

# Faculty Mentoring Program

## Annual Report 2012 -2013



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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 mentor 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.

In the 2012-13 academic year, the Faculty Mentoring Program served one hundred and nine (N=109) 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 all the CSUSM's colleges (i.e., CSM, CoEHHS, CHABSS, CoBA and Library). In AY 2012-13, there were one hundred and fifty-two mentors affiliated with the program (N=152).

## PROGRAM ACTIVITIES

The Faculty Mentoring Program hosted a range of group activities that gather individual protégés with mentors to grow their relationship and motivate protégés toward success: Orientation & Welcome Lunch for fall and spring, Coffee Cookie Klatches, workshops and conference opportunities, cultural events throughout the year (attendance ranged from 5-59 protégés and faculty members at each event. In addition, FMP held two major events, one in the fall: the Holiday Dialogue Gathering and Graduation (43 mentors and protégés attended), and another one in the spring: the Year End Celebration (90 mentors, protégés and their families attended). 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 12
- FMP Orientation & Welcome Lunch ~Spring 13
- The Coffee Cookie Klatch ~ March 13, April 16, October 10 & November 13
- Fall Graduation & Holiday Gathering ~ Fall 2012
- Cultural events:
  - At the California Center for the Arts in Escondido- Spring 2013.
    - 🎨 An Irish Hooley with Slugger O' Toole – March 15, 2013
  - At CSUSM - Arts and Lectures series - Fall 2012 and Spring 2013
    - 🎨 Arts and Lectures series offered free event tickets for students, but not for mentors. Therefore, FMP purchased 30 some tickets for mentors for the events on Feb 26, Mar 22, Apr 15, Oct 11, Oct 16, Oct 18, Nov 6, Nov 14 and Nov 19.
- 2013 Year End Celebration ~ Spring 2013
- End of Semester Survival Kits Fall 2012 and Spring 2013

### Workshops

- Pre-Doctoral Workshop ~ Fall 2012
- Graduate Studies Workshop ~Spring 2013

### Post Grad Test Scholarship

- Fall 2012: FMP Post Grad Test Scholarship: We were able to provide 9 scholarships to pay for post-graduate test registration fees (i.e. GRE, LSAT, CBEST, etc). We used \$895 from the state funds to support 4 protégés and, from UARSC funds, \$900 to support 5 protégés.

### Conferences

- 2012 UCSD Edge: Recruitment Day on October 19, 2012, at UC San Diego.
- 2013 Southern California Forum for Diversity in Graduate Education hosted at University of California, Irvine on Saturday, April 27, 2013.

