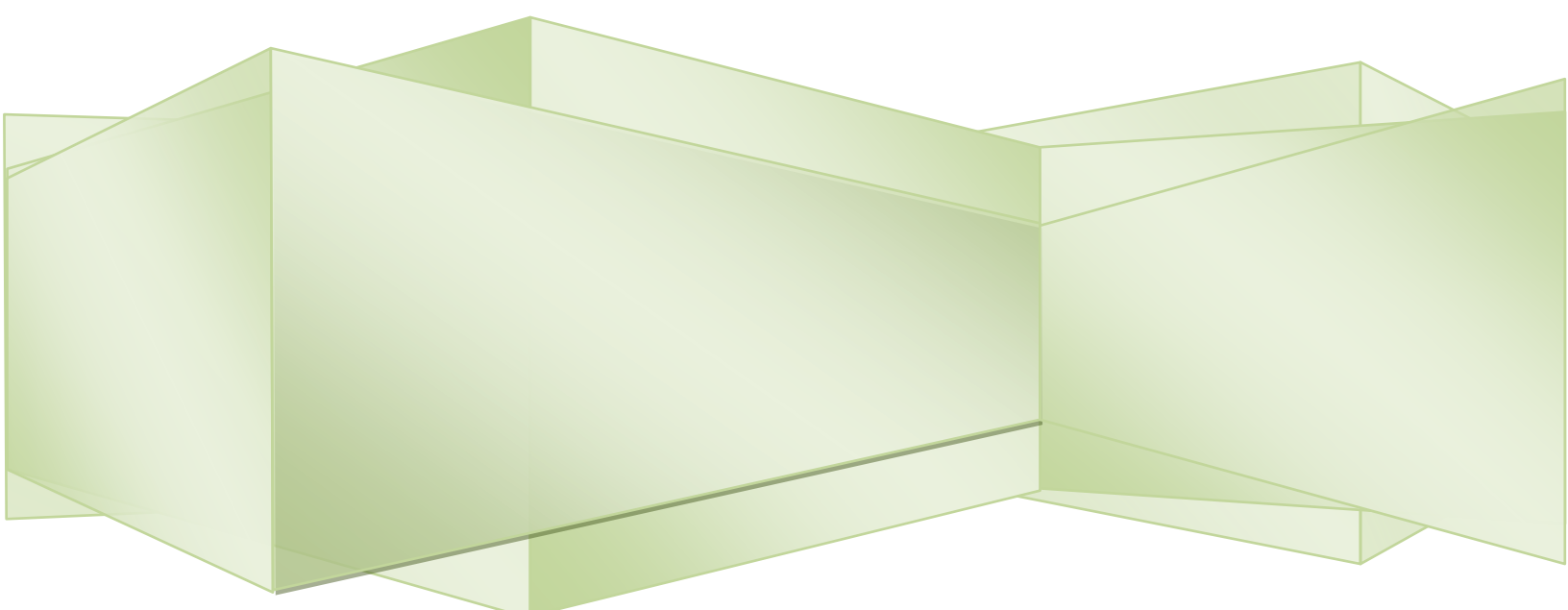


# Faculty Mentoring Program

Annual Report 2015 -2016



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## INTRODUCTION

The purpose of the Faculty Mentoring Program (FMP) 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. Hence, the FMP is a campus program that exemplifies the mission of California State University San Marcos, which aims to reduce the alienation students may experience within the university setting by matching them to a volunteer faculty member in their discipline to receive individual mentoring throughout their stay at CSUSM. 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 first generation and/or economic disadvantage junior and/or senior students who are at risk of not completing their goal of graduation from California State University San Marcos in a one-on-one mentoring relationship with a faculty member to increase the students' retention rates.

**Enrollment.** This Academic Year, we served a total of one hundred and sixty-one (N=161) students in the academic year with the help of eighty-six (N=86) mentors for Fall and eighty-nine (N=89) for Spring. One hundred and two (N=102) are continuing protégés; the remaining twenty nine (N=29) were new protégés in spring. The program recruits faculty mentors from all the CSUSM's colleges (i.e., CSM, CEHHS, CHABSS, CoBA and Library). In AY 2015-16, there were one hundred-thirty-five mentors affiliated with the program (N=135).

