

Faculty Mentoring Program

Annual Report 2013 -2014



Prepared by: **Dr. Michelle Ramos Pellicia and Ms. Sonia M. Pérez**

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 2013-14 academic year, the Faculty Mentoring Program served one hundred and thirty (N=130) upper-division (junior and senior) students: One hundred and twenty (N=120) in Fall and one hundred and twenty-four in Spring (N =124). 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 2013-14, there were one hundred and sixty-six mentors affiliated with the program (N=166).

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 (45 mentors and protégés who attended), and another one in the spring: the Year End Celebration (95 mentors, protégés and their relatives in attendance). 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 2013
- FMP Orientation & Welcome Lunch ~Spring 2014
- The Coffee Cookie Klatch ~ March 18, April 9, October 23, November 14
- Fall Graduation & Holiday Gathering ~ Fall 2013
- Cultural events:
 - At the California Center for the Arts in Escondido- Spring 2014.
 -  WOW First Wednesdays Free
 - At CSUSM - Arts and Lectures series - Fall 2013 and Spring 2014
 -  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.
- 2014 Year End Celebration ~ Spring 2014
- End of Semester Survival Kits Fall 2013 and Spring 2014

Workshops

- Pathway to Graduation ~ Fall 2013
- Pathway after Graduation ~Spring 2014
- Communication and Interview Skill ~Spring 2014

Post Grad Test Scholarship

- Fall 2013: 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 \$740 from the state funds to support 4 protégés and, from UARSC funds, \$839 to support 5 protégés.

Conferences

- 2014 Southern California Forum for Diversity in Graduate Education hosted at University of California, Cal Poly Pomona on Saturday, April 26, 2014.

Awards

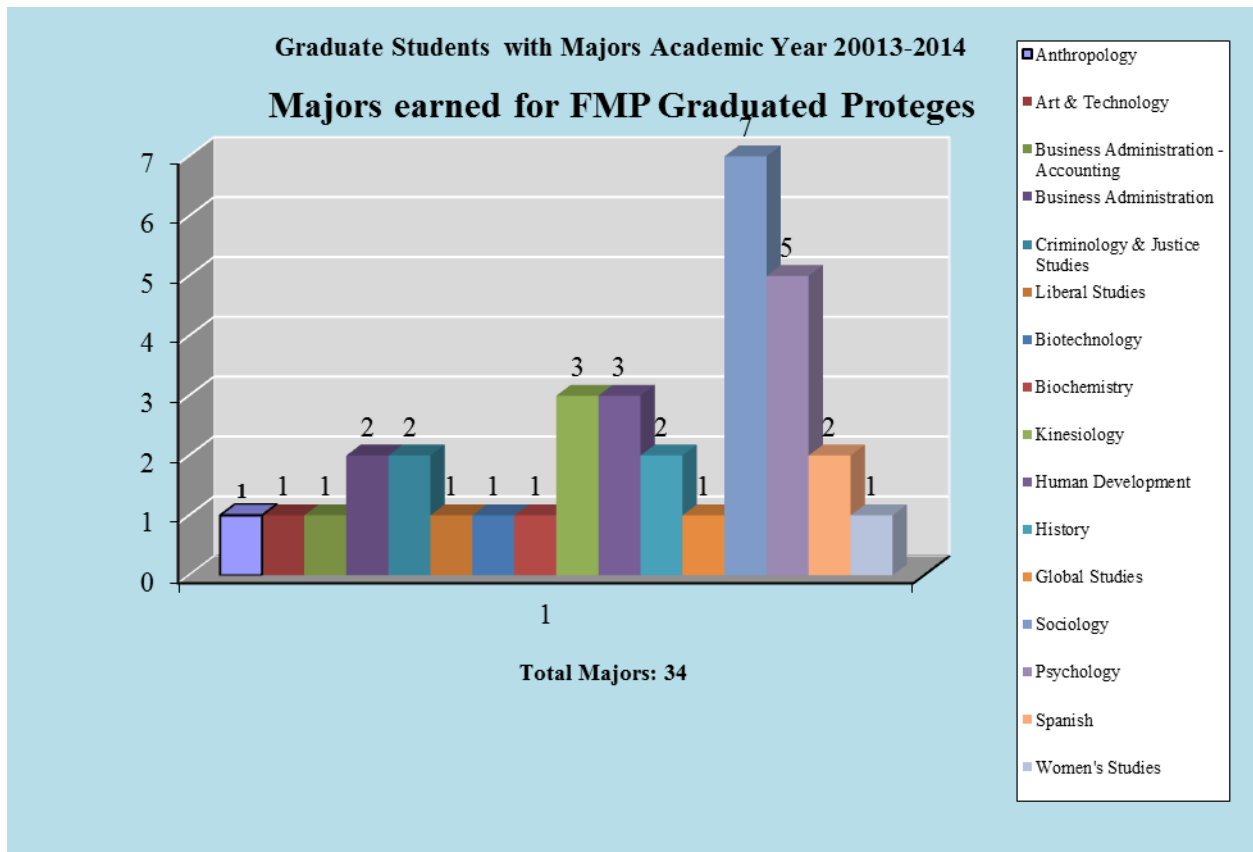
- Raffles for Campus Read Books Fall 2013
- Portfolios for Graduating Students for Fall 2013
- Diploma Frames for Graduating Students for Fall 2013 and Spring 2014
- Rental Regalia for Mentors (15)
- Purchased Cap & Gowns for Graduating Protégés (30)
- Certificate of Appreciation for Graduating Protégés
- CD with pictures for the 2014 Year End Celebration for Graduating Protégés

