

Minority Male Mentorship Programs (M3P): From Designing to Implementing and Evaluating

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MEN OF COLOR
MENTORSHIP PROGRAM



Agenda

My story

Designing M3Ps

Literature review - Data analysis - Generation Z - Things to consider

Implementing M3Ps

Location - Frequency - Mentor training - Mentee requirements & benefits

Assessing M3Ps

Surveys - Feedback loop

Men of Color Mentorship Program at TMCC

Q & A

Designing M3Ps

Literature review:

First generation status

Light skin v Dark skin

Family/Communal mentality

Language

Misconceptions about college

Lack of knowledge

High school courses

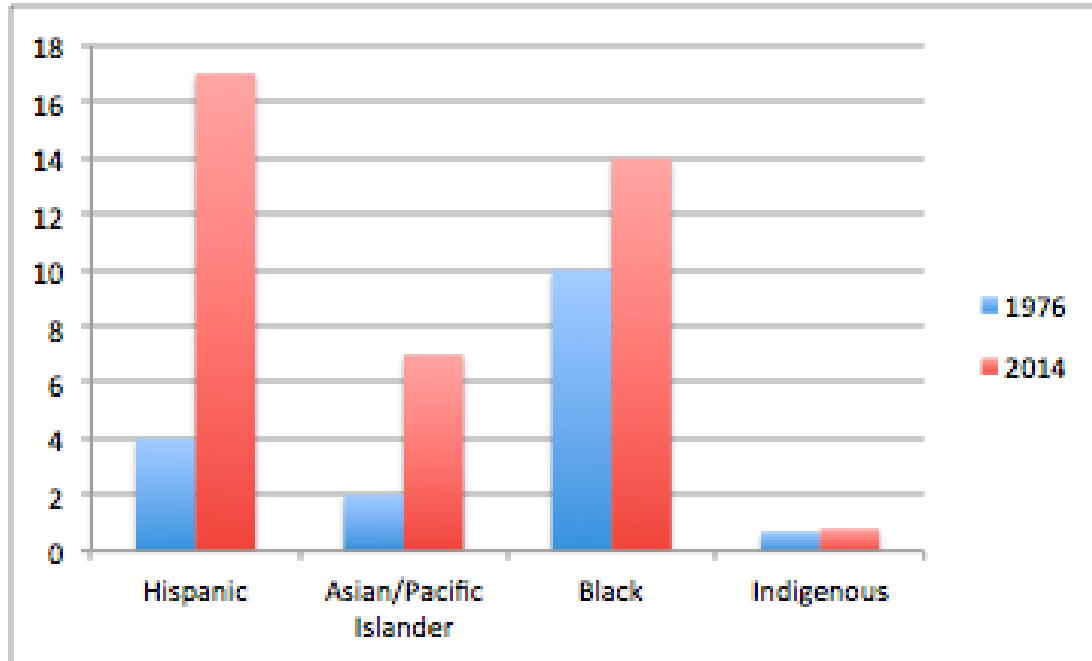
Faculty & peer mentors

College planning happens too late in the game

-isms

Designing M3Ps (cont.)

College Enrollment rates:

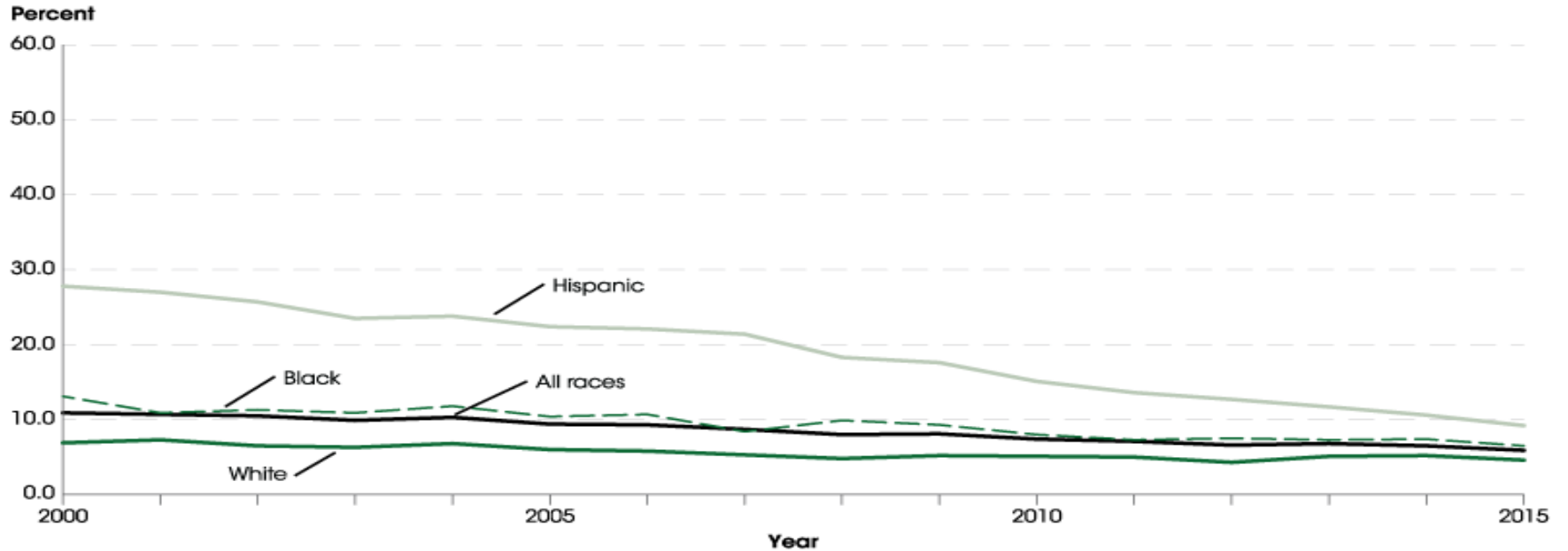


National Center for Educational Statistics



Designing M3Ps (cont.)

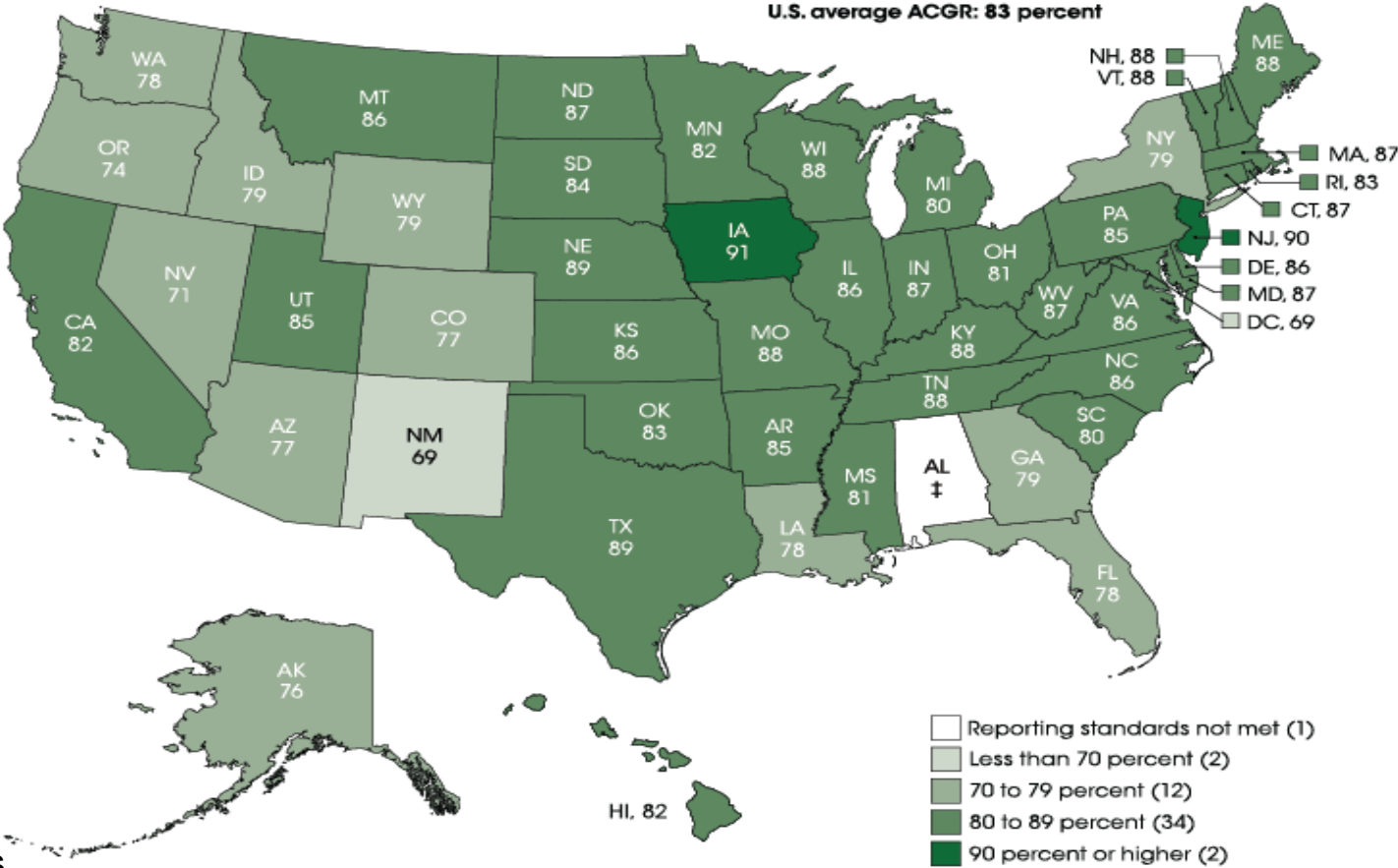
High School Dropout Rates:



National Center for Educational Statistics

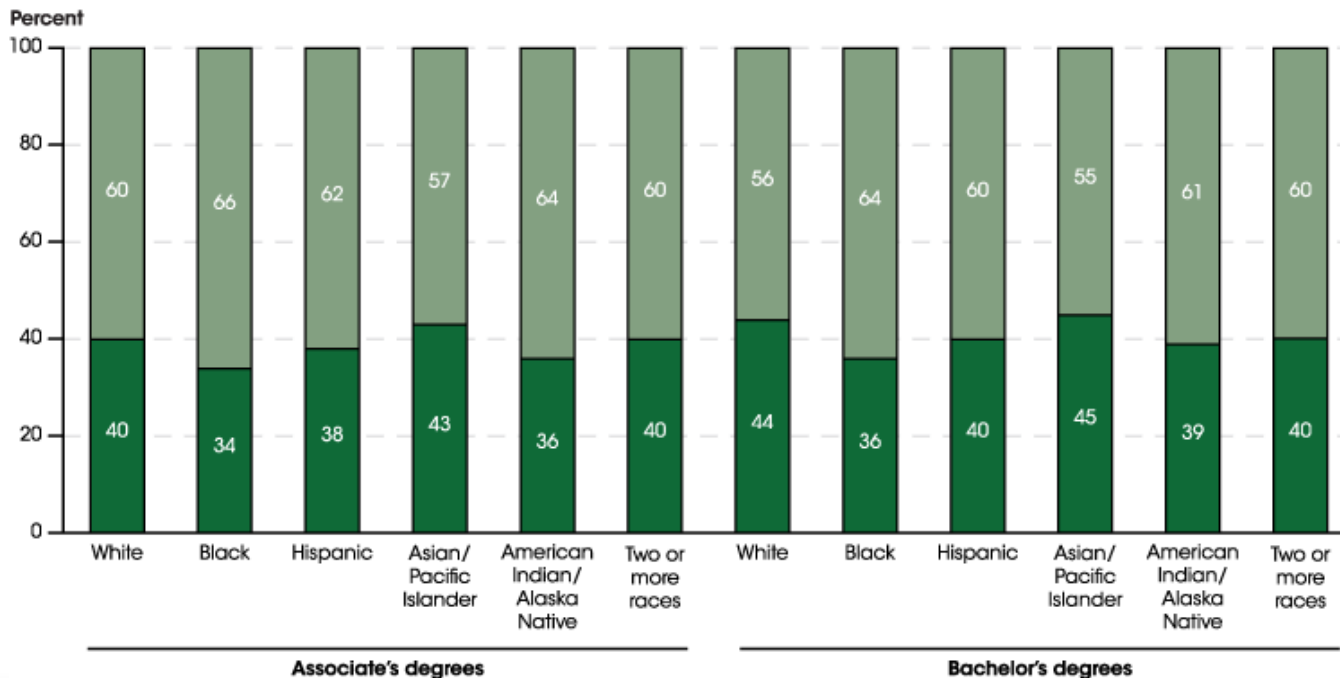
Designing M3Ps (cont.)

High School
Adjusted
Cohort
Graduation
Rate:



Designing M3Ps (cont.)

FY 14 Degree attainment by race/gender:



Designing M3Ps (cont.)

Generation Z:

What do you know about this generation?

Technology

Mobile technology

Social media

Designing M3Ps (cont.)

Who are minority males?

Self-identify, no litmus test.

First-generation status

Low-income

Hardships

Barriers to college attainment

Designing M3Ps (cont.)

Things to consider:

Assume nothing

Incentivize

It's gotta be "Lit"

Mentor, administrator, school, partner buy-in

Implementing M3Ps

- a) How long?
- b) How often?
- c) Location?
- d) Incentive?
- e) Mentor payment?
- f) Mentee benefits?