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

**Matching Protégés with Mentors.** The Program Coordinator and the Faculty Fellow spend an average of five (5) business days per semester reading applications from new and waitlisted students, matching the protégés with mentors, contacting protégés and mentors. The difficult task of matching protégés with mentors takes place at the beginning of each semester. The problem that we face every semester is that we have a waiting list of students and the numbers of volunteer mentors are not sufficient to cover all needs.

## PROGRAM ACTIVITIES

**Orientations and Welcome Luncheons.** Our orientations continue to be held on the first six (6) weeks of the Fall and Spring semesters, immediately after the protégés are matched with their mentors. These luncheons 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 and Ice Cream Socials.** We held two (2) Coffee Cookie Klatches and two (2) Ice Cream Socials during the AY. These informal meetings provide the protégés the opportunity to meet with their own mentors, other FMP students, as well as other FMP mentors, the Program Coordinator and the FMP 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 continues with the same resources at years past, providing students with guidance on the different paths they can take once they graduate from CSUSM. Each semester we held these workshops:

**Pathways after graduation.** This workshop was comprised by five (5) panelists representing the Graduate School, the College of Business Administration, the College of Education, Health and Human Services, as well as one graduate student who is a former FMP protégé. We also include a discussion of topics such as scholarships, financial aid, etc.

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

**Job Interview Skills Workshop.** This workshop helps students develop the important skills job seekers are looking for when interviewing potential candidates.

**Résumé and Cover Letter Workshop.** This workshop will provide the information that students need to prepare a competitive résumé and cover letter. We encourage the students to bring their current résumé and their note-taking skills to acquire the knowledge they need to prepare these important job application documents, and give them a leg up as they work to land their next employment opportunity.

**Post-graduate Testing Scholarships.** We received eight (8) applications (four in Fall 2015 and four in Spring 2016). We were able to provide complete and/or partial support for the Post Grad Scholarship for seven (7) applicants (\$1,449). The Post-graduate testing scholarship will help our protégés cover the costs of the GRE, RICA, CSET, and the CSET tests.

**Southern California Forum for Diversity in Graduate Education.** Another way in which we encourage students to receive more information about post-graduate education is through the advertisement of this forum and fair every academic year.

### **AWARDS**

- Raffles for Campus Read Books Fall 2015
- Portfolios for Graduating Students for Fall 2015
- Diploma Frames for Graduating Students for Fall 2015 and Spring 2016
- Rental Regalia for Mentors (16)
- Purchased Cap & Gowns for Graduating Protégés (49)
- Certificate of Appreciation for Graduating Protégés
- CD with pictures for the 2016 Year End Celebration for Graduating Protégés

This Academic Year, the Faculty Mentoring Program (FMP) hosted its annual Year-End Graduation Celebration (Graduation) on May 6<sup>th</sup>, 2016. We celebrated the AY 2015-16 work of eighty-six (N=86) faculty mentors per semester who volunteered their time to cultivate one-on-one relationships with one hundred and thirty protégés (N=130) for Fall and one hundred and thirty one protégés (N=131) for Spring. We are very proud that fifty-two (N=52) FMP protégés completed their undergraduate degrees at California State University San Marcos in May 2016 and they were part of 2016 CSUSM Commencement Ceremonies. Thirty (N=30) out of the fifty-two (N=52) protégés graduated with a single major, four (N=4) protégés graduate with a double major, seventeen (N=17) protégés graduated with a single major plus a minor, and one (N=1) protégé graduated with a double major plus a minor.