This Academic Year, The Faculty Mentoring Program (FMP) hosted its annual Year-End Graduation Celebration (Graduation) on May 2, 2014. We celebrated the AY 2013-14 work of seventy- two (N=72) faculty mentors per semester who volunteered their time to cultivate one-

on-one relationships with one hundred and thirty protégés (N=130). We are very proud that thirty-three (N=33) FMP protégés completed their undergraduate degrees at California State University San Marcos in May 2014 and they were part of 2014 CSUSM Commencement Ceremonies. Twenty-four (N=24) out of the thirty three (N=33) protégés graduated with a single major, seven (N=7) protégés graduated with a single major plus a minor, one (N=1) protégé achieved double majors, and one (N=1) protégé achieved a double major.

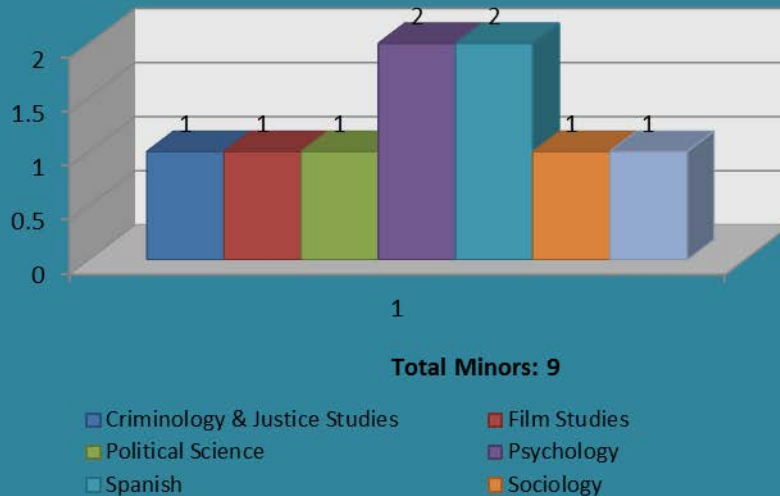
Majors and Minors of FMP Graduated Protégés AY 2013-2014

33 students graduated this Spring 2014, but one Student with double major.



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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 33 protégés graduated (3 fall-grad and 30 spring-grad).
- The one-year retention rates of FMP students is 100% for first time freshmen by entry term from Fall 2011 (while for CSUSM is 80.6%) and 93.9% for transfer students from Fall 2012 (while for CSUSM is 85.2%) (Source: IPA).
- The three-year retention of FMP transfer students from Fall 2011 is: 100%, and the graduation rate is: 100% (while CSUSM has a retention rate of: 72.74%, and a graduation rate of: 56.6%) (Source: IPA).
- Over six-years, the retention rates of FMP first-time freshmen students from Fall 2007 show an 80% rate for retention and graduation (while CSUSM has a retention rate of: 49.1%, and a graduation rate of: 43.5%) (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, 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. Administering this program is a fundamental part of the Faculty Center Director's job description. 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 (\$15,762): 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: Derrick Ocampo, Susan Arias Klenk, Laura Ojeda, and Lizbeth Reynoso (we paid with UARSC funds the scholarships for Valerie Zambrano, Carla Zeballos, Kristy Kay, Arianna Larragoitiy, and Derrick Ocampo).

