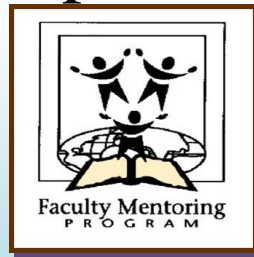


# Faculty Mentoring Program

Annual Report 2017-2018



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

## 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, in the Fall we served a total of one hundred and seventy six (N=176) students with the help of one hundred and twelve (N=112) mentors, and in the Spring one hundred and forty three protégés (N=143) with the help of one hundred and one (N=101) mentors. One hundred and twenty nine (N=129) were continuing protégés from the Fall 2017; the remaining fourteen (N=14) were new protégés in spring 2018. The program recruits faculty mentors from all the CSUSM's colleges (i.e., CSM, CEHHS, CHABSS, CoBA and Library). In AY 2017-18, there were two hundred and twenty mentors affiliated with the program (N=220) and sixteen (N=16) were new faculty (Andrew Spieldenner, Communication; Anthony Matranga, School of Education; Bulaporn Natipagon-Shah, School of Nursing; Jimmy Young, Social Work; John Eme, Biology; Lorene Ibbetson, Social Work; Samuel Clarke, Management; Toni Olivas, Library; Daniel Berry, Psychology; Emily Blumenthal, Psychology; Francesco Levato, Literature & Writing Studies; Chris Hardnack, Sociology, Kathy Shellhammer, Sociology; Steven Silverman, Physics; Luneta Gonzales, Chemistry and Biochemistry, and Pamela Redela, Women's Studies).

**Protégé Recruitment.** The Program Coordinator and the Faculty Fellow attended the CSUSM Transfer Orientations during the summer and winter breaks. The majority of protégés' applications are collected in these orientations. The Faculty Fellow presented at College Convocations and other College Meetings to recruit mentors.

**Matching Protégés with Mentors.** The Program Coordinator and the Faculty Fellow spent 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 number of volunteer mentors are not sufficient to cover all needs. This academic year we did not accept protégés for the Spring semester, instead we matched protégés who were in the waiting list.

## **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 this past 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 (1).** 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 led by faculty members (2).** This workshop was led by Faculty panelists. The panelists discussed the application process for graduate school, graduate entrance examinations, financial aid, preparing the statement of purpose, requesting letters of recommendation, among other topics.

**Sharing Our Stories.** While mentor stories might differ, they are rich in experiences and anecdotes. All of these experiences and anecdotes are important and might encourage others to tap into the resilience tank to carry on with the studies, graduate, and perhaps consider postgraduate studies. It is in the sharing the mentor stories that we build our connections with others and we encourage others to continue in their journeys. In 'Sharing our Stories', some of our FMP students and faculty mentors spoke about their own journeys leading up to where they are today.

**Post-graduate Testing Scholarships.** We received twelve (12) applications (five in Fall 2017 and seven in Spring 2018). We were able to provide complete and/or partial support for the Post-Grad Scholarship for twelve (12) applicants (\$2,521 from the CSUSM Foundation Funds). The Post-graduate testing scholarship will help our protégés cover the costs of the GRE, GMAT, CBEST, LSAT 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.

**Scholarship to attend the Etiquette Dinner.** This event aims to help students feel better prepared and more confident dining in a business setting. The FMP program awarded eighteen (18) free tickets to protégés to attend the Etiquette Dinner during AY 17-18.

## **AWARDS**

- Portfolios for Graduating Students for Fall 2017
- Diploma Frames for Graduating Students for Fall 2017 and Spring 2018
- Rental Regalia for Mentors (14)
- Purchased Cap & Gowns for Graduating Protégés (58)
- Certificate of Appreciation for Graduating Protégés
- CD with pictures for the 2018 Year End Celebration for Graduating Protégés

This Academic Year, the Faculty Mentoring Program (FMP) hosted its annual Year-End Graduation Celebration (Graduation) on May 4<sup>th</sup>, 2018. We celebrated the AY 2017-18 work of faculty mentors who volunteered their time to cultivate one-on-one relationships with one hundred and seventy six protégés (N=176) for Fall and one hundred and forty four protégés (N=144) for Spring. We are very proud that sixty-three (N=63) FMP protégés completed their undergraduate degrees at California State University San Marcos in May 2018 and they were part of 2018 CSUSM Commencement Ceremonies. Thirty eight (N=38) out of the sixty- three (N=63) protégés graduated with a single major and twenty five (N=25) protégés graduated with a single major plus a minor.

## **FMP ACCOMPLISHMENTS:**

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

- This academic year sixty-three 63 protégés graduated (ten in the fall and fifty three in the spring).