Implementing M3Ps (cont.)

a) Challenges

- i) Funding
- ii) Data collection

a) Tightening the nuts & bolts while keeping sustainability in mind



a) Mentor Training

[TMCC Fact Sheet](#)



Implementing M3Ps

	Sophomore Yr	Junior Yr	Senior Yr	1st Semester of College	
Medal			\$15		
Sweater		\$40			
Lanyard (200 for \$100)	\$0.50				
Summer Course	\$315	\$315			
Textbooks	\$100	\$100			
Mentor/Prep (\$12/hr - 3hrs/meeting)	\$180 (5 meetings)	\$288 (8 meetings)	\$288 (8 meetings)	\$108 (3 meetings)	
Snacks (Class/Community Service)	\$20	\$20	\$20	\$20	
MOC Summit/EOY Food cost (\$10/person - 2 attendees/Event)	\$40	\$40	\$40	\$40	Total Cost Per Mentee for Entire Program
Total:	\$655.50	\$808	\$363	\$168	\$1,994.50

Assessing M3Ps

- a) Mentor/mentee Surveys
- b) Mentor/mentee Testimonials
- c) Mentor/mentee Feedback
- d) SDSU CCEAL
 - i) Male Program Assessment for College Excellence (MPACE)





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Mission

TMCC's Men of Color Mentorship Program (MOC) aims to inspire, guide, and motivate underrepresented high school sophomores to attend college. Through educating mentees and their families about different career paths and college opportunities, we hope to empower students to become leaders in our community.

Vision

To create a network of college-educated men of color that attain a high-level of professionalism and become community leaders.

Learning Outcomes

Upon completion of the program, mentees will:

Demonstrate professionalism

Employ leadership skills

Learn how to navigate college

Be able to articulate components of their identity

Give back to community



MOC Mentee Requirements

- 1) High School Sophomore
- 2) 2.0 GPA
 - a) Conditional acceptance with a 1.8 GPA
- 3) Interest paper
 - a) 1 Paragraph explaining interest in joining MOC and going to college
- 4) Meet with mentor @ least 3 times per semester
- 5) Attend Men of Color Summit & End of Year Celebration
- 6) Participate in Community Service @ least 10 hours per semester



MOC Mentee Application Process

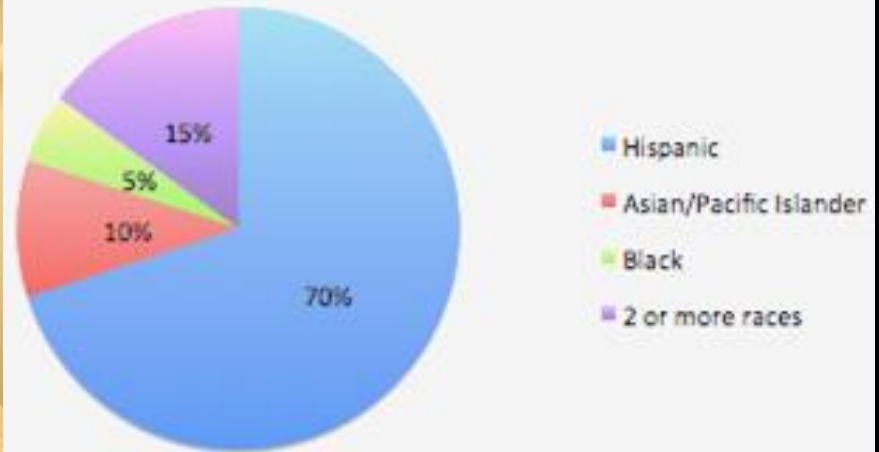
Application Process:

- 1) Counselor or Teacher Recommendation
- 2) Student Mutual Responsibility Agreement, Media Release, & Infinite Campus FERPA Release
- 3) Application Review
- 4) Admission Decision
 - a) Mentor Assignment

MOC Mentees



40 participants



MOC Mentors

6 mentors

All TMCC employees

Access, Outreach, Recruitment Office



MOC Student Benefits

MOC Lanyard - MOC Sweater - MOC Graduation Medal

FREE Jump Start Dual Credit Course

FREE Career Exploration Workshops & Guidance

Extended College Knowledge & Information on Financial Resources

First MOC Graduation Celebration - May 2019



MOC Sample Meeting Topics

High School Sophomore	High School Junior	High School Senior	College Freshman
Tying a necktie/bowtie	Note taking	Identifying and applying for scholarships	College Resources
Life planning and goal setting	Organizational Skills	Filling out the FAFSA	Staying involved
Personality assessment	Professional emails, mailing a letter	Applying to colleges	financial resources
Test Prep	Culture	Transitioning to college	Balancing a budget



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