Diversity and Mentoring: Building a Community of Excellence

“A lot of people have gone further than they thought they could because someone else thought they could.” -- Unknown author

“We must open the doors of opportunity. But we must also equip our people to walk through those doors.” -- Lyndon B. Johnson

2008-09 Diversity Summit Report
“Mentors are guides. They lead us along the journey of our lives. We trust them because they have been there before. They embody our hopes, cast light on the way ahead, interpret arcane signs, warn us of lurking dangers, and point out unexpected delights along the way.” – L.A. Daloz

As the Associate Vice President for Diversity and Equal Opportunity for the University of South Florida system, I take this opportunity to convey my appreciation to every individual who attended our Annual Diversity Summit. This year’s Diversity Summit theme is, “Mentoring and Diversity: Building a Community of Excellence”. Thanks to your presence and participation, the summit was eminently successful. The success of this year’s summit is also attributable to the tireless dedication and commitment of DEO’s interim Director of Diversity and Inclusion, Ms. Patsy Feliciano and the staff of DEO.

As the USF community continues its unrelenting evolution toward embracing true diversity and inclusion, we must realize that we as a University system and we as a nation of people have not, as yet, arrived at a palpable reality in which true diversity and inclusion is the norm and not the exception. Nonetheless, I am supremely confident that if we remain steadfast in our belief in the educational values of diversity and inclusion and our leadership continues to embrace the diversity ethos, USF will attain its manifest destiny and assume its rightful place as one of the premiere institutions of higher education, not only in the United States, but the entire world. As the Associate Vice President for Diversity and Inclusion, I ask every member of the USF family and every member of the community served by USF to join me in the commitment to make the University of South Florida not simply a good university for some, but a great university for all.
The 2009 Diversity Summit kicked-off with introductions made by mentors who proudly recognized the accomplishments of their mentees. From the highest ranks, the presentations included President Genshaft’s introduction of mentee Provost Ralph Wilcox and retired chair in USF’s Molecular Medicine Department, Dr. Larry Solomonson’s introduction of mentee, Dr. Ted Williams, Associate Vice President for the Office of Diversity and Equal Opportunity. Each introduction emphasized the message that “everybody benefits from mentoring”, which opened quite nicely this year’s Diversity Summit focusing on “Mentoring and Diversity: Building a Community of Excellence”.

Over 160 participants representing every campus and every college at the university joined the Office of Diversity and Equal Opportunity and the Diversity Network, who have organized and coordinated the summit since its inception, to launch a new vision for the annual summits. This new vision purports to link important issues like mentoring, health disparities and access to education, to name a few, to diversity and inclusion. The goals is to explore how these issues are interrelated and codependent.

USF’s top leadership, students, staff and faculty were engaged in a number of activities including role play, panel and poster presentations, and roundtable discussions.

As we continue to build a community of excellence, we realize the important role diversity plays in our ability to create and share new ideas and solutions, achieve our goals and aspirations, and remain competitive in our global community. No other tool is as effective in empowering our students, staff and faculty as mentoring. No other tool is as rewarding and fulfilling, for both the mentor and the mentee.

This report captures this year’s summit recommendations and best practices and showcases mentoring programs at USF that have made a difference in the lives of many individuals professionally and personally. Small, big, formal, informal, community-based, and peer-based---mentoring programs that reach out to middle and high school students and guide undergraduate and graduate students. Mentoring programs that have positively impacted both the mentors and mentees. Mentoring programs that motivate and inspire us all.

“Make something of yourself. Try your best to get to the top, if that’s where you want to go, but know that the more people you try to take with you, the faster you’ll get there and the longer you’ll stay there.” -- James A. Autry

Patsy Feliciano, ‘95, MA ‘98
Interim Director, Diversity & Inclusion
Office of Diversity and Equal Opportunity
**Best Practices** for mentors/mentees and institutions and organizations considering establishing *mentoring* programs

- clear and realistic expectations are essential
- must identify specific goals and outcomes
- link mentoring to mission and values of the institution
- mentor and mentee both share responsibility of relationship
- regular, consistent contact between mentor and mentee are needed
- supportive guidance and constructive feedback is critical
- confidentiality is important
- combination of informal and formal mentoring works best
- mentoring has to be customized--one size does not fit all
- more than one mentor most effective --one person will not meet all of one’s needs
- program must fit the culture and environment of the educational institution
- program should seek input from mentees/mentees must be involved in design and plans for mentoring
- institutional commitment is necessary
- create a committee or task force when creating a mentoring program
- periodically reassess needs/progress
- establish clear boundaries
- evaluate/start with baseline and then measure changes
Recommendations by USF Faculty, Staff and Students

