



“I came to see in my time at IBM that 'culture' isn't just one aspect of the game - ***it is the game.***”

- Lou Gerstner (1942- ), Former IBM CEO, credited with its turnaround

# **MESA Culture of Success: *A Move Towards Praxis***

**Rafael D. Alvarez**

San Diego City College MESA Director

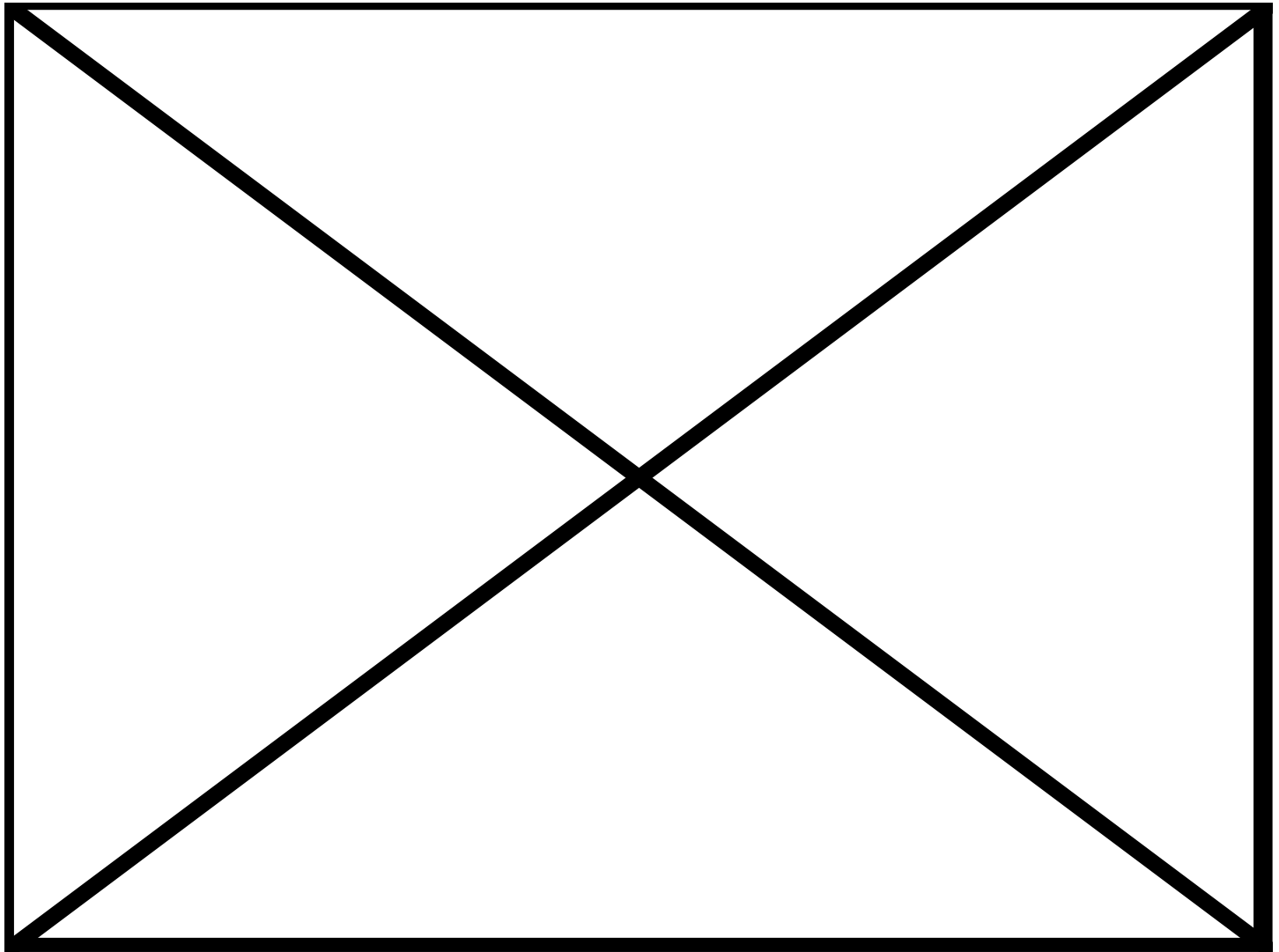
Doctoral Student in Community College Leadership