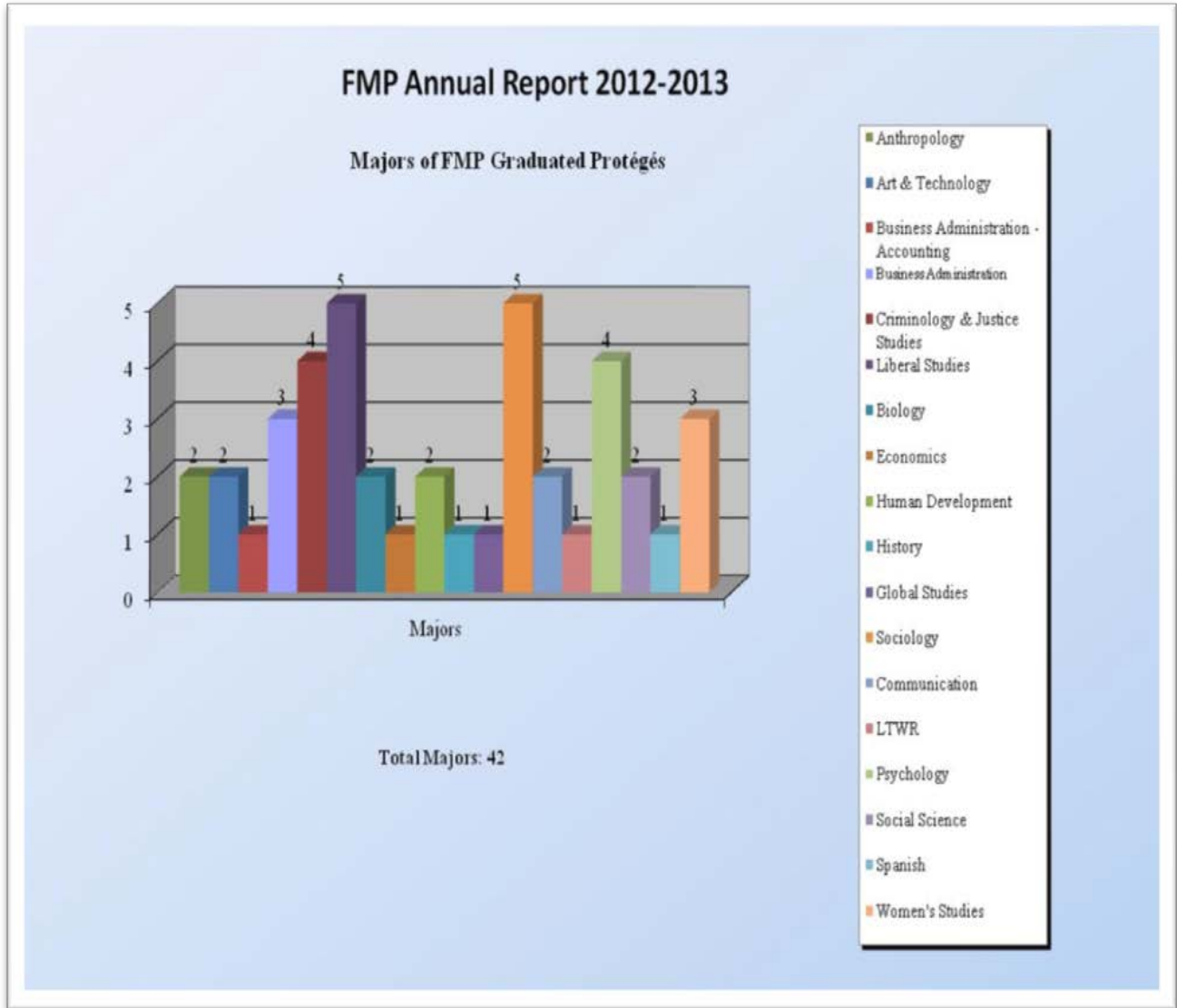
### Awards

- Raffles for Campus Read Books Fall 2012
- Portfolios for Graduating Students for Fall 2012
- Diploma Frames for Graduating Students for Fall 2012 and Spring 2013
- Rental Regalia for Mentors (14)
- Purchased Cap & Gowns for Graduating Protégés (36)
- Certificate of Appreciation for Graduating Protégés
- CD with pictures for the 2013 Year End Celebration for Graduating Protégés

On May 3, 2013, the Faculty Mentoring Program (FMP) hosted its annual Year-End Graduation Celebration. Overall, this event celebrated the work of sixty-nine faculty mentors

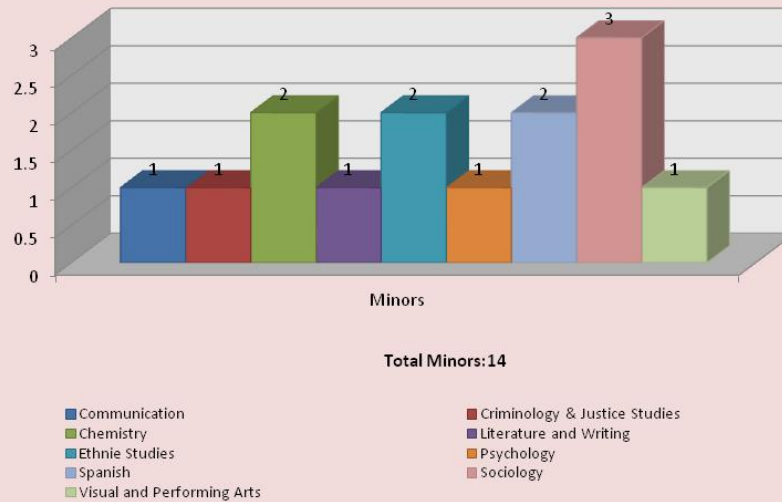
who volunteered their time to cultivate one-on-one relationships with one hundred and nine protégés (N=109). We are very proud that thirty-nine (N=39) FMP protégés completed their undergraduate degrees at California State University San Marcos in May 2013. Twenty-three (N=23) out of the thirty eight (N=38) protégés graduated with a single major, twelve (N=12) protégés graduated with a single major plus a minor, four (N=4) protégés achieved double majors, and one (N=1) protégé achieved a major plus a double minor.