- establish/facilitate mentoring campus-wide
- conduct new climate study to include questions related to mentoring
- conduct outcome assessment to identify what is working
- create mentee/mentor focused events
- seek support from top administrators for an institutionalized program
- provide incentives/rewards
- allow mentees to identify/choose mentors when possible
- include in job description/accountability
- establish structured opportunities
- value resources
- need professional mentoring staff or task force to implement
- create interdepartmental mentoring opportunities/opportunities to engage community
- identify pool of mentors for students consider multiple levels of commonalities when matching mentors and mentees
- provide training and funding for program
- create manual with information: roles and best practices
The Alfred P. Sloan Minority Ph.D. program is a three-tiered mentoring program that provides support to minority Ph.D. students (Latino/Hispanic: African-American/Black) enrolled in the College of Engineering.

Students must be either U.S. citizens or permanent residents to qualify. In addition to significant financial support throughout the duration of their Ph.D. program, Sloan fellows receive mentoring from faculty for their dissertation research and retention support (community-building events, seminars, interactions with external minority faculty, fellowship application assistance, etc.) provided by the Office of the Dean.

Sloan fellows also serve as near peer mentors for minority undergraduates in science and engineering degree programs.

For additional information contact Bernard Batson at 813-396-9309/ bbatson@eng.usf.edu or visit http://www2.eng.usf.edu/news/kumar-nsfrnr.asp
The Corporate Mentor Program pairs "first generation in college" students in the College of Business with members of the business community who serve as role models and introduce them to the business world. The program builds leaders and increases students' chances of success. By having the opportunity to work side-by-side with a business professional a minimum of two semesters, students develop a network of contacts, and learn about business etiquette and professionalism while expanding their understanding of the business world. The goals of the program are to: 1) help students achieve their potential in academic, personal and professional areas; 2) increase graduation rates of program participants; and 3) develop leadership skills and potential among participants.

For additional information contact Hansford Johnson 813-974-3268/ hjohns08@coba.usf.edu

or visit us at:
http://www.coba.usf.edu/mentor/

“We make a living by what we get, we make a life by what we give.” – Winston Churchill
GEAR UP is a six-year program funded federally by the Department of Education, and locally by the Children’s Board of Hillsborough County. GEAR UP provides academic, educational and enrichment supports to low-income, minority youth who are at risk of dropping out of school. This program works to ensure students’ smooth transition from middle to high school and helps students graduate from high school and enter post secondary careers in four-year universities; two-year colleges, vocational/technical schools, the military or other careers. The program is currently being implemented at Hillsborough High School.

The main goals of USF/HHS GEAR UP are:

- To provide the academic supports and resources for approximately 600 Hillsborough High School students.
- To provide case management, academic advising and mentoring to targeted cohort students throughout the academic year.
- To prepare students for graduation from high school and placement into post secondary careers e.g. four-year colleges or universities, community colleges, vocational/technical schools etc.
To improve students’ social and leadership skills and help encourage a sense of community activism and volunteerism.

These goals and objectives are achieved through a comprehensive, well coordinated and integrated array of educational and enrichment supports and services.

The **Targeted Scholarship Mentoring Program** is our formal mentoring program. This represents a unique collaborative mentoring program that is dedicated to serving 31 GEAR UP targeted scholarship recipients. Students are targeted to receive Florida Prepaid Scholarships after they graduate from high school. This program is a collaborative venture between USF/HHS GEAR UP program, the Hillsborough Education Foundation, Inc. (HEF) and community mentors from USF, various local and government agencies, as well as businesses and private citizens.

Our second mentoring program is more informal and serves approximately 100 other GEAR UP students. Mentors involved in this type of mentoring relationship focus on building the self-esteem of students, providing support and direction, trying to positively influence any behavior problems students might have.

Informal mentoring is ongoing and less structured, and mentoring relationships evolve over time as staff mentors work directly with students throughout the course of the year. There are no written contracts required for this type of mentoring. Our informal mentoring occurs as ‘one-on-one’ interactions between students and tutors, students and GEAR UP case managers, and students and other GEAR UP staff.

For additional information contact Ruby Joseph, M.P.A. GEAR UP Program Director at **813-974-9339/joseph@fmhi.usf.edu** or visit us at: **http://gearup.fmhi.usf.edu/**

“If you want one year of prosperity, grow grain. If you want ten years of prosperity, grow trees. If you want one hundred years of prosperity, grow people.” -- Chinese Proverb
The Latino Scholarship Program is a university-wide, privately funded scholarship program that combines scholarships with mentoring opportunities for its scholars. It is uniquely designed to provide renewal scholarships to academically talented students with documented financial need while matching each scholar with a scholarship sponsor who also serves as mentor and role model. Each student is matched with their sponsor according to their degree major and personal interests. The sponsors/mentors have numerous opportunities to see their gifts at work through student-donor interactions, communication, and events. Currently in its 17th year, the program sponsors 120 students, boasts a 90% graduation rate and has graduated 245 professionals who are making a difference in our communities as physicians, nurses, engineers, attorneys, architects, and teachers. The program is creating “real life” role models who can speak to the value of obtaining a college degree and help other students realize that they, too, can overcome barriers and achieve the same goals.

