

Students of Color Mentoring Program

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Proposal Summary

- Create a mentoring program for historically underrepresented groups (HUGS) at CSUCI
- Mentoring by faculty and staff
- Target groups:
 - **First-time Full-time undergraduates**
 - **Men of Color (MOC) and Women of Color (WOC)**
- Out-of-classroom engagement with faculty
- High impact learning practice
- Aligns with Strategic initiatives 1.4, 1.7, 2.1, 2.5, 3.3, 3.6
- Contribute to GI 2025 goal to increase persistence and graduation rates for Historically Underrepresented Students

The Challenge

- GI 2025 Graduation Goal of 40%
- CSU -11.1% Six (6) Year Graduation Equity Gap
- CI -9.6% Six (6) year Graduation Equity Gap
- Female, Asian, Pell, 1st Gen (-23.4) **(2011-2013)**
- Female, African Am, Pell, 1st Gen (-15.9) **(2012-2013)**
- Male, African Am, Pell, 1st Gen (-13.7) **(2010-2013)**
- Male, Hispanic/Latino Pell, 1st Gen (-11.2%)
- MOC and WOC Sense of Belonging
- Students of Color expressed extremely high interest in faculty/staff mentorship

Why Mentoring?

- Decrease Equity Gaps for CI Men of Color
- Increase a Sense of Belonging at CI
- Faculty/staff mentorship encourages students to set and accomplish goals and are better equipped to overcome obstacles (Crisp and Cruz, 2009)
- Connecting students to faculty/staff that have a similar background/identity linked to increased likelihood of success (Crisp and Cruz, 2009; Defreitas & Bravo, 2012)
- Mentoring students of color increases the overall academic success and increases persistence (Brittain, Sy, & Stokes, 2009; Crisp and Cruz, 2009).
- Strategic initiatives: 1.4, 1.7, 2.1, 2.5. 3.3, 3.6

Baseline Data

- Spring 2019 Pilot Program
- Limited faculty/staff mentoring for students of color
- 24 Male student participants (status - 7s, 3j, 2s, 12f)
- 19 volunteer faculty (9) and staff (10) mentors
- 23 students (96%) self reported that the mentoring was extremely helpful academically, personal growth, career preparation and overall sense of community (belonging)
- 7 (100%) of seniors wished this opportunity was available when they were entering CI
- 11 of the 12 (92%) FY students returned to CI this fall

Mentoring Program Goals

- Support GI 2025 Goals: To increase overall *student persistence* and *graduation rates*
- Engage with faculty/staff, build *relationships*
- Build *community/culture of success* with That will help students of color *thrive* at CI
- Increase student of color *sense of belonging*
- Engage students of color in *high impact learning practices* during their tenure at CI

Program Metrics

- Assess mentor and mentee satisfaction with mentoring program (monthly)
- Collected data to assess progress toward strategic aligned initiatives (monthly and during each event or activity)
- Student CI Sense of Belonging (periodic)
- Student Academic / Social Engagement

Program Metrics

- Assess and identify areas for improvement in program administration, staffing, workshops, student sense of belonging, relationship development and campus satisfaction (November/December/February)
- Student Academic Progress (December)

Implementation timeline Fall 2019

September 2019	October 2019	November 2019	December 2019
Send invitation letter to identified students to recruit for mentoring program	Finalize matching process for mentoring	Assess and identify areas for improvement in program administration, staffing, workshops, student sense of belonging and campus satisfaction	Mentoring workshop, prepare for end of semester
Work on program outline and workshops for program	Introduction conference First formal meeting of mentees and mentors (luncheon or dinner)	Success workshop for students	Finals prep Break activities/finals refresh (coffee, late night dinner, 4 th meal, etc.)
	Success workshop for students	Mentees and mentors discuss the development of goals for the spring semester	Monthly satisfaction survey distributed
		Monthly satisfaction survey distributed	Assess and identify areas for improvement in program administration, staffing, workshops, student sense of belonging and campus satisfaction
			Request report on student academic progress

Implementation Timeline Spr 2020

January 2020	February 2020	March 2020	April 2020	May 2020	June 2020
Welcome back luncheon/dinner for students and mentors. Evaluate goals from fall mentoring sessions and review goals for the spring semester	Assess and identify areas for improvement in program administration, staffing, workshops, student sense of belonging and campus satisfaction	Mid-program evaluation to be distributed to participants	End of year celebration. Graduation and recommitment for returning students and mentors.	Finalize and publish the results of the mid-program evaluation.	Implement new strategy based on feedback from previous evaluations. Identify and recruit new incoming FTFT students upon admission/ utilize as an enrollment tool.
Monthly satisfaction survey distributed	Monthly satisfaction survey distributed	Monthly satisfaction survey distributed	Monthly satisfaction survey distributed	Monthly satisfaction survey distributed	
			Request report on student academic progress		

Program Budget

Marketing Materials	\$800
Mentee support materials	\$1,000
Faculty/Staff Mentor Training	\$1,000
Peer Mentor /Mentee Introduction Conference Luncheon	\$3,600
Peer Mentor/Mentee Mid-Year Conference Luncheon	\$3,600
Mentoring Men/Women of Color Conference Webinars (2)	\$900
CSU Young Men of Color Consortium Meeting	\$7,500
Monthly Workshop Sessions (materials/refreshment)	\$2,000
Lunch vouchers for mentors to meet with mentees (6 per based on 60)	\$3,600
Lunch Vouchers for mentees that do not have a campus meal plan	\$2,400

Total request: \$26,400

Risks

- Failure to provide additional support/resources to the our most vulnerable student populations
- The graduation equity gap may continue to rise without intentional interventions
- Risk decreased student of color” sense of belonging” on campus
- Students of color may continue to persist and graduate a lower rates than their counterparts
- Addressing an expressed CI student need

Project Champions

- Lead Division: Division of Student Affairs
- Collaborating Division: Academic Affairs
- Action Champion: Dr. Charles Osiris
- Action Project Leads: Tracey Adams Johnson
- Action Collaborators: Leo Sun, Natalie Johnson and participating CI faculty/staff

Questions?

