

Faculty Mentoring Program

Annual Report 2011-2012



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SAN MARCOS

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 2011-12 academic year, the Faculty Mentoring Program served one hundred and fourteen (N=114) 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 Science and Mathematics (CSM), College of Education, Health, and Human Services (CoEHHS), College of Humanities, Arts, Behavioral and Social Sciences (CHABSS), College of Business Administration (CoBA) and Library and in 2011-12 there were one hundred and forty-two mentors affiliated with the program (N=142).

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 for fall and spring, 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 11
- FMP Orientation & Welcome Lunch ~Spring 12
- The Coffee Cookie Klatch ~ March 14, April 10, October 11 & November 9
- Fall Graduation & Holiday Gathering ~ Fall 2011
- Cultural events at the California Center for the Arts in Escondido Fall 2011 and Spring 2012.
 - An Irish Christmas ~ December 9, 2011
 - Orchestra Nova- “Masterpiece Hits: You Vote...We Play” ~ April 29, 2012
- End of Semester Survival Kits Fall 2011 and Spring 2012
- 2012 Year End Celebration ~ Spring 2012

Workshops

- Pre-Doctoral Workshop ~ Fall 2011
- Graduate Studies Workshop ~Spring 2012

Scholarship

- 5 scholarships were awarded to attend the 2012 UC Edge: Recruitment Day Symposium on May 2, 2012, at UC Irvine.

Post Grad Test Scholarship

- Fall 2010: 7 applicants /5 awarded on Spring 2012
Scholarships have been paid with stated funds and UARSC funds

Conferences

- 2012 UC Edge: Recruitment Day Symposium on May 2, 2012, at UC Irvine.
- 2012 Southern California Forum for Diversity in Graduate Education hosted at San Diego State University on Saturday, April 14, 2012.

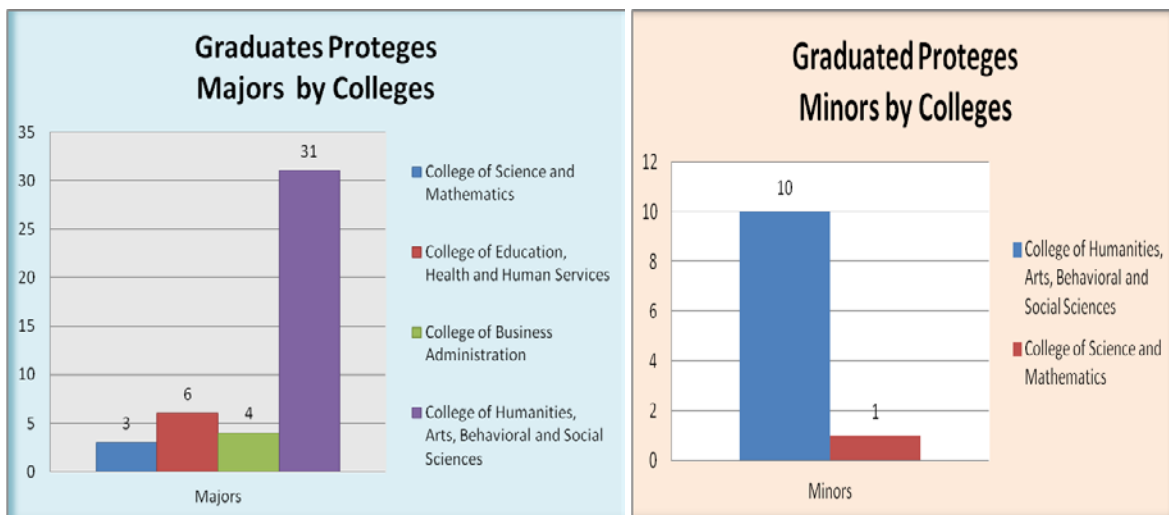
Awards

- Raffles for Campus Read Books Fall 2012
- Portfolios for Graduating Students for Fall 2011
- Diploma Frames for Graduating Students for Fall 2011 and Spring 2012
- Rental Regalia for Mentors (17)
- Purchased Cap & Gowns for Graduating Protégés (40)
- Certificate of Appreciation for Graduating Protégés
- CD with pictures for the 2012 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 (HSI) Grant. Our proposal was accepted for inclusion in both the CSUSM undergraduate and graduate level HSI grant proposals. Dr. Shana Bass, the Faculty Mentoring Program Faculty Fellow, worked on both CSUSM grant-writing teams throughout Spring and Summer 2011, and wrote our parts of both the undergraduate and graduate grant proposals as well as contributing to the larger application. When the call for the undergraduate HSI grant came in February 2012, Dr. Shana Bass worked with the grant-writing team writing and finalizing the proposal, narrative, and budget. The grant was submitted in March 2012, and an outcome is anticipated in Fall 2012. Our proposed projects in the submitted grant included strengthening and enhancing the training and enrichment parts of our program and creating a Protégé Peer Resource program where our student protégés are trained to mentor similarly situated second year students through panel presentations and mentoring circles. For the graduate level grant, which is still pending a formal call from the Department of Education, FMP proposes enhancement of support and resources for protégés applying to graduate school. Professor Bass continues to work with the CSUSM grant-writing teams on our proposal for this application.