San Diego State University

Workshop on Barriers and Opportunities in Completing 2- and 4-Year STEM Degrees  
National Academy of Sciences

UC Irvine ♦ January 22, 2014

# *MESA Culture of Success*

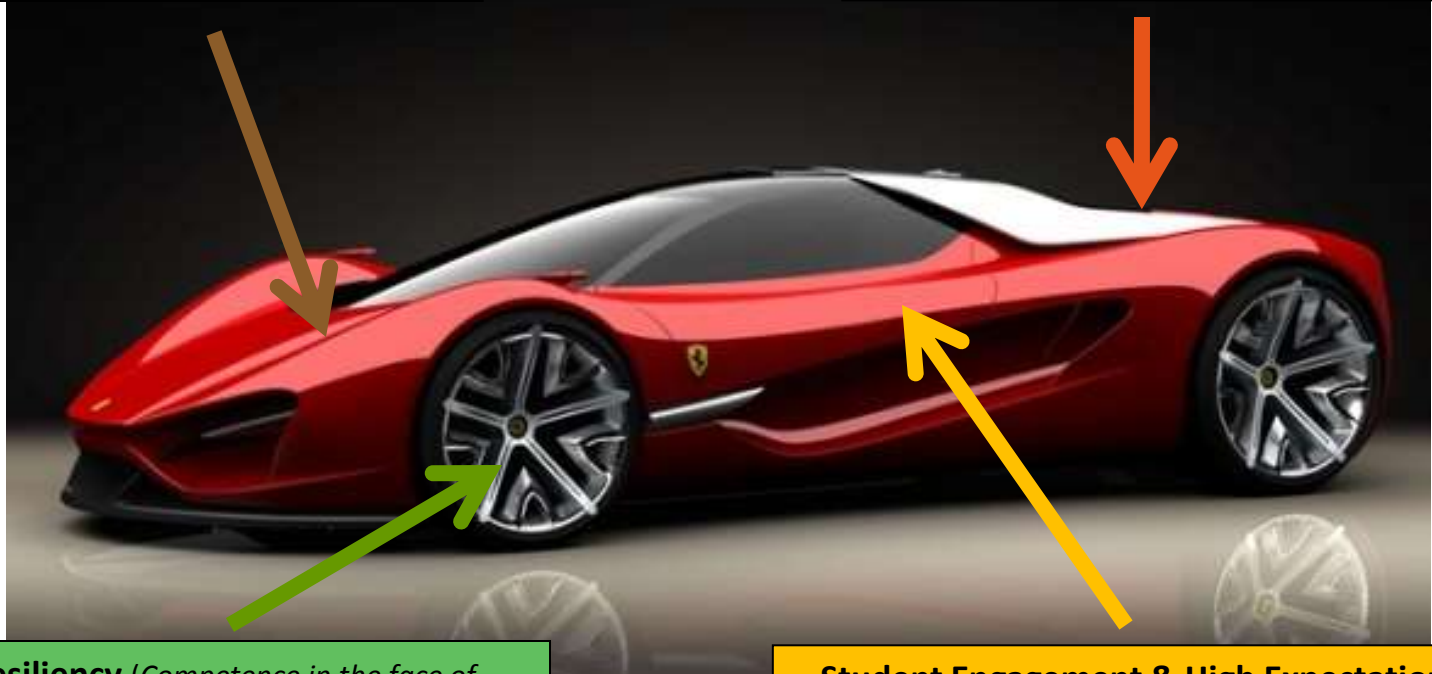


<http://www.youtube.com/watch?v=KIA6B6l9Hvo>

# Concept Vehicle: Diversity & Inclusion

Validation of Students  
Increased Sense of Belonging  
Internal Locus of Control

Self-Efficacy  
Learned Optimism (*Empowerment*)