### **FMP ACCOMPLISHMENTS:**

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

- This academic year fifty-two 52 protégés graduated (ten in the fall and forty-two in the spring).
- The one year retention rates of FMP students is 100% for first time freshmen by entry term from Fall 2014 (while for CSUSM is 80.5%) and 86.7% for transfer students from Fall 2014 (while for CSUSM is 84.7%) (Source: IPA).
- Over the last seven years, FMP first-time freshmen students in Fall 2009 showed a 90% retention rate and a 70% graduation rate (while CSUSM has a retention rate of: 55.5%, and a graduation rate of: 48.8%) (Source: IPA).
- This is evidence that participation in FMP increases the retention rates of upper-division students who are first-generation in their families to attend college and/or who are from financial need background(s).

One-Year Continuation\* Rates of CSUSM FMP (Faculty Mentoring Program) Transfer Students by Entry Term

	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014
	Entrants	Entrants	Entrants	Entrants	Entrants	Entrants
<b>Continuation Rate</b>	85.7	83.8	87.5	94.6	97.4	<b>86.7</b>
<b>Numbers</b>						
<b>Graduated</b>	0	0	0	0	1	0
<b>Enrolled</b>	48	31	35	53	74	52
<b>Not Enrolled</b>	8	6	5	3	2	8
<b>Total</b>	56	37	40	56	77	60

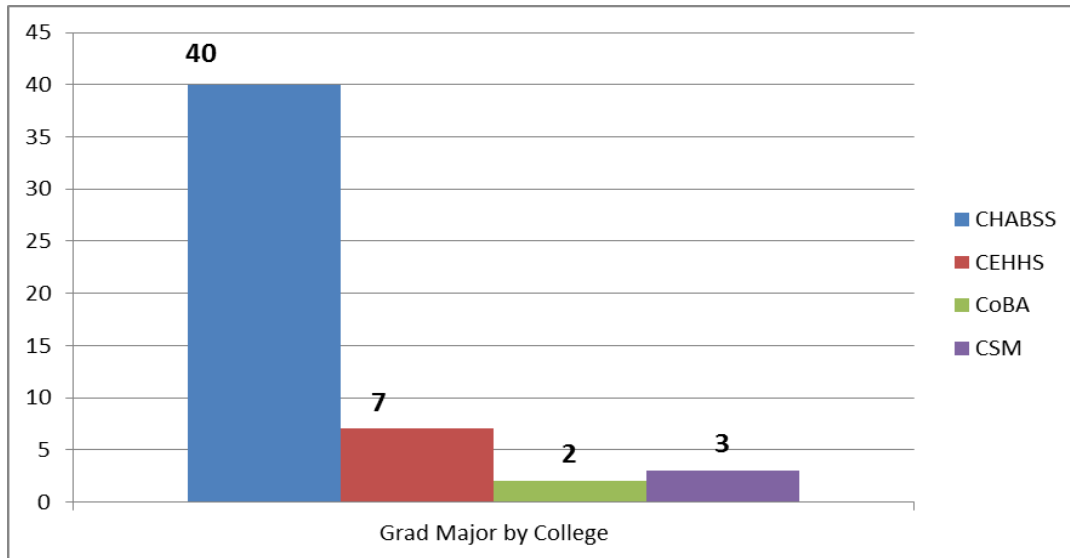
\* A one-year continuation rate shows the percentage of an entry cohort that is enrolled at the beginning of the third term after entry. Source: IP&A Retention Files & FMP-Provided Student Lists

Three-Year Continuation\* Rates of CSUSM FMP (Faculty Mentoring Program) Transfer Students by Entry Term

	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012
	Entrants	Entrants	Entrants	Entrants	Entrants	Entrants	Entrants
<b>Graduation Rate</b>	56.4	68.4	62.2	69.6	62.2	70.0	<b>53.6</b>
<b>Enrolled (7th term after entry)</b>	20.5	23.7	18.9	16.1	16.2	10.0	21.4
<b>Retention Rate</b>	76.9	92.1	81.1	85.7	78.4	80.0	<b>75.0</b>
<b>Numbers</b>							
<b>Graduated</b>	22	26	23	39	23	28	30
<b>Enrolled</b>	8	9	7	9	6	4	12
<b>Not Enrolled</b>	9	3	7	8	8	8	14
<b>Total</b>	39	38	37	56	37	40	56

\* A three-year transfer retention rate shows the percentage of an entry cohort that is enrolled or has graduated at the beginning of the 7th term after entry. Source: IP&A Retention Files & FMP-Provided Student Lists

## Majors of FMP Graduated Protégés by Colleges AY 2015/16



52 students graduated during Academic Year 2015/16.