▪ Retentions rates:

**CSUSM First Time Freshmen 1 Year Retention Rates**

		Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
FMP	1st Year Retention	94.4%	100.0%	100.0%	88.9%	100.0%	100.0%	100.0%	100.0%	<b>100.0%</b>
	Headcount	18	12	20	9	10	7	12	7	1
	Graduated after 1st year	0	0	0	0	0	0	0	0	0
	Enrolled after 1st year	17	12	20	8	10	7	12	7	1
	Not Enrolled after 1st year	1	0	0	1	0	0	0	0	0
Not FMP	1st Year Retention	69.2%	74.1%	77.1%	79.6%	80.5%	80.7%	82.2%	80.4%	<b>79.4%</b>
	Headcount	1,340	1,562	1,547	1,248	1,440	1,776	2,146	2,160	2,201
	Graduated after 1st year	0	0	0	0	0	0	0	0	0
	Enrolled after 1st year	927	1,158	1,192	993	1,159	1,434	1,764	1,737	1,747
	Not Enrolled after 1st year	413	404	355	255	281	342	382	423	454

**CSUSM Transfer 1 Year Retention Rates**

		Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
FMP	1st Year Retention	86.8%	78.9%	87.0%	85.7%	86.8%	94.2%	94.7%	87.7%	<b>93.6%</b>
	Headcount	38	38	54	35	38	52	75	65	78
	Graduated after 1st year	0	0	0	0	0	0	0	0	0
	Enrolled after 1st year	33	30	47	30	33	49	71	57	73
	Not Enrolled after 1st year	5	8	7	5	5	3	4	8	5
Not FMP	1st Year Retention	78.1%	83.9%	84.3%	84.1%	84.7%	83.9%	85.0%	84.3%	<b>85.8%</b>
	Headcount	1,158	936	1,578	1,263	1,037	1,298	1,540	1,572	1,448
	Graduated after 1st year	3	4	2	9	3	2	5	7	3
	Enrolled after 1st year	904	785	1,330	1,062	878	1,089	1,309	1,325	1,242
	Not Enrolled after 1st year	254	151	248	201	159	209	231	247	206

**CSUSM First Time Freshmen 6 Year Graduation Rates**

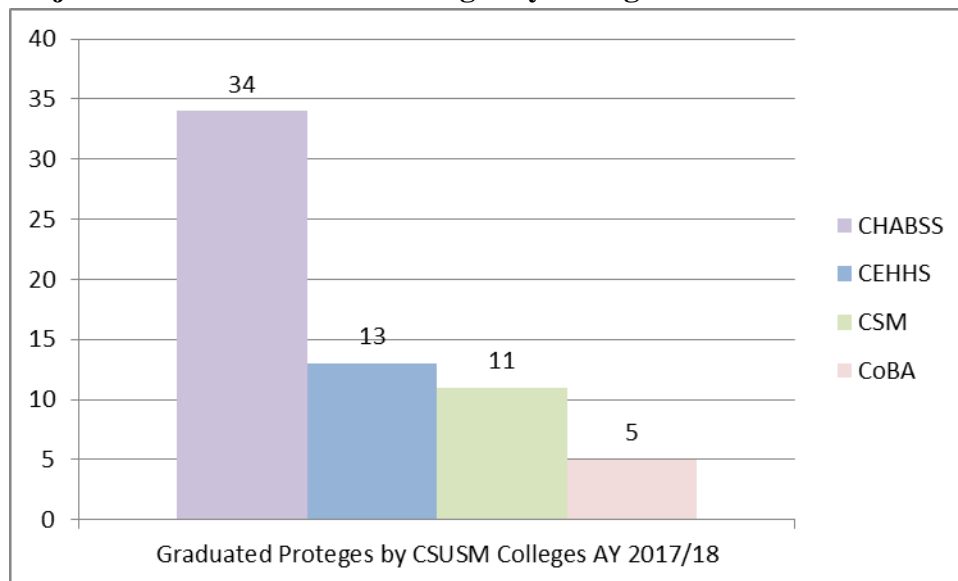
		Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010
FMP	6th Year Graduation	66.7%	100.0%	66.7%	76.5%	80.0%	83.3%	83.3%	70.0%	<b>77.8%</b>
	Headcount	3	3	12	17	10	18	12	20	9
	Graduated after 6 years	2	3	8	13	8	15	10	14	7
	Enrolled after 6 years	0	0	3	0	0	1	1	4	1
	Not Enrolled after 6 years	1	0	1	4	2	2	1	2	1
Not FMP	6th Year Graduation	41.4%	42.7%	42.3%	45.2%	41.2%	43.7%	46.0%	47.1%	<b>50.5%</b>
	Headcount	834	887	710	789	1,368	1,340	1,562	1,547	1,248
	Graduated after 6 years	345	379	300	357	564	585	718	729	630
	Enrolled after 6 years	55	39	45	45	70	74	87	100	85
	Not Enrolled after 6 years	434	469	365	387	734	681	757	718	533