Good News from the Faculty Mentoring Program! FMP received a donation for \$5,550 in March. This donation was made possible thanks to the hard work of Sonia Perez, FMP Coordinator and her husband, Luis Perez who applied for this opportunity through a company that has asked for its name to be withheld. This generosity allows FMP to continue to provide important events and services to our students for this academic year. Also, the program is

receiving an anonymous payroll donation every month for \$40 since January 2013. These donations will be used for the sole purpose of increasing our students' chances for success. Donations were deposited in UARSC account 86604.

DEMOGRAPHIC REPORT AY 2013-2014

Fall 2013

FMP had one hundred and sixty six (N=166) mentors registered; seventy two (N=72) of them had at least one protégé.

FMP had one hundred-twenty (N=120) 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, three (N=3) students graduated and three (N=3) students dropped the program.

Spring 2014

FMP had one hundred and sixty six (N=166) mentors registered; seventy two (N=72) of them had at least one protégé.

FMP had one hundred and twenty-four (N=124) 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 (N=30) students graduated.

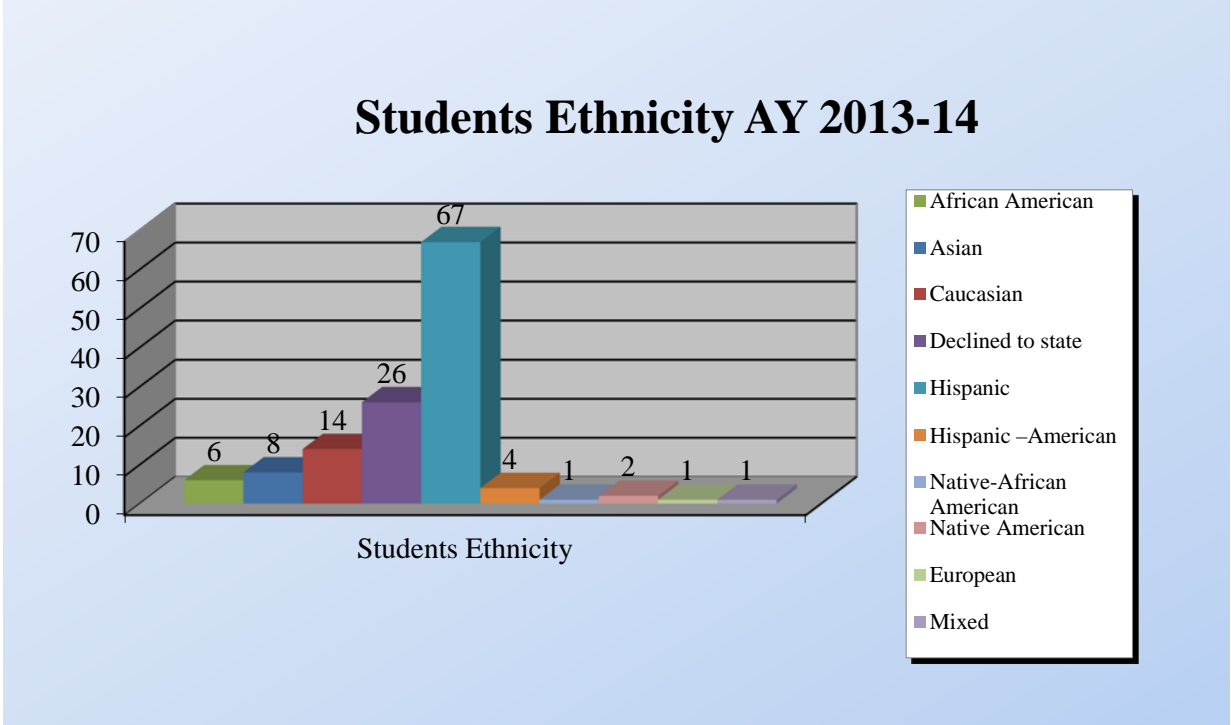
List of Mentors with Number of Protégés		
Semester	Fall 2013	Spring 2014
Total Mentors registered in the Program	166	166
Total FMP Protégés AY 2013-14	120	124
Mentor with protégés AY 2013-14	72	72
Mentors with one protégé	37	36
Mentors with two protégés	22	23
Mentors with three protégés	11	10
Mentors with four protégés	2	3