## PROGRAM OPERATIONS

The Faculty Mentoring program is administered by Dr. Elisa Grant-Vallone, Director of the Faculty Center, in collaboration with Dr. Michelle Ramos-Pellicia, FMP Faculty Fellow and Sonia M. Pérez, Faculty Mentoring Program Coordinator. This Spring 2016, the Faculty Center Advisor Committee (FCAC) carefully reviewed several applications and decided to renew the contract for Dr. Ramos Pellicia as FMP Faculty Fellow (Fall 2016 –Spring 2018) from two of applicants. Dr. Ramos Pellicia accepted to lead the program until Spring 2018.

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 for a course release for the FMP Faculty Fellow, an allocation for a student assistant, and an allocation to cover all operating expenses and seven (7) Post Graduate Test Scholarships for protégés: Guadalupe Marcial (GRE for \$195); Catarina Lara (CSET, for \$99); Jacqueline Garcia (CBEST & CSET for \$201); Sara Salyer (CSET and RICA for \$369); Filiberto Lopez Barron (GRE for \$195); Sonia Vasquez (GRE for \$195); and Christopher Melendrez (GRE for \$195).

## DEMOGRAPHIC REPORT AY 2015-2016

List of Mentors with Number of Protégés		
Semester	Fall 2015	Spring 2016
<b>Total Mentors registered in the Program</b>	135	135
<b>Total FMP Protégés AY 2015-16</b>	130	131
<b>Mentor with protégés AY 2015-16</b>	86	89
Mentors with one protégé	53	57
Mentors with two protégés	28	23
Mentors with three protégés	7	8
Mentors with four protégés	0	1

<b>Total of Mentor by Colleges</b>			
<b>Colleges</b>	<b>Total of mentors affiliated to FMP</b>	<b>Fall 2015 Mentors with protégés</b>	<b>Spring 2016 Mentors with protégés</b>
College of Humanities, Arts, Behavioral & Sciences (CHABSS)	85	57	53
College of Business Administration (CoBA)	7	4	5
College of Education, Health, and Human Services (CoEHHS)	27	18	22
College of Science and Mathematics	15	6	9
Library	1	1	0
<b>Total</b>	<b>135</b>	<b>86</b>	<b>89</b>

<b>Student Information</b>		
<b>Semester</b>	<b>Fall 2015</b>	<b>Spring 2016</b>
Graduated protégés	10	42

### **Student Information AY 2015- 2016**

These numbers include all protégés who participated in the program in AY 2015-2016 (active, inactive and graduated).

Female = 126 Male = 35 Total = 161 Students

Marital Status: Single = 122 Married = 29 Divorced = 10 Widowed = 0 Undeclared = 0

Employed while at CSUSM = 102 Unemployed while at CSUSM = 58 Undeclared = 1

Veterans	8
Disabled	20
Financial Aid Recipients:	128
Those who do not received Financial Aid:	31
Undeclared	2
First Generation	138
Not First Generation	15
Undeclared	8

### **Students involved in different programs**

Number of ACE Students	1
Number of CAMP students:	0
Number of EOP students:	39
Number of DSS students:	12
Number of SSS students:	13
Number of Sports students:	0
Number of TRIO students:	0

N/A	94	
Other	2	
Number of students who wish to pursue only <b>bachelor's degree</b> :		112
Number of students who wish to pursue a <b>teaching credential</b> :		16
Number of students who wish to pursue a <b>master's degree</b> :		33
Number of students who wish to pursue a <b>doctorate degree</b> :		11
N/A		47