For more information about the Latino Scholarship visit us at:
http://usfweb2.usf.edu/latscholar
Office of Diversity and Equal Opportunity
ADM 172
813 974-4373
The **New Faculty Mentoring Program** is a voluntary program offered to new faculty, with a formal mentor assigned from within the individual’s department and a second formal mentor assigned from within the college but outside the individual’s department.

Mentors and mentees meet initially as a group early in the Fall semester, where they are provided with an orientation to the mentoring process, principles of mentoring, guidelines for mentoring, and resource materials (including Carol A. Mullen’s [2008] *The handbook of formal mentoring in higher education: A case study approach*). A variety of workshops are provided for mentees throughout the year, addressing research, publishing, grant seeking, scholarship of teaching and learning, and annual review and tenure/promotion application and review processes.

The goal of the program is to provide the kinds of supports that will enable all faculty, including faculty of color, to be successful and to contribute to the strategic priorities of the college and university. This program was initiated by Dr. Carol Mullen (previously in the Department of Educational Leadership & Policy Studies, currently Professor & Chair at the University of North Carolina, Greensboro and Editor, *Journal of Mentoring & Tutoring*).

For additional information contact Harold R. Keller, Ph.D. Professor & Associate Dean for Academic Affairs at 813-974-6709 or by email [hkeller@tempest.coedu.usf.edu](mailto:hkeller@tempest.coedu.usf.edu) or visit us at: [http://www.coedu.usf.edu/main/faculty/Mentoring.htm](http://www.coedu.usf.edu/main/faculty/Mentoring.htm)
The Multicultural Leadership Program is a campus-wide program where students earn class credit by developing leadership skills in mentoring that affect the college adjustment, retention and graduation of USF Poly students.

Students & Technology in Academia Research and Service (STARS--funded by the National Science Foundation) is an academic based program where students use mentoring to develop their leadership and outreach skills to increase the number of women and underrepresented students in Technology. Both programs use a tiered leadership structure (Advisor, Facilitators, Mentors and Mentees) and Identity-based Mentoring with the Thomas Principles (Identity Development, Psychological Support, Social Support, Academic Support, Sense of Belonging, and Leadership Development) to promote effective mentoring.

For additional information contact Dr. Nathan Thomas, Campus Diversity Officer at USF Polytechnic 863-667-7089/nathomas@lakeland.usf.edu

or visit us at:

http://www.poly.usf.edu/CampusLife/StudentActivities/MentoringPrograms.xml
The USF McNair Scholars Program’s goal is to successfully prepare highly academically-talented, junior and senior level, low income, first generation students and students from backgrounds who are traditionally underrepresented in doctoral programs and the professoriate. USF’s McNair program provides sufficient financial resources to implement a structured and coordinated faculty mentoring program; sufficient student stipends; student preparation seminars; a strong undergraduate research programs component; tutorial support for “gate” courses; student research travel; and, the trained professional staff needed to motivate, prepare, and assist 25 academically-talented students who are disadvantaged economically and grossly underrepresented for doctoral programs.

For more information about the McNair Fellowship Program in the Graduate School please contact Dr. Joan Holmes, Interim Assistant Dean in the Graduate School at 813-974-7935/jholmes@grad.usf.edu; Mr. Brett Mervis at bmervis@cas.usf.edu or visit us at: http://www.grad.usf.edu/newsite/mcnair.asp

“The ultimate leader is not afraid to develop people to the point they surpass him or her in knowledge and ability.” -- Oliver Goldsmith
The program provides mentoring for training future psychologists, including attention to trainees’ development of competence in multicultural and diversity issues. The Counseling Center’s internship program has received continuous accreditation from the American Psychological Association since 1983 by adhering to guidelines on multicultural competencies and implementing them in the training program. As such, the internship program contributes to achieving USF’s Strategic Goal II of promoting a competitive professional program that supports knowledge and skill acquisition through a learner-centered environment.

The internship ensures that multicultural competence is a centerpiece of the mentoring program through a number of steps, as follows:

• The internship selects from a culturally diverse range of applicants who demonstrate an increased level of awareness and sensitivity to cultural issues.
• Interns work in a collaborative fashion with senior staff members on the Committee on Diversity.
• Interns are encouraged to explore and challenge their level of cultural competence in all training activities.
• Interns are actively supervised, formally evaluated, and offered recommendations on how to address limitations in cultural competence.

