

R O N A L D E. M c N A IR

*P* 0 S T·B A C C A L .'I U R E A T E

.ACHIEVEMENT P R O G R A M

June 10, 2019

Dear McNair Faculty Mentor:

Welcome and thank you for sharing your time, academic expertise, and guidance with the McNair Scholars Program. Your participation as a faculty mentor helps us provide a unique opportunity for our students, as well as prepares them to become one of your future colleagues.

Our program goal of nationwide faculty diversity is dependent upon faculty mentor participation. Your contribution is a bridge to that goal and is in keeping with the university's mission of pluralism and the development of a diversified academic community.

As you know, many of our program participants are unaware of the post-baccalaureate education process and are often without the means and support to obtain a doctoral degree. Faculty mentors play an important part in the success of these future scholars.

The *Program Overview* and *Roles and Responsibilities of the Mentor* are two documents designed to provide information about the mentoring process. All mentors receive a

$1,000 stipend after the scholar's journal article is complete and we receive mentor sign off for publication.

Please sign and return the following documents to our office, River Front Center 203 - campus zip 6114 or by email at mcnair@csus.edu. Please do not return the approval form for the journal article until the article is complete and you are ready to approve for publication.

* Faculty Mentor Agreement Form
* For the Stipend: W-4 form, Faculty Time Report Faculty Agreement for Additional Employment
* Approval form to be signed upon completion of the research journal article

### Note: Please sign or complete the indicated (highlighted) areas only

The entire McNair journey provides an invaluable experience to the scholars. We thank you for your time, knowledge, and experience. I welcome you on behalf of the McNair Scholars Program.

Sincerely,

Carlotta Moore, Program Coordinator Enclosures

PROGRAM OVERVIEW

Who is Ronald E. McNair?

Dr. Ronald Erwin McNair, a physicist and astronaut, was undoubtedly one of the greatest scholars of our time. He was a recognized expert in laser physics and an astronaut for NASA.

McNair graduated magna cum laude from North Carolina AT&T State University with a Bachelor of Science degree in physics. He went on to earn a doctorate degree in laser physics from Massachusetts Institute of Technology. He was 26 years old.

In 1978, he was selected for the space shuttle program and was a mission specialist aboard the 1984 flight of the shuttle Challenger. In January 1986, McNair and the other members of the crew were killed in the Challenger explosion.

McNair was an African American whose life exemplified dedication, academic excellence and vision. During his life, McNair used his resources to overcome obstacles and to improve his life, as well as those in his community. After his death, the members of Congress funded the Ronald

1. McNair Post-Baccalaureate Achievement Program to provide disadvantaged, high-achieving college students with effective preparation for doctoral study.

What is the McNair Scholars Program?

The Ronald E. McNair Post-Baccalaureate Achievement Program is a federal award granted to institutions of higher education for projects designed to provide disadvantaged college students with effective preparation for doctoral study.

At Sacramento State, the McNair Scholars Program offers the following benefits:

* + Academic plan development for preparation for doctoral studies
	+ Close professional relationship with a faculty mentor
	+ Tutoring
	+ Paper published in the CSUS McNair Journal
	+ Assistance to prepare for admission to graduate programs
	+ Fee waivers from participating institutions
	+ Strengthening academic skills
	+ Faculty mentored research culminating in publishable research paper
	+ Weekly research skills seminar

Where is the CSUS McNair Scholars Program located?

The CSUS McNair Scholars Program is located in the Riverfront Building #203. The program is governed by the rules and regulations of the U.S. Department of Education, and all information related to the program is reported to the U.S. Department of Education and the campus administration.

N :laa\msp\public\MCNAIRIMENTORS\Mentor Forms\PROGRAM OVERVIEW FOR MENTORS .doc

### WHAT IS A FACULTY MENTOR?

A mentor is an experienced professor who guides, advises, and supports an inexperienced scholar for the purpose of furthering their careers (Cronan-Hillix, Gensheimer , Cronan­ Hillix & Davidson, 1986). Although the relationship is personal, it has a specific purpose. In order for the relationship to be effective, each participant needs to possess certain characteristics.

