPA).

FMP in the News! FMP is one of numerous programs and resources at CSUSM that plays an active role in retaining its first-generation students. This recognition was made by the best Colleges website, whose mission is to rank schools by majors, so students can make a smart college choice. Visit this link for the full article:

<http://www.thebestcolleges.org/the-best-colleges-for-first-generation-college-students/#california>

PROGRAM OPERATIONS

The Faculty Mentoring program is administered by Dr. Elisa Grant-Vallone, Director of the Faculty Center, in collaboration with Dr. Michelle Ramos Pelliccia, FMP Faculty Fellow and Ms. Sonia M. Pérez, Faculty Mentoring Program Coordinator.

CSU-San Marcos Faculty Mentoring Program has been operating with an extremely modest budget from state funds. This year the program received a state allocation (\$17,566): a course release for the FMP Faculty Fellow, allocation for student assistant, and allocation to cover all operating expenses and thirteen (N=13) Post-Grad-Test Scholarship for protégés: Jairo Leon (GRE for \$195); Laura Padilla (GRE for \$195); Jennifer Hernandez (GRE, CBT, CBEST for \$250); Cristina Perez (CBEST & CBT Sections: Reading, Math and Writing for \$204); Catarina Lara (CBT SubI, CSET, CBT SubII, RICA for \$412), Kimberly Palafox (GRE for \$195); Mia Donna Spin (GRE for \$195); Sara Salyer (GRE for \$195); Maria Lopez (GRE for \$195) and Leslie Camarillo (GRE for \$195).

DEMOGRAPHIC REPORT AY 2014-2015

| List of Mentors with Number of Protégés | | |
|--|------------------|--------------------|
| Semester | Fall 2014 | Spring 2015 |
| Total Mentors registered in the Program | 163 | 163 |
| Total FMP Protégés AY 2014-15 | 131 | 132 |
| Mentor with protégés AY 2014-15 | 75 | 83 |
| Mentors with one protégé | 35 | 44 |
| Mentors with two protégés | 26 | 30 |
| Mentors with three protégés | 12 | 7 |
| Mentors with four protégés | 2 | 2 |

| Total of Mentor by Colleges | | | |
|---|---|--|--|
| Colleges | Total of mentors affiliated to FMP | Fall 2014 Mentors with protégés | Spring 2015 Mentors with protégés |
| College of Humanities, Arts, Behavioral & Sciences (CHABSS) | 96 | 60 | 62 |
| College of Business Administration (CoBA) | 20 | 5 | 4 |
| College of Education, Health, and Human Services (CoEHHS) | 27 | 11 | 10 |
| College of Science and Mathematics | 17 | 6 | 7 |
| Library | 3 | 0 | 0 |
| Total | 163 | 75 | 83 |

| Student Information | | |
|----------------------------|------------------|--------------------|
| Semester | Fall 2014 | Spring 2015 |
| Graduated protégés | 13 | 47 |

Student Information AY 2014- 2015

These numbers include all protégés who participated in the program in the academic year (active, inactive and graduated)

Female = 129 Male = 32 Total = 161 Students

Veterans = 4 Disabled = 9 First Generation = 127 Non-First Generation = 20

Undeclared Generation = 14

Marital Status: Single = 125 Married = 23 Divorced = 11 Widowed = 0

Undeclared Status = 1

Employed while at CSUSM = 96 Unemployed while at CSUSM =62 Undeclared = 2

Ethnic Background:

Undeclared = 36

African American = 6

African American/ Latina =1

Asian = 2

Asian/Middle Eastern = 2

Asian/Caucasian = 1

Bulgarian =1

Caucasian = 13

European = 1

Filipino = 3

Hispanic/Latino = 86

Native American = 1

Multi-racial = 6

Total Protégés pursuing Majors and Minors from different Colleges:

Majors Fall 2014:

College of Humanities, Arts, Behavioral and Social Sciences:

| | |
|----------------------------|----|
| Arts and Technology | 0 |
| Anthropology | 3 |
| Communication | 12 |
| Criminology | 7 |
| Economics | 2 |
| Global Studies | 0 |
| History | 5 |
| Liberal Studies | 10 |
| Literature & Writing | 5 |
| Mass Media | 2 |
| Modern Language Studies | 0 |
| Philosophy | 0 |
| Political Science | 5 |
| Psychology | 14 |
| Sociology | 17 |
| Spanish | 4 |
| Visual and Performing Arts | 2 |
| Women's Studies | 2 |

Total CHABSS 90

College of Education, Health and Human Services:

| | |
|-------------------|----|
| Education | |
| Human Development | 12 |
| Kinesiology | 3 |
| Nursing | 2 |

Total CEHHS 17

College of Science and Mathematics

| | |
|----------------------------|---|
| Biology | 1 |
| Biological Sciences | 3 |
| Biochemistry | 1 |
| Biotechnology | 3 |
| Chemistry and Biochemistry | 3 |
| Computer Science | 1 |

| | |
|-------------|---|
| Mathematics | 2 |
| Physics | 0 |

| | |
|-----------|----|
| Total CSM | 14 |
|-----------|----|

College of Business Administration

| | |
|-------------------------------|---|
| Business Accounting | 3 |
| Business Administration | 4 |
| Business Management | 2 |
| Business Marketing | 0 |
| Finance | 0 |
| Global Business | 1 |
| Management Information System | 0 |
| Pre-Business | 0 |

| | |
|------------|----|
| Total CoBA | 10 |
|------------|----|

Minor Fall 2014:

College of Humanities, Arts, Behavioral and Social Sciences

| | |
|-------------------------------|----|
| Anthropology | 0 |
| Counseling | 2 |
| Communication | 2 |
| Criminology & Justice Studies | 1 |
| Dance | 1 |
| Economics | 0 |
| Ethnic Studies | 1 |
| History | 1 |
| Global Studies | 2 |
| Linguistics | 1 |
| Literature & Writing | 0 |
| Modern Languages Studies | 0 |
| Philosophy | 2 |
| Political Science | 1 |
| Psychology | 4 |
| Sociology | 8 |
| Spanish | 14 |
| Visual and Performing Arts | 0 |
| Women's Studies | 2 |

| | |
|--------------|----|
| Total CHABSS | 42 |
|--------------|----|

College of Education, Health and Human Services

Education 0

Total CEHHS 0

College of Science and Mathematics

Biological Sciences 1
Biotechnology 0
Chemistry and Biochemistry 0
Computer Science and Information Systems 0
Mathematics 0
Physics 0

Total CSM 1

College of Business Administration

Accounting 0
Business 2
Business Administration 2
Finance 0

Total CoBA 4

Number of students who wish to pursue only **bachelor's degree**: 57
Number of students who wish to pursue a **teaching credential**: 8
Number of students who wish to pursue a **master's degree**: 16
Number of students who wish to pursue a **doctorate degree**: 11

Students involved in different programs:

Number of ACE Students 0
Number of CAMP students: 0
Number of EOP students: 40
Number of DSS students: 5
Number of SSS students: 12
Number of Sports students: 1
Number of TRIO students: 1
Financial Aid Recipients: 98
Those who do not received Financial Aid: 28
Undeclared 5

Majors Spring 2015:**College of Humanities, Arts, Behavioral and Social Sciences:**

| | |
|----------------------------|----|
| Arts and Technology | 1 |
| Anthropology | 3 |
| Communication | 14 |
| Criminology | 9 |
| Economics | 2 |
| Global Studies | 2 |
| History | 3 |
| Liberal Studies | 6 |
| Literature & Writing | 6 |
| Mass Media | 2 |
| Modern Language Studies | 2 |
| Philosophy | 0 |
| Political Science | 3 |
| Psychology | 17 |
| Sociology | 15 |
| Spanish | 4 |
| Visual and Performing Arts | 3 |
| Women's Studies | 1 |

| | |
|--------------|----|
| Total CHABSS | 93 |
|--------------|----|

College of Education, Health and Human Services:

| | |
|-------------------|----|
| Education | 0 |
| Human Development | 14 |
| Kinesiology | 2 |
| Nursing | 2 |

| | |
|--------------|----|
| Total CoEHHS | 18 |
|--------------|----|

College of Science and Mathematics

| | |
|----------------------------|---|
| Biological Sciences | 4 |
| Biochemistry | 2 |
| Biotechnology | 2 |
| Chemistry and Biochemistry | 4 |
| Mathematics | 1 |
| Physics | 0 |

| | |
|-----------|----|
| Total CSM | 13 |
|-----------|----|

College of Business Administration

| | |
|-------------------------------|---|
| Business | 0 |
| Business Accounting | 3 |
| Business Administration | 4 |
| Business Management | 1 |
| Business Marketing | 0 |
| Finance | 0 |
| Global Business | 1 |
| Management Information System | 0 |
| Pre-Business | 0 |

| | |
|------------|---|
| Total CoBA | 9 |
|------------|---|

Minor Spring 2015:

College of Humanities, Arts, Behavioral and Social Sciences

| | |
|-------------------------------|----|
| Anthropology | 0 |
| Cognitive Studies | 1 |
| Counseling | 2 |
| Communication | 2 |
| Criminology & Justice Studies | 1 |
| Economics | 0 |
| Ethnic Studies | 0 |
| History | 1 |
| Film Studies | 1 |
| Global Studies | 1 |
| Linguistics | 1 |
| Literature & Writing | 0 |
| Modern Languages Studies | 0 |
| Philosophy | 1 |
| Political Science | 1 |
| Psychology | 3 |
| Sociology | 9 |
| Spanish | 13 |
| Visual and Performing Arts | 1 |
| Women's Studies | 1 |

| | |
|--------------|----|
| Total CHABSS | 39 |
|--------------|----|

College of Education, Health and Human Services

Education 0

Total CoEHHS 0

College of Science and Mathematics

Biological Sciences 1
Biotechnology 0
Chemistry and Biochemistry 0
Computer Science and Information Systems 2
Mathematics 0
Physics 0

Total CSM 3

College of Business Administration

Accounting 0
Business 1
Business Administration 3
Finance 0

Total CoBA 4

Number of students who wish to pursue only **bachelor's degree:** 57

Number of students who wish to pursue a **teaching credential:** 8

Number of students who wish to pursue a **master's degree:** 16

Number of students who wish to pursue a **doctorate degree:** 11

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Undeclared 7

