



LEADERSHIP EMPOWERMENT PROGRAM PROJECT

MENTORING BY DESIGN

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2018-2019 Scholar





Presentation Outline

Introduction

Purpose

Importance

Mentoring

Current Program & New Program Design

Timeline & Implementation

Q&A



Introduction



Challenges of First-Generation Students

- College Readiness
- Financial Challenges
- Racial Disparity
- Self-Esteem and Self-Efficacy
- College Acclimatization and Family Support
- Personal Characteristics

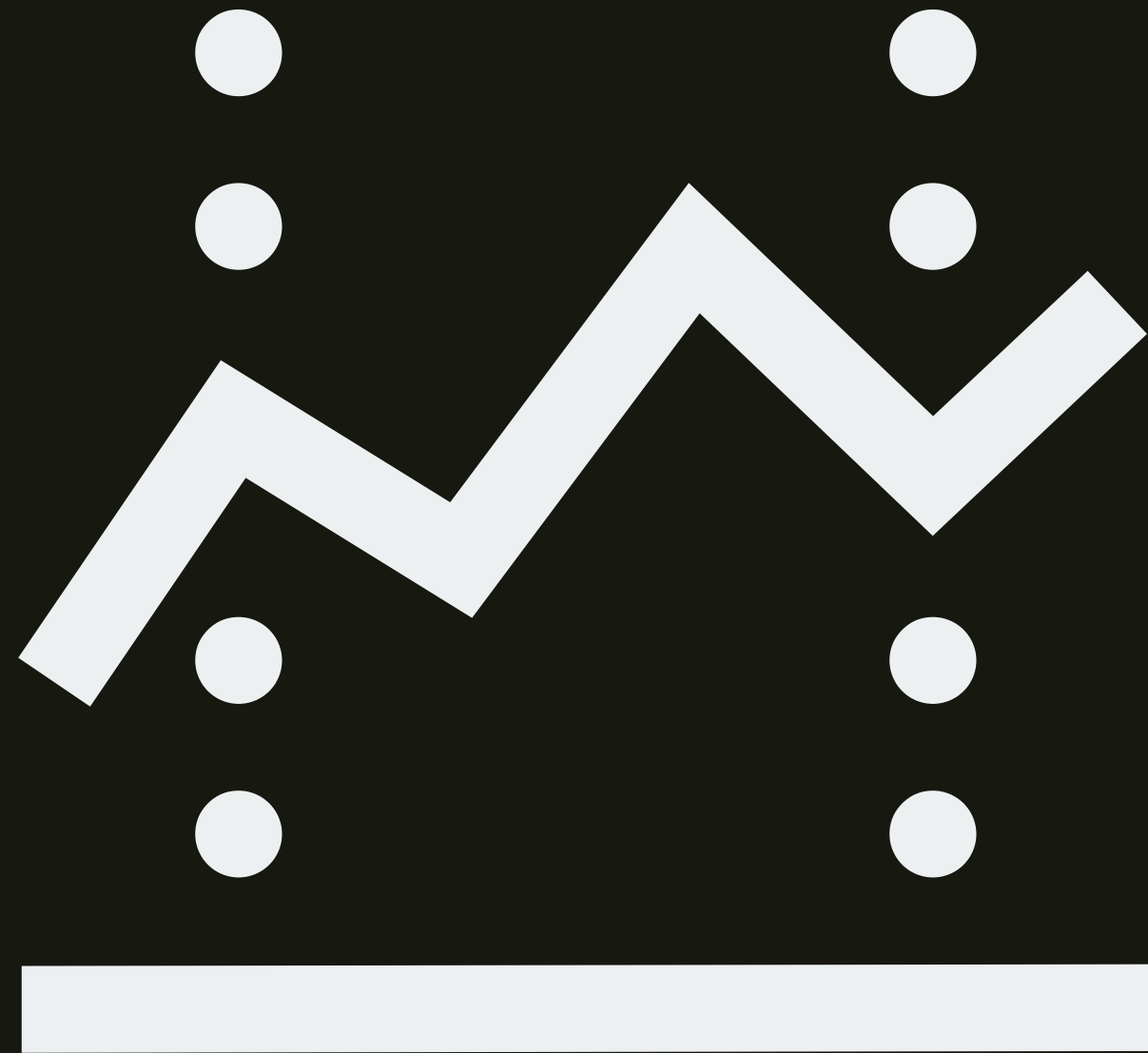
Despite these obstacles, **24%** achieve a bachelor's degree or higher (NCES, 2012).