## CSUSM Transfer 3 Year Graduation Rates

		Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013
FMP	3rd Year Graduation Rate	66.7%	56.4%	68.4%	57.9%	66.7%	65.7%	65.8%	51.9%	<b>74.7%</b>
	Headcount	21	39	38	38	54	35	38	52	75
	Graduated after 3rd Year	14	22	26	22	36	23	25	27	56
	Enrolled after 3rd Year	6	8	9	7	9	5	5	12	11
	Not Enrolled after 3rd Year	1	9	3	9	9	7	8	13	8
Not FMP	3rd Year Graduation Rate	57.7%	51.7%	51.1%	60.5%	55.1%	59.1%	55.4%	55.9%	<b>57.9%</b>
	Headcount	758	1,239	1,158	936	1,578	1,263	1,037	1,298	1,540
	Graduated after 3rd Year	437	640	592	566	869	747	575	726	892
	Enrolled after 3rd Year	110	196	187	155	299	203	195	258	240
	Not Enrolled after 3rd Year	211	403	379	215	410	313	267	314	408

Source: IP&A Retention Files & FMP-Provided Student Lists

## Majors of FMP Graduated Protégés by Colleges AY 2017/18



**63 students graduated during Academic Year 2017/18.**

## 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 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 for a course release for the FMP Faculty Fellow, an allocation for a student assistant, and an allocation to

cover all operating expenses. We are continuing to support the Post-Graduate Test Scholarships for protégés with funds from its CSUSM Foundation Accounts:

## DEMOGRAPHIC REPORT AY 2017-2018

List of Mentors with Number of Protégés		
Semester	Fall 2017	Spring 2018
<b>Total Mentors registered in the Program</b>		220
<b>Total FMP Protégés AY 2017-18</b>	176	143
<b>Mentor with protégés AY 2017-18</b>	112	101
Mentors with one protégé	74	75
Mentors with two protégés	27	19
Mentors with three protégés	7	3
Mentors with four protégés	2	3
Mentors with five protégés	1	0
Mentors with nine protégés	0	1
Mentors with eleven protégés	1	0

Total of Mentors by Colleges			
Colleges	Total of mentors affiliated to FMP	Fall 2017 Active Mentors with protégés	Spring 2018 Mentors with protégés
College of Humanities, Arts, Behavioral & Sciences ( <b>CHABSS</b> )	123	98	55
College of Business Administration ( <b>CoBA</b> )	28	11	6
College of Education, Health, and Human Services ( <b>CoEHHS</b> )	39	12	26
College of Science and Mathematics	28	17	13
Library	2	1	2
<b>Total</b>	220	139	103

Student Information		
Semester	Fall 2017	Spring 2018
Graduated protégés	10	53

### **Student Information AY 2017- 2018**

These numbers include all protégés who participated in the program in AY 2017-2018 (active, inactive and graduates).

#### **Fall 2017**

Female = 136 Male = 40 Total = 176 Students

Marital Status: Single = 139 Married = 26 Divorced = 9 Widowed = 0 Undeclared = 2

Employed while at CSUSM = 128 Unemployed while at CSUSM = 48 Undeclared = 0

Veterans	11
Disabled	24
Financial Aid Recipients:	141
Those who do not received Financial Aid:	32
Undeclared	3
First Generation	160
Not First Generation	15
Undeclared	1

Students involved in different programs

Number of ACE Students	3
Number of CAMP students:	0
Number of EOP students:	38
Number of DSS students:	13
Number of SSS students:	18
Number of Athletes students:	1
Number of TRIO students:	0
N/A	101
Other	3

Number of students who wish to pursue a <b>bachelor's degree</b> :	92
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> :	11
Number of students who wish to pursue a <b>doctorate degree</b> :	15
N/A	43

**Total Protégés pursuing Majors and Minors from different Colleges AY2017/18:**

**Fall 2017 Majors:**

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

Arts and Technology	1
Anthropology	0
Child Development	11
Communication	6
Criminology	6
Environmental Studies	3
Economics	1
History	2
Liberal Studies	7
Literature & Writing	5
Mass Media	0