**Majors and Minors of FMP Graduated Protégés AY 2012-2013**



## FMP Annual Report 2012-2013

Minors earned for FMP Graduated Proteges



### FMP ACCOMPLISHMENT:

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

- This academic year 39 protégés graduated (7 fall-grad and 32 spring-grad).
- The one-year retention rates of FMP students is 100% for first time freshmen by entry term from Fall 2010 (while for CSUSM is 80.6%) and 85.7% for transfer students from Fall 2011 (while for CSUSM is 85.2%) (Source: IPA).
- The three-year retention of FMP transfer students from Fall 2009 is: 83%, and the graduation rate is: 67.9% (while CSUSM has a retention rate of: 74%, and a graduation rate of: 55%) (Source: IPA).
- Over six-years, the retention rates of FMP first-time freshmen students from Fall 2006 show an 80% rate for retention and graduation (while CSUSM has a retention rate of: 47.2%, and a graduation rate of: 42.1%) (Source: IPA).

- This is evidence that participation in FMP increases the retention rates of upper-division students who come from a first-generation college and/or families with financial need background(s).

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, which mission is to rank schools by majors, so students can make a smart college choice. Visit this link for 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. Shana Bass, FMP Faculty Fellow for the Fall Semester and Dr. Michelle Ramos-Pellicia, FMP Faculty Fellow for the Spring Semester and Ms. Sonia M. Pérez, 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) accepted the resignation of Dr. Shana Bass at the end of Fall 2012 and offered to Dr. Michelle Ramos-Pellicia the Faculty Fellow position for Spring 2013 through Spring 2015, which she accepted. This commitment takes on the 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, execution, and coordination.

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 (\$19,000): a course release for the FMP Faculty Fellow, allocation for student assistant, and allocation to cover all operating expenses and 4 Post-Grad-Test Scholarship for protégés (Haley Duvel, Tiffany Tran, Karla Medina-Trujillo, and Crystal Villalobos).

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 2012-2013.

However, as a suggestion from UARSC, we create a new account 86604 to deposit any donations to the program and transfer all funds from 81202 into 86604. Also, the program is receiving an anonymous payroll donation every month for \$40 since January 2013. The account 86604 helped the program to support 5 Post-Grad-Test Scholarship for protégés in the amount of \$900 (Nathaly Dominguez, Alma Martinez, Charlene Nguyen, Tatiana Pluma and Carla Zeballos). The rest of this grant will help the FMP to sponsor more activities for next academic year.

## **DEMOGRAPHIC REPORT AY 2012-2013**

### **Fall 2012**

FMP had one hundred and fifty one (N=151) mentors registered; sixty nine (N=69) of them had at least one protégé.

FMP had one hundred-one (N=101) protégés matched with mentors.

Mentors were matched with a minimum of one (N=1) or a maximum of three (N=3) protégés.

At the end of the fall semester, seven (N=7) students graduated

### **Spring 2013**

FMP had one hundred and fifty-two (N=152) mentors registered; sixty seven (N=67) of them had at least one protégé.

FMP had one hundred and two (N=102) 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 spring semester, thirty-two (N=32) students graduated.

<b>List of Mentors with Number of Protégés</b>		
<b>Semester</b>	<b>Fall 2012</b>	<b>Spring 2013</b>
<b>Total Mentors registered in the Program</b>	<b>151</b>	<b>152</b>
<b>Total FMP Protégés</b>	<b>101</b>	<b>102</b>
Mentor with protégés	69	67
Mentors with one protégé	41	41
Mentors with two protégés	16	19
Mentors with three protégés	12	5
Mentors with four protégés	0	2

### Total of Mentor by Colleges

Colleges	Total of mentors affiliated to FMP	Fall 2012 Mentors with protégés	Spring 2013 Mentors with protégés
College of Humanities, Arts, Behavioral & Sciences (CHABSS)	85	45	46
College of Business Administration (CoBA)	25	7	7
College of Education, Health, and Human Services (CoEHHS)	23	7	7
College of Science and Mathematics	16	7	6
Library	3	1	1
<b>Total</b>	<b>152</b>	<b>69</b>	<b>67</b>