Total of Mentor by Colleges			
Colleges	Total of mentors affiliated to FMP	Fall 2013 Mentors with protégés	Spring 2014 Mentors with protégés
College of Humanities, Arts, Behavioral & Sciences (CHABSS)	99	48	49
College of Business Administration (CoBA)	21	8	7
College of Education, Health, and Human Services (CoEHHS)	25	9	10
College of Science and Mathematics	18	7	6
Library	3	0	0
Total	179	72	72

Student Information		
Semester	Fall 2013	Spring 2014
Graduated protégés	3	30

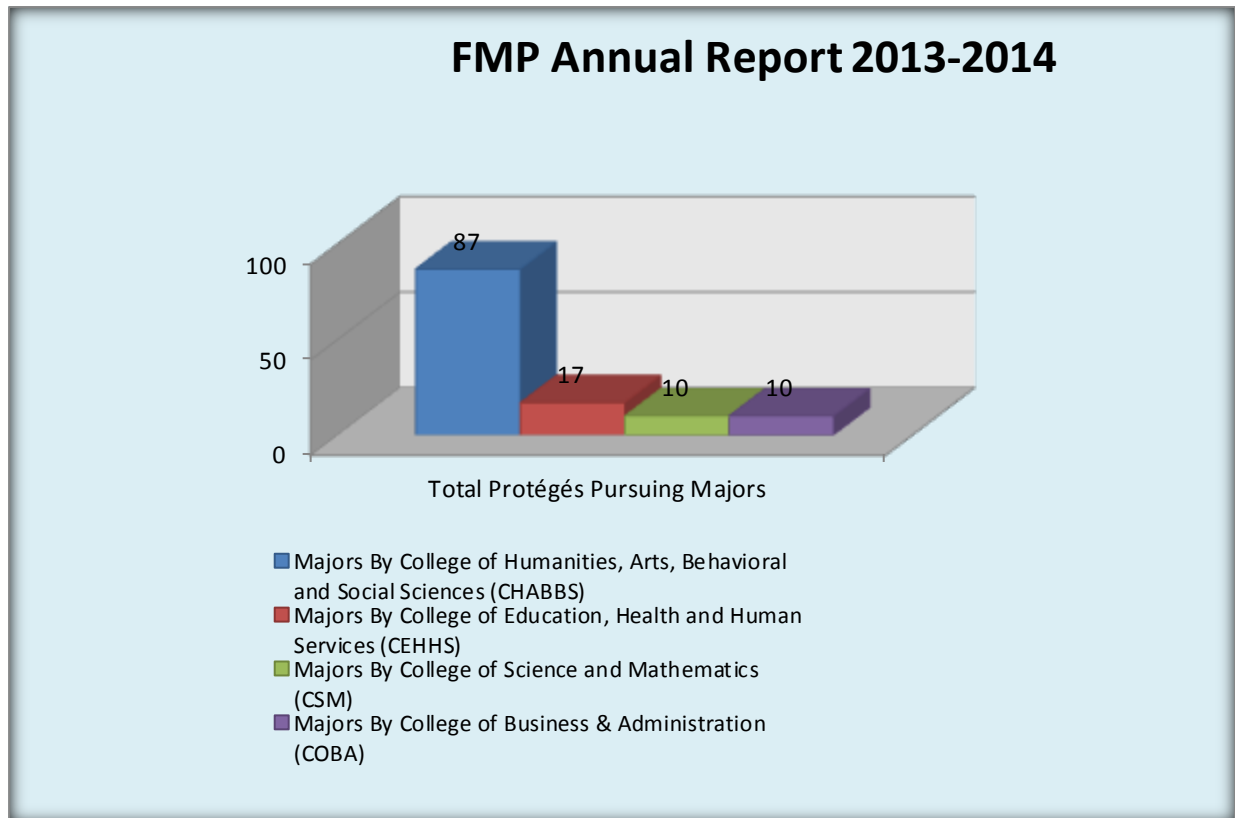
Student Information AY 2013- 2014

Female = 102 Male = 28 Total = 130 Students
 Veterans = 1 Disabled = 6 First Generation = 108 Multiple Generation = 22
 Marital Status: Single = 72 Married = 16 Divorced = 5 Widowed = 0 Undeclared = 37
 Employed while at CSUSM = 73 Unemployed while at CSUSM =56 Undeclared = 1



Total Protégés pursuing Majors and Minors from different Colleges:

Majors:



College of Humanities, Arts, Behavioral and Social Sciences

Arts and Technology	0
Anthropology	1
Communication	8
Criminology	8
Economics	1
Global Studies	2
History	7
Liberal Studies	9
Literature & Writing	5
Mass Media	1
Modern Language Studies	6
Philosophy	0
Political Science	4

Psychology	16
Sociology	16
Visual and Performing Arts	1
Women's Studies	2

Total CHABSS	87
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College of Education, Health and Human Services

Education	0
Human Development	11
Kinesiology	4
Nursing	2

Total CoEHHS	17
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College of Science and Mathematics

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

Total CSM	10
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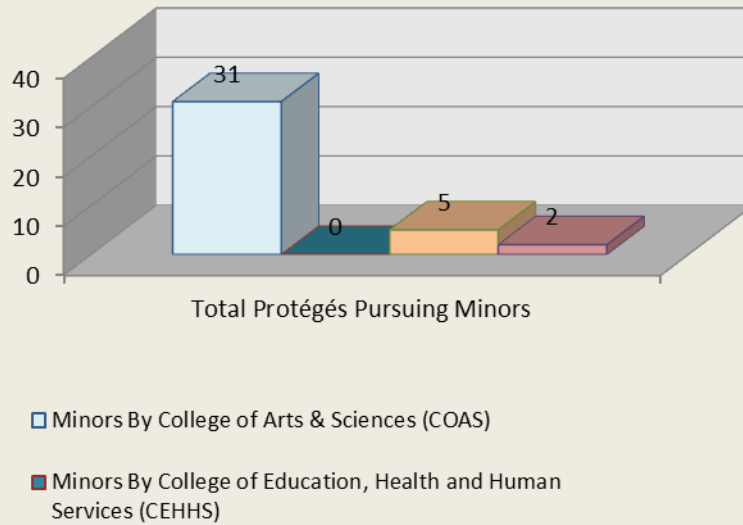
College of Business Administration

Business	1