Modern Language Studies	0
Philosophy	0
Political Science	6
Psychology	21
Social Science	3
Sociology	19
Spanish	7
Visual and Performing Arts	3
Women's Studies	0

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Total CHABSS            101

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

Education	1
Human Development	26
Kinesiology	9
Nursing	1

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Total CEHHS                    37

**College of Science and Mathematics**

Biological Sciences	3
Biochemistry	5
Biotechnology	5
Chemistry	2
Computer Science	1
Mathematics	4
Physics	2

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Total CSM                            22

**College of Business Administration**

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

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Total CoBA 14

**Fall 2017 Minors:**

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

American Indian Studies	1
Anthropology	0
Art History	1
Border Studies	1
Cognitive Studies	2
Counseling	0
Communication	3
Criminology & Justice Studies	1
Dance	0
Economics	0
Ethnic Studies	0
History	0
Film Studies	0
French	2
Gerontology	0
Global Studies	0
Linguistics	0
Literature & Writing	0
Modern Languages Studies	0
Philosophy	0
Political Science	1
Psychology	5
Sociology	2
Social Work	0
Spanish	10
Visual and Performing Arts	0
Women's Studies	2

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Total CHABSS 31

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

Education	0
Health Services	1

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Total CEHHS 1

**College of Science and Mathematics**

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

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Total CSM                    9

**College of Business Administration**

Accounting	0
Business	1
Business Administration	2
Finance	0

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Total CoBA                    3

**Spring 2018**

Female = 112    Male = 32    Total = 144 Students

Marital Status:    Single = 113    Married = 23    Divorced = 6    Widowed = 0    Undeclared = 2

Employed while at CSUSM = 100    Unemployed while at CSUSM = 44    Undeclared = 0

Veterans	10
Disabled	19
Financial Aid Recipients:	115
Those who do not received Financial Aid:	27
Undeclared	2
First Generation	136
Not First Generation	8
Undeclared	0

**Students involved in different programs**

Number of ACE Students	2
Number of CAMP students:	0
Number of EOP students:	37
Number of DSS students:	11
Number of SSS students:	17
Number of Athletes students:	0
Number of TRIO students:	0
N/A	78
Other	3

Number of students who wish to pursue a <b>bachelor's degree:</b>	85
Number of students who wish to pursue a <b>teaching credential:</b>	7
Number of students who wish to pursue a <b>master's degree:</b>	25
Number of students who wish to pursue a <b>doctorate degree:</b>	16
N/A	11

**Spring 2018 Majors:**

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

Arts and Technology	1
Anthropology	0
Child Development	10
Communication	5
Criminology	7
Environmental Studies	4
Economics	1
History	2
Liberal Studies	7
Literature & Writing	3
Mass Media	0
Modern Language Studies	0
Philosophy	0
Political Science	4
Psychology	15
Social Science	6
Sociology	14
French	0
Spanish	4
Visual and Performing Arts	2
Women's Studies	0

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Total CHABSS 85

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

Education	1
Human Development	22
Kinesiology	6
Nursing	1

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Total CEHHS 30

**College of Science and Mathematics**

Biology	0
Biological Sciences	0
Biotechnology	5
Biochemistry	5
Chemistry	2
Computer Science and Information Systems	1
Mathematics	4
Physics	2

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Total CSM                      19

**College of Business Administration**

Accounting	3
Business	0
Business Administration	4
Business Finance	1
Business Management	0
Business Marketing	2
Global Business	0

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Total CoBA                      10

**Spring 2018 Minors**

College of Humanities, Arts, Behavioral and Social Sciences

American Indian Studies	1
Anthropology	0
Art History	1
Border Studies	1
Cognitive Studies	2
Communication	3
Counseling	0
Criminology & Justice Studies	1
Dance	0
Economics	0
Environmental Studies	0
Ethnic Studies	0
History	0
Film Studies	0
French	2
Global Studies	0
Liberal Studies	0
Linguistics	0

Literature Writing	0
Mass Media	0
Medical Anthropology	0
Modern Languages Studies	0
Philosophy	0
Political Science	1
Psychology	3
Sociology	2
Social Sciences	0
Spanish	7
Video Production	0
Visual and Performing Arts	1
Women's Studies	2

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Total CHABSS      27

College of Education, Health and Human Services

Education	0
Human Development	0
Social Work	0
Kinesiology	0

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Total CEHHS 0

College of Science and Mathematics

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

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Total CSM                      9

College of Business Administration

Accounting	0
Business	1
Business Administration	1
Business Finance	0
Business Management	0

Business Marketing	0
Global Business	0

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Total CoBA 2

## Class 2018