On May 4, 2012, the Faculty Mentoring Program (FMP) hosted its annual Year-End Graduation Celebration. Overall, this event celebrated the work of sixty-eight faculty mentors who volunteered their time to cultivate one-on-one relationships with one hundred and ten protégés. We are very proud that forty-one (N=41) FMP protégés completed their undergraduate degrees at California State University San Marcos in May 2012. Twenty-eight (N=28) out of the forty-one (N=41) protégés graduated with a single major, eight (N=8) 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 2011-2012



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 2011 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 2009 and 83.3% for transfer students from fall 1991-Fall 2010 (Source: IPA).

PROGRAM OPERATIONS

The Faculty Mentoring program is administered by Dr. Elisa Grant-Vallone, Director of the Faculty Center, in collaboration with Dr. Shana Bass, the Faculty Mentoring Program Faculty Fellow and Sonia M. Perez, 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) extended an offer to Dr. Shana Bass to continue in the Faculty Fellow position for 2012-2013, which she accepted. . As a new part of this position, FCAC requested the participation of the FMP Faculty Fellow in monthly meetings for FCAC and Faculty Center "staff". 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 2011-2012.

This year we have used \$516 from this grant to award 3 students (Auriel Dice, Nga Vu, and Alexander Hoang) 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 2011-2012

Fall 2011

FMP had one hundred and eighteen (N=118) Mentors and sixty four (N=64) of them had at least one protégé.

FMP had one hundred-eleven (N=111) 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=5) students graduated

Spring 2012

FMP had one hundred and eighteen (N=118) Mentors and sixty six (N=66) of them had at least one protégé.

FMP had one hundred and nine (N=109) 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=36) students graduated.

List of Mentors with Number of Protégés		
Semester	Fall 2011	Spring 2012
Total FMP Mentors	141	142
Total FMP Protégés	111	109
Mentor with protégés	64	66
Mentors with one protégé	29	33
Mentors with two protégés	25	25
Mentors with three protégés	8	7
Mentors with four protégés	2	1

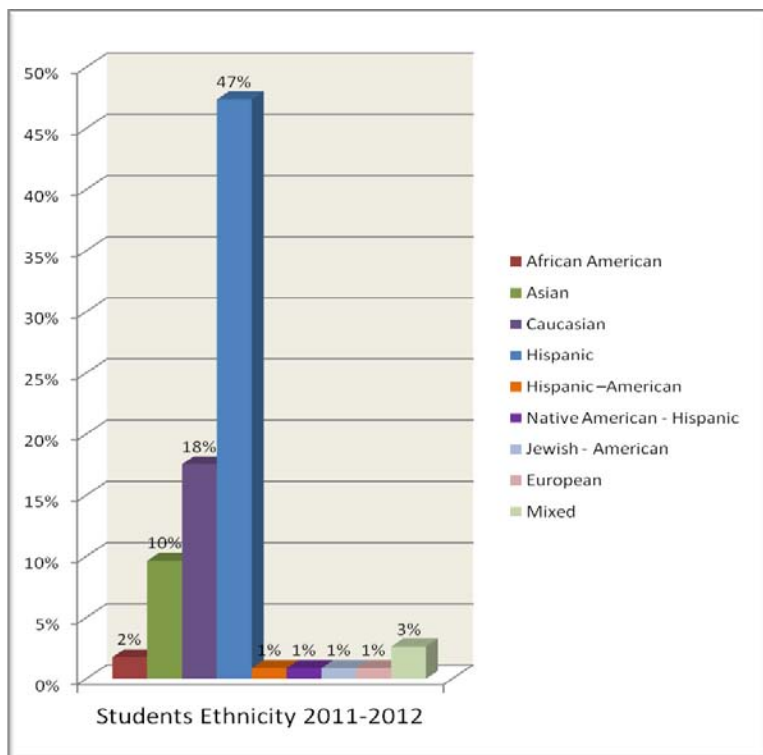
Total of Mentor by Departments			
Departments	Total of mentors affiliate to FMP	Fall 11 Mentors with protégés	Spring 2012 Mentors with protégés
College of Humanities, Arts, Behavioral & Sciences (CHABSS)	81	40	40
College of Business Administration (CoBA)	21	7	9
College of Education, Health, and Human Services (CoEHHS)	23	11	11
College of Science and Mathematics	14	6	6
Library	3	0	0
Total	142	64	66