### WHAT MAKES A GOOD FACULTY MENTOR?

In her review of the literature on mentoring, Redmond (1990) states, "Effective

mentoring involves not only the transfer of academic skills, attitudes, and behaviors, but a level of interaction, trust, and communication which ...empowers a student with the knowledge and confidence to grow academically and socially regardless of the environment."

Some important characteristics of effective mentors are:

* The mentor needs to be above all available (makes the time commitment to the student).
* Interested in and supportive of the scholar.
* Have good interpersonal communication skills (approachable, receptive, clear, and able to maintain a two-way conversation).
* Possess conflict management skills.
* Ability to empower the scholar.
* Ability to honor the scholar's need for autonomy.
* Ability to tap into organizational networks and know what opportunities are available.
* Exemplary supervisory skills.

Important personality characteristics were a sense of humor, honesty, dedication, empathy, compassion, genuineness, patience, loyalty, flexibility, and unprejudiced attitudes (Cronan-Hillix, et al, 1986). The mentors must be personable, charismatic, patient and courageous, especially in risky situations where the scholar may fail (Murray, 1991).

N:\aa\msp\public\MCNAIR\MENTORS\Mentor Forms\ROLES AND RESPONSIBILITIES OF THE MENT

### ROLES AND RESPONSIBILITIES OF THE MENTOR

**Successful mentoring is based on clearly defined roles and responsibilities. The extent to which the mentor engages in the following functions determines the quality of the relationship.**

### CAREER FUNCTIONS:

* + Willingness to serve as a coach to scholar
	+ Socializes a scholar to his or her chosen profession
	+ Provides challenging assignments & opportunities
	+ Assists professional development of the scholar
	+ Interest in scholar's future
	+ Advisement on career goals
	+ Provides instruction in requisite skills
	+ Provides visibility and exposure
	+ Helps scholar establish professional connections
	+ Provides the opportunity to apply newly acquired skills
	+ Promotes career and professional development of mentee
	+ Socializes scholar into new profession
	+ Engages in information-giving & provision of knowledge
	+ Sponsorship/Advocacy
	+ Provides training and instruction
	+ Provides feedback on scholar's work
	+ Provides information on careers
	+ Encourages scholar to continue/further education
	+ Assists scholar in applying for graduate school
	+ Assists with academic & work difficulties

### PSYCHOSOCIAL FUNCTIONS:

* + Provides moral support
	+ Shows interest in scholar's personal growth
	+ Engages in role-modeling
	+ Provides acceptance and confirmation of scholar
	+ Provides guidance, counsel, advisement, friendship

N:\aa\msp\public\MCNAIR\MENTORS\Me ntor Forms\ROLES AND RESPONSIBILITIES OF THE MENT

**BENEFITS MENTOR RECEIVES FROM THE DEVELOPMENTAL RELATIONSHIP**

Some benefits include:

* + Increased respect among colleagues and peers
	+ Recognition among colleagues
	+ Sense of satisfaction over enabling the scholar to succeed
	+ Being able to provide technical assistance
	+ Positive impact on the mentor's sense of will-being
	+ Increased creativity
	+ Rejuvenation
	+ Furthers mentor's career and personal development
	+ Keeps mentor up to date on new developments within field
	+ Simply being asked means one is respected, admired
	+ Enhances self-esteem
	+ Revitalizes interest in work
	+ Fulfillment of development needs
	+ Close relationship with scholar is typically experienced as enjoyable
	+ The scholar provides assistance on work projects
	+ Enhanced status, influence, recognition
	+ Avoidance of burnout

N :\aa\msp\publ ic\MCNAIR\MENTORS\Men tor Forms\ROLES AND RESPONSIBILITIES OF THE MENT

**TRi O**

R O N A L D E . M c N A I R

P O S T - B A C C A L A U R E A T E A C H IE V E M E N T P R O G R A M

Scholar's Name:

CALIFORNIA STATE UNIVERSITY, SACRAMENTO

**MCNAIR SCHOLARS PROGRAM**

**Faculty Mentor Agreement**

The McNair Scholars Faculty Mentors are distinguished full-time tenured / tenure-track faculty members in degree programs at Sacramento State. These faculty members are committed to graduate education, and assist McNair scholars by: introducing them to the nature and rigors of research, serving as role models, helping them build professional networks with other scholars in their fields, and participating in social as well as academic activities with them.