For additional information contact:
Dale A. Hicks, Ph.D., Interim Director,
USF Counseling Center at 813-974-2831/
mwilson@cchd.usf.edu
or visit us at:
http://usfweb2.usf.edu/COUNSEL/oth_psy_intern/psyintern_home.html
The Oceanography Camp is a three-week summer educational program for teenaged girls who are poised to enter high school.

The primary goals are to retain young women’s interests in science and to encourage their pursuit of science careers by sparking their curiosity about the natural world around them. The program provides a multidisciplinary, hands-on, inquiry learning experience in both laboratory and field environments. The camp takes place in an ocean setting at USF's marine science laboratories where students actively use the knowledge they acquire to understand local and global environments. Bridging the gap between the real world and the classroom is accomplished by taking students on cruises aboard a research vessel to collect real-time data, taking them on field trips to provide outdoor ecology classrooms, and engaging them in practical laboratory research. The Oceanography Camp seeks to actively recruit, educate and inspire all students. Under the intrinsically interdisciplinary umbrella of oceanography, participants are directly involved in those disciplines in which women and minorities are most often underrepresented: chemistry, geology, and physics.

To date, over 800 young women have participated and include minority and non-minority girls inclusive of all learning abilities (e.g. high achieving, average, and high potential).

Short-term evaluation of this program indicates that intervention has made a difference. Alumni have:
• taken more math and science courses in high school;
• gained a realistic and positive image of science and scientists;
• Improved their understanding of the research process; and,
• strengthened their commitment to pursue careers in math, science or engineering. Nearly 20% of alumni in college are pursuing science-related degrees.

"Better than a thousand days of diligent study is one day with a great teacher." — Japanese Proverb
The uniqueness of this educational outreach lies not only in its “real world” environmental studies but also in its ability to provide one-to-one mentoring between teenaged girls and scientifically accomplished women. Participants work directly with female professors and graduate students from USF's College of Marine Science, as well as professionals from industry and governmental agencies. Community and science partners include the Center for Coastal & Watershed Studies (USGS), Florida Fish & Wildlife Research Institute, NOAA, Center for Ocean Technology, Progress Energy, Pier Aquarium, and Pinellas County.

The Oceanography Camp presents an outstanding opportunity to educate young women about the ocean environment and inspire them to assume leadership roles in the scientific fields that will alleviate some of the Earth’s environmental stresses. The enthusiasm expressed by new and alumni campers each year is a testament to their willingness to be involved in the ongoing process of environmental problem solving; campers provide the energy and the camp provides direction. It is our hope that the Oceanography Camp will continue to inspire young women to continually learn so they are well-prepared to make informed, socially relevant decisions.

Teresa M. Greely, Program Director, University of South Florida’s College of Marine Science,
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“Do all good you can,
by all the means you can,
in all the ways you can,
in all the places you can,
to all the people you can,
as long as ever you can.”
--John Wesley
Mature Individuals Non-Traditional Students
M.I.N.T.S

MINTS is designed to be a resource for any nontraditional students at USF. We are still in the planning stages, but hope to provide advice on juggling school, family, and work. We also hope to provide mentoring programs so that new incoming students will have someone to talk to and ask questions. We are also in the planning stages of family-friendly social events such as picnics, football tailgate parties, activities at the Recreation Center and events scheduled for MINTS during WOW (Week of Welcome) in the Fall. We feel that making these students feel connected to the USF community includes social events which are family-friendly so that a student does not have to choose between spending time with family and activities on campus.

A website, coming soon, will be part of the New Students Connections website and should be available by mid-June 2009. The new website will provide information pertaining to social events, academic resources, frequently asked questions and a survey that will help us to better identify the needs of nontraditional students. We also now have a presence at transfer orientations and are planning to make changes to the orientation process to provide students with information that they specifically need. During Orientation, we are able to talk to nontraditional students, get their contact information and add them to our master list of nontraditional students so that they can be notified of any important information or events.

Contact information:
Jessy Rosenberg
Associate Director of New Student Connections
jessyr@sa.usf.edu

Volunteers:
Brenda Martin (USF Alumni 2009)
Sue Snyder (current student)
Loretta Ortiz (current student and WOW Leader)

New Student Connection website
www.newstudent.usf.edu
MISSION

The Office of Diversity and Equal Opportunity provides effective leadership that supports USF’s diversity initiatives and promotes equal opportunity for the USF community. DEO supports the University in building a community that promotes equity, justice and sensitivity for all individuals.

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“Everything that happens to you is your teacher. The secret is to learn to sit at the feet of your own life and be taught by it. When we do not take the time to sit at the feet of our own experience, we bypass significant opportunities for learning.” -- Lois Zachary