Student Information		
Semester	Fall 2010	Spring 2011
Graduated protégés	5	36

Student Information AY 2011-2012

Female = 89 Male = 25 Total = 114 Students

Veterans = 3 Disabled = 14 First Generation = 107 Multiple Generation = 7

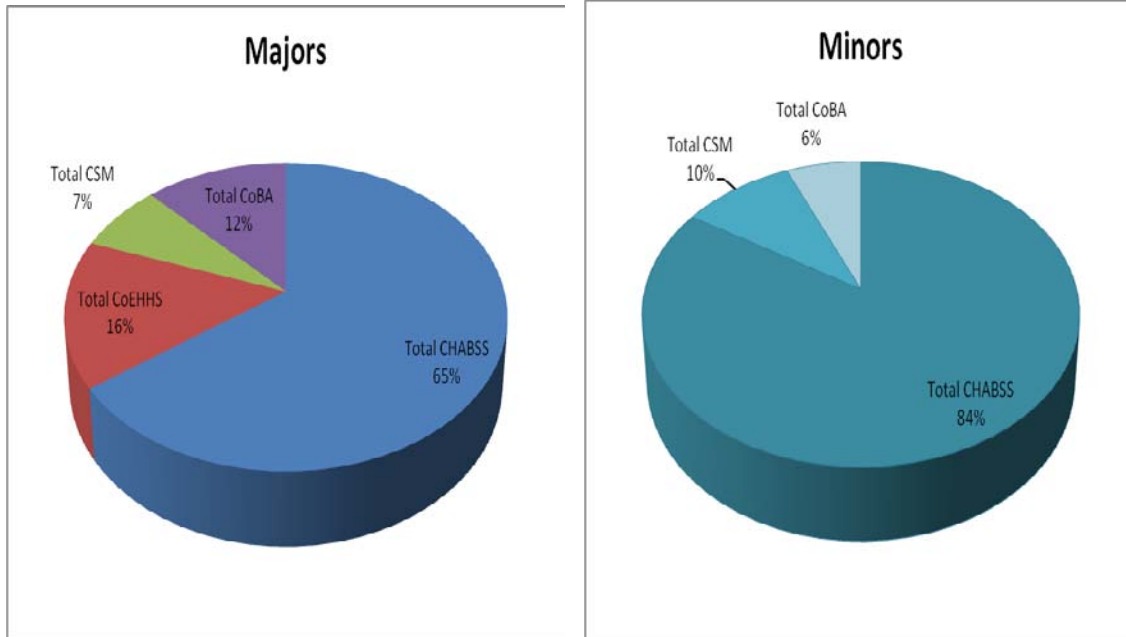


Students Ethnicity:

African American	2
Asian	11
Caucasian	20
Declined to state	19
Pacific Lander	0
Hispanic	54
Armenian	0
Hispanic - American	1
Native-African American	1
Native American - Hispanic	1
Native American	0
Jewish - American	1
European	1
Mixed	3

Marital Status: Single = 84 Married = 19 Divorced = 10 Widowed = 0 Undeclared = 1
 Employed while at CSUSM = 67 Unemployed while at CSUSM = 40 Undeclared = 7

Total Protégés pursuing Majors and Minor from different colleges:



Majors:

College of Humanities, Arts, Behavioral and Social Sciences

Communication	9
Criminology	7
Economics	2
History	5
Liberal Studies	8
Literature & Writing	3
Modern Language Studies	1
Philosophy	0
Political Science	8
Psychology	14
Sociology	14
Visual and Performing Arts	3
Women's Studies	5

Total CHABSS

79

College of Education, Health and Human Services

Education	0
Human Development	14
Kinesiology	0
Nursing	5

Total CoEHHS	19
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College of Science and Mathematics

Biological Sciences	2
Biotechnology	0
Chemistry and Biochemistry	1
Computer Science and Information Systems	2
Mathematics	3
Physics	1

Total CSM	9
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College of Business Administration

Business Accounting	2
Business Administration	9
Business Management	1
Business Marketing	1
Finance	1
Management Information System	0
Pre-Business	1

Total CoBA	15
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Minor:

College of Humanities, Arts, Behavioral and Social Sciences

Anthropology	1
Cognitive Studies	1
Communication	2
Criminology & Justice Studies	2
Economics	1
Ethnic Studies	1
History	1
Modern Languages Studies	6
Philosophy	1
Political Science	2
Psychology	1
Sociology	5
Visual and Performing Arts	2
Women's Studies	1

Total CHABSS 26

College of Education, Health and Human Services

Education	0
Human Development	0
Kinesiology	0
Nursing	0

Total CoEHHS 0

College of Science and Mathematics

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

Total CSM 3

College of Business Administration

Accounting	1
Business	1
Business Administration	0
Finance	0

Total CoBA 2

Number of students who wish to pursue only bachelor's degree :	43
Number of students who wish to pursue a teaching credential :	14
Number of students who wish to pursue a master's degree :	22
Number of students who wish to pursue a doctorate degree :	10

Students involved in different programs:

Number of ACE Students	1
Number of CAMP students:	1
Number of EOP students:	39
Number of DSS students:	10
Number of SSS students:	15
Number of TRIO students:	1

Financial Aid Recipients:	79
Those who do not received Financial Aid:	33
Undeclared	2

FMP Student Applications Received 2004-2012