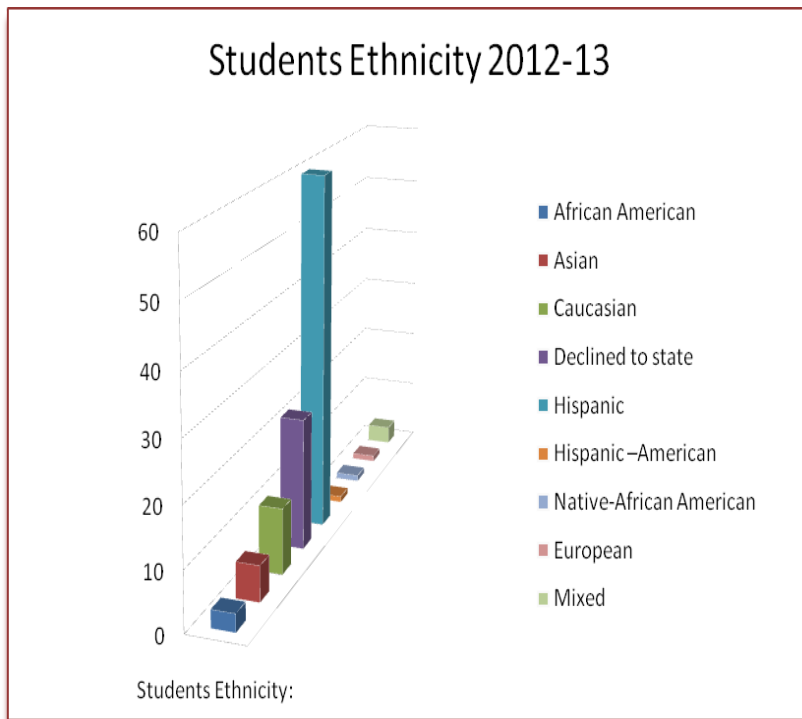
### Student Information

Semester	Fall 2012	Spring 2013
Graduated protégés	7	32

### Student Information AY 2012- 2013

Female = 78 Male = 31 Total = 109 Students

Veterans = 5 Disabled = 10 First Generation = 92 Multiple Generation = 17



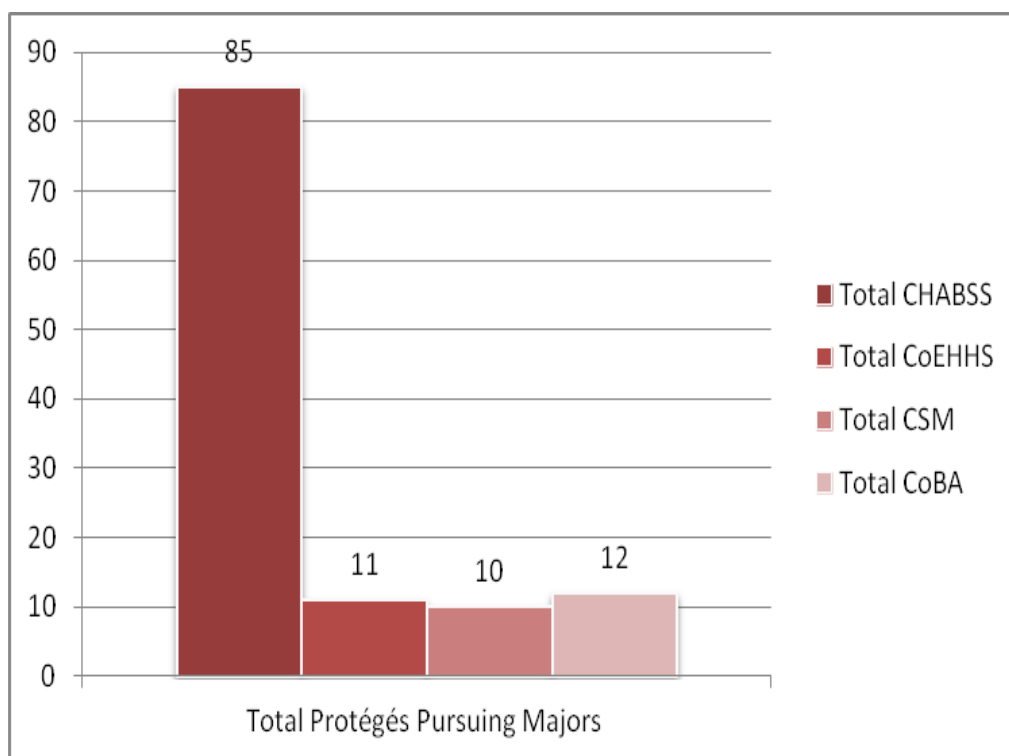
### Students Ethnicity:

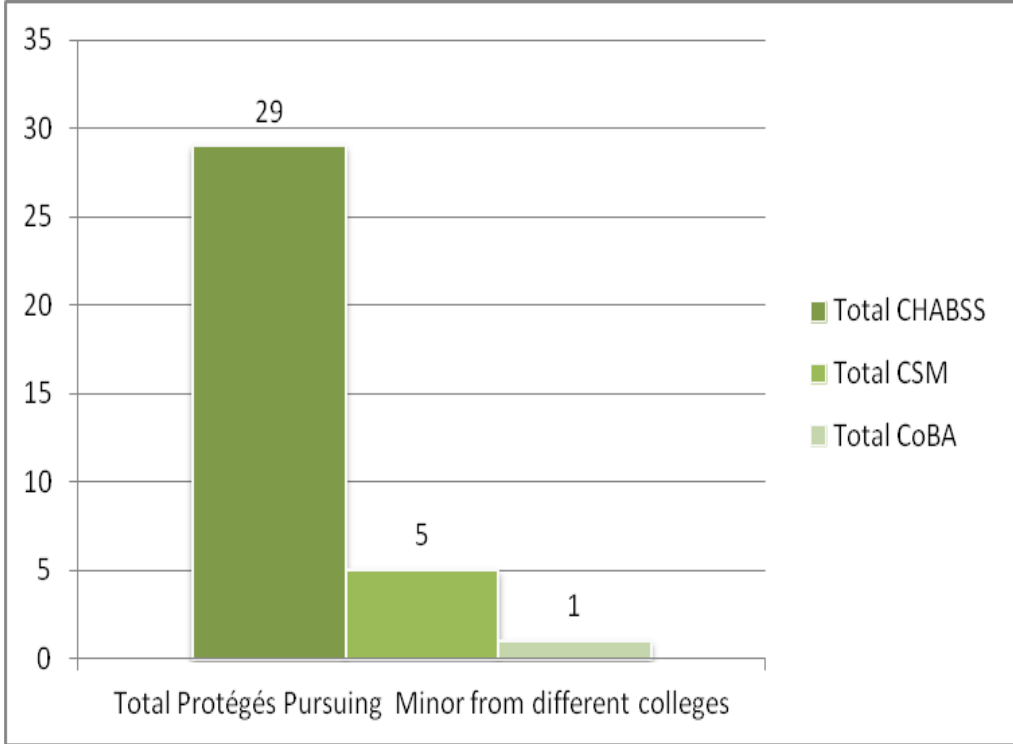
African American	3
Asian	6
Caucasian	11
Declined to state	22
Pacific Islander	0
Hispanic	60
Armenian	0
Hispanic – American	1
Native-African American	1
Native American - Hispanic	0
Native American	0
Jewish - American	0
European	1



Marital Status: Single = 80 Married = 23 Divorced = 6 Widowed = 0 Undeclared = 0  
Employed while at CSUSM = 59 Unemployed while at CSUSM = 47 Undeclared = 3

**Total Protégés pursuing Majors and Minors from different Colleges:**





**Majors:**

College of Humanities, Arts, Behavioral and Social Sciences

Arts and Technology	1
Anthropology	3
Communication	4
Criminology	8
Economics	2
Global Studies	1
History	6
Liberal Studies	12
Literature & Writing	4
Mass Media	2
Modern Language Studies	3
Philosophy	0
Political Science	5
Psychology	12
Sociology	16
Visual and Performing Arts	2
Women's Studies	4

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Total CHABSS 85

College of Education, Health and Human Services

Education	0
Human Development	8
Kinesiology	2
Nursing	1

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Total CoEHHS 11

College of Science and Mathematics

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

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Total CSM 10

College of Business Administration

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

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Total CoBA 12

**Minor:**

College of Humanities, Arts, Behavioral and Social Sciences

Anthropology	0
Cognitive Studies	1
Communication	2
Criminology & Justice Studies	2

Economics	0
Ethnic Studies	2
History	2
Film Studies	1
Modern Languages Studies	9
Philosophy	1
Political Science	1
Psychology	2
Sociology	5
Visual and Performing Arts	1
Women's Studies	0

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Total CHABSS	29
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College of Education, Health and Human Services

Education	0
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Total CoEHHS	0
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College of Science and Mathematics

Biological Sciences	3
Biotechnology	0
Chemistry and Biochemistry	1
Computer Science and Information Systems	0
Mathematics	1
Physics	0

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Total CSM	5
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College of Business Administration

Accounting	0
Business	0
Business Administration	1
Finance	0

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Total CoBA	1
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Number of students who wish to pursue only <b>bachelor's degree:</b>	55
Number of students who wish to pursue a <b>teaching credential:</b>	15

Number of students who wish to pursue a <b>master's degree</b> :	27
Number of students who wish to pursue a <b>doctorate degree</b> :	10

Students involved in different programs:

Number of ACE Students	1
Number of CAMP students:	2
Number of EOP students:	31
Number of DSS students:	7
Number of SSS students:	18
Number of Sports students:	1
Number of TRIO students:	0

Financial Aid Recipients:	74
Those who do not received Financial Aid:	35
Undeclared	0

**FMP Student Applications Received 2004-2013**