Why are they successful?



REDESIGN AN EXISTING PROGRAM
MODEL TO INCORPORATE A MENTORING
COMPONENT THAT INTENTIONALLY
SUPPORTS THE RETENTION AND SUCCESS
OF FIRST-GENERATION
UNDERREPRESENTED STUDENTS.

Importance



- Everyone has a responsibility to assist with retention!
- Student Development and Enrollment Strategic Plan- Transformative Opportunities: Career Readiness and post-baccalaureate success
- Performance Based Funding Metrics
- UCF Quality Enhancement Plan: What's Next: Career Readiness
- UCF Strategic Plan: Collective Impact
- Overall Success of our Students!

KEY RESEARCH FINDINGS



- First-generation minority students can at times be referred to as “at-risk” students, identifying them as students who are at a greater risk for lower levels of success in school, have higher dropout rates, and deal with issues that can undermine overall development (Moore, 2006).
- A qualitative study conducted by De Anda (2001) that evaluated a mentor program for at-risk youth stated that the students were asked what they would like to get out of the program and the most common response was to have someone to communicate with. They hoped to have an adult that they could regard as a friend. The mentees also recognized it would be different than a friendship with peers. When asked to define- “ Full of trust. I can trust him, he can trust me. Reliable.”
- A study done by Lee (1999) on African-American students who were part of The North Carolina State University-University Transition Program (UTP) indicated that having a mentor would be a tremendous help to their academic and professional development (p.36).

**WHY DO
FORMAL
MENTORSHIPS
FAIL?**

**FLAWS IN
PROGRAM
DESIGN**

**POORLY
CONSTRUCTED
MATCHES**

**NO
PARTICIPANT
DIRECTION
WITHIN THE
MENTORING
CONNECTION**

**LOW
MENTORING
PARTICIPATION
& LIMITED DATA**

CURRENT PROGRAM

FALL 2017

DARE ² DREAM!

PROFESSIONAL DEVELOPMENT & MENTORSHIP PROGRAM

Network

Get Connected

Find a Mentor

Panel:
Alumni and
Industry Professionals

10/17/17 @ 11:30AM-1:30PM

Located in Building CSEL Room 121

Can't come in person?
Watch on Facebook live
and ask the panelists questions.



\$50 Visa
Gift Card
Raffle!

Visit csel.ucf.edu to view
Handshake for more details
and to RSVP



Career Services

For reasonable accommodations requests, contact 407.823.2361
Division of Student Development & Enrollment Services



FALL 2018

DARE ² DREAM!

Alumni and Industry Panel

Explore

Get Connected

Network

October 16, 2018 | 11:30AM-1:30PM
SU Garden Key Rm 221

Learn the secrets to success from experts in the fields of:
**Business, Education, Engineering & Technical,
Health, & Hospitality**



Login to Handshake at career.ucf.edu.
Click on "Events" to RSVP.

Giveaways!

Catered By:



Can't come in person?
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New Program Model Design



Incorporating What Works

Goals



Clear objectives that align with goals of the institution will help with program outcomes

Matching



Self-matching, admin-matching, or a combination will help with addressing the needs of the participants

Training



Trainings will help with understanding of program goals, roles, and mentoring best-practices