Business Accounting	2
Business Administration	5
Business Management	1
Business Marketing	0
Finance	0
Global Business	1
Management Information System	0
Pre-Business	0

Total CoBA	10
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Minor:

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College of Humanities, Arts, Behavioral and Social Sciences

Anthropology	0
Cognitive Studies	1
Communication	1
Criminology & Justice Studies	3
Economics	0
Ethnic Studies	0
History	1
Film Studies	1
Linguistics	1
Literature&Writing	1
Modern Languages Studies	0
Philosophy	2
Political Science	2
Psychology	4
Sociology	3
Spanish	9
Visual and Performing Arts	1
Women's Studies	6

Total CHABSS	31
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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	2
Biotechnology	0
Chemistry and Biochemistry	1
Computer Science and Information Systems	1
Mathematics	1
Physics	0

Total CSM	5
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College of Business Administration

Accounting	0
Business	1
Business Administration	1
Finance	0

Total CoBA	2
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Number of students who wish to pursue only bachelor's degree :	73
Number of students who wish to pursue a teaching credential :	8
Number of students who wish to pursue a master's degree :	23
Number of students who wish to pursue a doctorate degree :	9

Students involved in different programs:

Number of ACE Students	0
Number of CAMP students:	0
Number of EOP students:	21
Number of DSS students:	4
Number of SSS students:	8
Number of Sports students:	1
Number of TRIO students:	1

Financial Aid Recipients:	61
Those who do not received Financial Aid:	33
Undeclared	3

FMP Student Applications Received 2005-2014

