Students of Color Mentoring Program

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CSU Channel Islands
ProposalSummary

• 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

<table>
<thead>
<tr>
<th>September 2019</th>
<th>October 2019</th>
<th>November 2019</th>
<th>December 2019</th>
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<tbody>
<tr>
<td>Send invitation letter to identified students to recruit for mentoring program</td>
<td>Finalize matching process for mentoring</td>
<td>Assess and identify areas for improvement in program administration, staffing, workshops, student sense of belonging and campus satisfaction</td>
<td>Mentoring workshop, prepare for end of semester</td>
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<td>Work on program outline and workshops for program</td>
<td>Introduction conference First formal meeting of mentees and mentors (luncheon or dinner)</td>
<td>Success workshop for students</td>
<td>Finals prep Break activities/finals refresh (coffee, late night dinner, 4th meal, etc.)</td>
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<td>Success workshop for students</td>
<td>Mentees and mentors discuss the development of goals for the spring semester</td>
<td>Monthly satisfaction survey distributed</td>
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<td>Monthly satisfaction survey distributed</td>
<td>Assess and identify areas for improvement in program administration, staffing, workshops, student sense of belonging and campus satisfaction</td>
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<td>Monthly satisfaction survey distributed</td>
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<td>Request report on student academic progress</td>
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<td>Welcome back luncheon/dinner for students and mentors. Evaluate goals from fall mentoring sessions and review goals for the spring semester</td>
<td>Assess and identify areas for improvement in program administration, staffing, workshops, student sense of belonging and campus satisfaction</td>
<td>Mid-program evaluation to be distributed to participants</td>
<td>End of year celebration. Graduation and recommitment for returning students and mentors.</td>
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# Program Budget

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