The McNair Scholars Program aims for students to gain confidence as scholars, start operating at their highest academic potential, and begin to establish themselves as contributors to their chosen professions.

In order to reach the objectives of the program, the faculty mentor agrees to the following:

1. Monitor the scholar's research activities and writing, and provide feedback and guidance.
2. Challenge the scholar and assist her/him in writing a high quality research paper.
3. Approve and sign the final draft of the scholar's research paper.
4. Notify McNair Scholar Program director or coordinator of any

problems /issues/ concerns related to the scholar(s) progress in completion of his or her baccalaureate degree and/ or McNair research project.

I, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (Faculty Mentor), have read,

understands, and concur with the terms of this agreement.

Signature, Faculty Mentor Date

N:\aa\msp\public\MCNAIR\MENTORS\MentorForms\McNair Faculty Mentor Agreement.docx

**McNair Scholars Program**

*Research Mentor Questionnaire*

## The **Research Component** is a unique opportunity for you to assist underrepresented students in continuing their education while receiving quality assistance participating in scholarly research.

Complete this questionnaire carefully and thoroughly and return it to the McNair Scholars Program Office. McNair Scholars will receive a copy of this questionnaire in order to become familiar with you and your research projects.

 

# E-Mail: Office Phone #:

**List Areas of Research:**

**List current research projects in which student(s) may participate:**

1.

How long will the project last? FA only FA/SP FA/SP/SU SP/SU SU only



How long will the project last? FA only FA/SP FA/SP/SU SP/SU SU only

Briefly state your interest in working with a McNair Scholar *(attach page in necessary)*

## It is important to note that the goal of the **Research Component** is to develop the research skills of McNair Scholars to prepare them for graduate school. McNair Scholars should be involved with your research project beyond that of a student assistant or student employee. McNair Scholars are also required to develop their own undergraduate research projects, which may be published in scholarly publications. Thank you for your interest in working with the Program and the students

that we serve.

On behalf of the McNair Program scholars and staff members, I would like to express our most sincere appreciation for your time and effort. Your participation as a faculty mentor helps us provide a unique opportunity for our students, as well as prepares them to become one of our future colleagues.

Our program goal of nationwide faculty diversity is dependent upon faculty mentor participation. Your contribution is a bridge to that goal and is in keeping with the university's mission of pluralism and the development of a diversified academic community. As you know, many of our program participants are unaware of the post-baccalaureate education process and are often without the means and support to obtain a doctoral degree. Faculty mentors play an important part in the success of these future scholars.

The research paper your scholar produced is ready for final edits. You should have already received a copy of the paper, but we need your written approval prior to publication.

Please review the paper to ensure that the content meets your approval and the paper is suitable for publication in the *McNair Scholars Journal*. Review and sign the statement below.

I have read my scholar’s, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, research paper for clarity and relevancy and found the journal to be

 \_\_\_\_\_\_\_\_acceptable for publication \_\_\_\_\_\_\_not acceptable for publication

I understand that my approval of the scholar’s work is required for inclusion of the scholar’s research article in the annual *McNair Scholars Journal*. I also understand that my name may appear next to my scholar’s article in the journal or in other university publications. Please sign and date below to indicate your approval.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name Date

The compensation for your efforts should arrive shortly. If you have any questions or comments on the McNair Summer Research Program, please contact me in the Program Office at 278-5118. Our goal is to prepare low-income and first generation California State University, Sacramento students for study at the doctoral level, and faculty involvement is key to our success.

Thank you in advance for the prompt return of the approval form and your assistance this summer.

Sincerely,

Yvette Farmer, Ph.D.

Director, McNair Scholars Program