Marketing

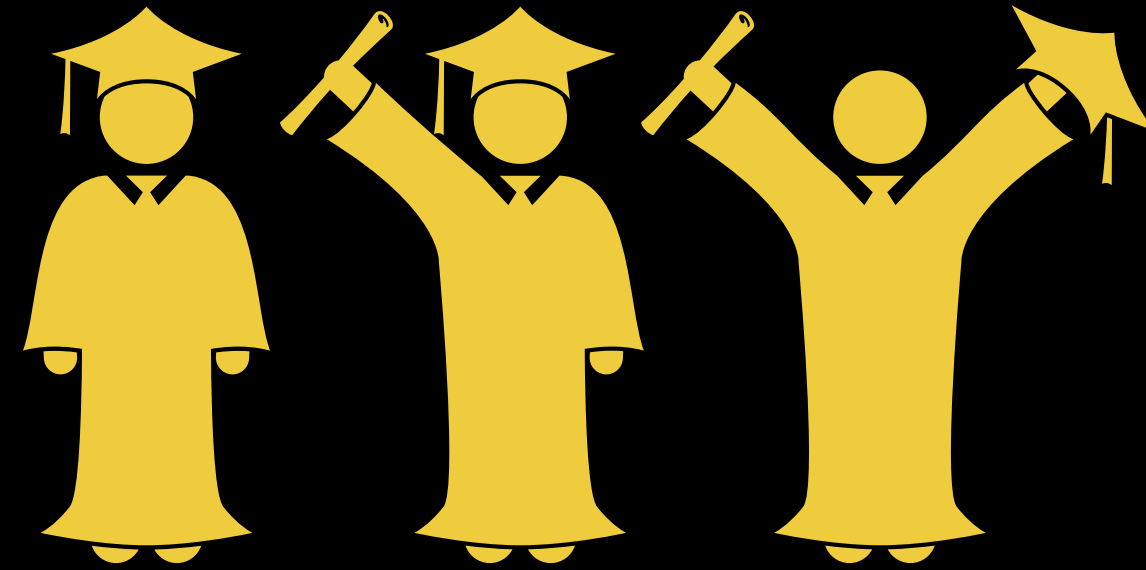


Strategic marketing and program data will demonstrate learning impact

Success Features

Personality and Work Style Assessments for Matches

This will support students in identifying their purpose while making sustainable connections



Required Service Learning, Volunteer, or Internship Experience

These high impact co-curricular experiences will aid in community, social, and career development

Peer-to-Peer, Professional, and Faculty/Staff Support Groups

This will provide help resources and continuous support

PROJECT TIMELINE

Dare2Dream 3.0

Meet with
Potential
Collaborators

Fall 2019



Apply for the
2019-2020
Parent & Family
Fund Grant

2019-2020

Pilot on the
Downtown
Campus

2020-2021



Assess &
Evaluate

2020-2021

Implement on
Main Campus

2022



UNIVERSITY OF
CENTRAL FLORIDA

Alumni Center
Experiential Learning
Employers
Faculty & Staff
Community Organizations

Partners

Scholarships
Resources
Empowerment Speakers
GA Position

Effectiveness
Participant Satisfaction
Measure/Track Success
Areas for Improvement

Funding Needs

Evaluation



QUESTIONS?

Thank you!



References

De Anda, D. (2001). A qualitative evaluation of a mentor program for at-risk youth: The participants' perspective. *Child and Adolescent Social Work Journal*, 18(2), 97-117.

First-generation college students are students whose parents do not have any postsecondary education experience. SOURCE: U.S. Department of Education, National Center for Education Statistics, Education Longitudinal Study of 2002 (ELS:2002), Third Follow-up, 2012. Restricted-Use Data File.

Lee, W.Y. (1999). Striving toward effective retention: The effect of race on mentoring African-American students. *Peabody Journal of Education*, 74(2), 27-43

Reid, J. M., & Moore, J. L. (2008). College readiness and academic preparation for postsecondary education: Oral histories of first-generation urban college students. *Urban Education*, 43, 240-261.

Spiegler, T., & Bednarek, A. (2013). First-generation students: What we ask, what we know and what it means: An international review of the state of research. *International Studies in Sociology of Education*, 23(4), 318-337. doi:10.1080/09620214.2013.815441

Why Workplace Mentoring Programs Fails. June 25, 2018. <https://www.entrepreneur.com/article/314875>

<https://www.league.org/innovation-showcase/breaking-down-barriers-first-generation-college-students-and-college-success>