**Total Protégés pursuing Majors and Minors from different Colleges AY2015/16:**

**Fall 2015 Majors:**

**College of Humanities, Arts, Behavioral and Social Sciences:**

Arts and Technology	1
Anthropology	2
Communication	11
Criminology	10
Environmental Studies	1
Economics	1
History	2
Liberal Studies	9
Literature & Writing	3
Mass Media	3
Modern Language Studies	0
Philosophy	0
Political Science	2
Psychology	16
Social Science	2
Sociology	19
Spanish	7
Visual and Performing Arts	2
Women's Studies	0

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Total CHABSS 91

**College of Education, Health and Human Services:**

Education	0
Human Development	18
Kinesiology	6
Nursing	4

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Total CEHHS 28



**College of Science and Mathematics**

Biological Sciences	4
Biochemistry	1
Biotechnology	1
Chemistry	3
Computer Science	0
Mathematics	1
Physics	0

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Total CSM	10
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**College of Business Administration**

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

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Total CoBA	8
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**Fall 2015 Minors:****College of Humanities, Arts, Behavioral and Social Sciences**

Anthropology	1
Cognitive Studies	2
Counseling	2
Communication	0
Criminology & Justice Studies	1
Economics	0
Ethnic Studies	1
History	1
Film Studies	1
Global Studies	1
Linguistics	2
Literature & Writing	0
Modern Languages Studies	0
Philosophy	0
Political Science	0

Psychology	2
Sociology	8
Social Work	2
Spanish	8
Visual and Performing Arts	0
Women's Studies	2

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Total CHABSS 34

### College of Education, Health and Human Services

Education	0
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Total CEHHS 0

### College of Science and Mathematics

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

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Total CSM 4

### College of Business Administration

Accounting	0
Business	1
Business Administration	0
Finance	0

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Total CoBA 1

Number of students who wish to pursue only <b>bachelor's degree</b> :	51
Number of students who wish to pursue a <b>teaching credential</b> :	13
Number of students who wish to pursue a <b>master's degree</b> :	15
Number of students who wish to pursue a <b>doctorate degree</b> :	9
N/A	31

**Spring 2016 Majors:****College of Humanities, Arts, Behavioral and Social Sciences:**

Arts and Technology	3
Anthropology	2
Communication	9
Criminology	8
Environmental Studies	1
Economics	1
History	3
Liberal Studies	7
Literature & Writing	1
Mass Media	3
Modern Language Studies	0
Philosophy	0
Political Science	2
Psychology	16
Sociology	17
French	1
Spanish	6
Visual and Performing Arts	3
Women's Studies	0

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Total CHABSS	83
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**College of Education, Health and Human Services:**

Education	0
Human Development	20
Kinesiology	8
Nursing	4

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Total CEHHS	34
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**College of Science and Mathematics**

Biological Sciences	4
Biotechnology	2
Biochemistry	1
Chemistry	3
Computer Science and Information Systems	1
Mathematics	1
Physics	2

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Total CSM	14
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## College of Business Administration

Accounting	
Business	1
Business Administration	3
Business Finance	1
Business Management	2
Business Marketing	2
Global Business	1

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Total CoBA	10
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## Spring 2016 Minor

### College of Humanities, Arts, Behavioral and Social Sciences

Anthropology	1
Art History	1
Cognitive Studies	2
Communication	0
Criminology & Justice Studies	1
Dance	1
Economics	0
Environmental Studies	0
Ethnic Studies	1
History	0
Film Studies	0
Global Studies	1
Liberal Studies	0
Linguistics	2
Literature Writing	0
Mass Media	0
Medical Anthropology	0
Modern Languages Studies	0
Philosophy	0
Political Science	0
Psychology	5
Sociology	8
Social Sciences	1
Spanish	11
Video Production	1
Visual and Performing Arts	0
Women's Studies	3

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Total CHABSS	39
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College of Education, Health and Human Services

Education

Human Development	1
Social Work	1
Kinesiology	0

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Total CEHHS 2

College of Science and Mathematics

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

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Total CSM 3

College of Business Administration

Accounting	0
Business	0
Business Administration	2
Business Finance	0
Business Management	0
Business Marketing	0
Global Business	0

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Total CoBA 2