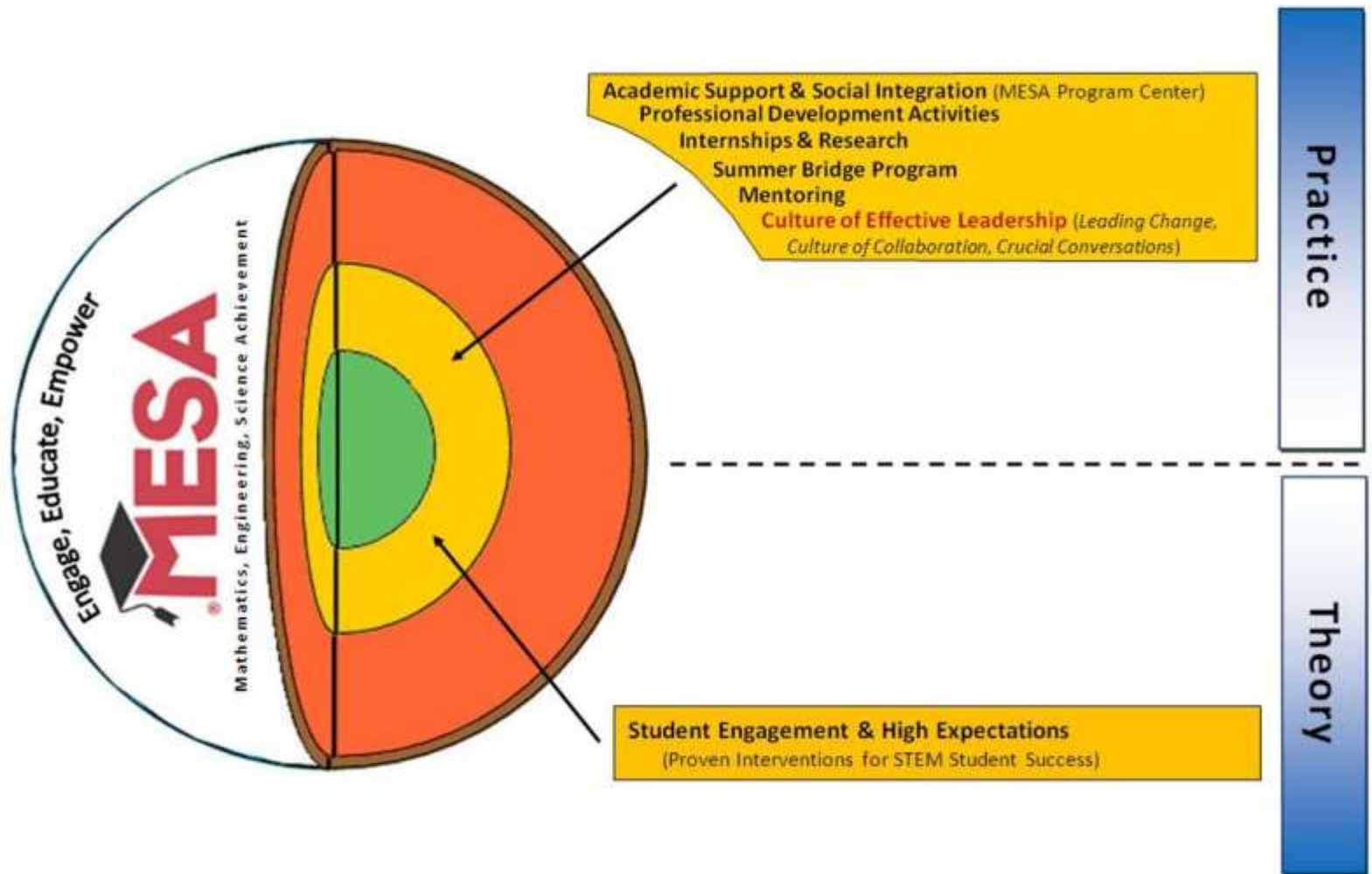


**Resiliency** (*Competence in the face of significant challenges to achievement*)

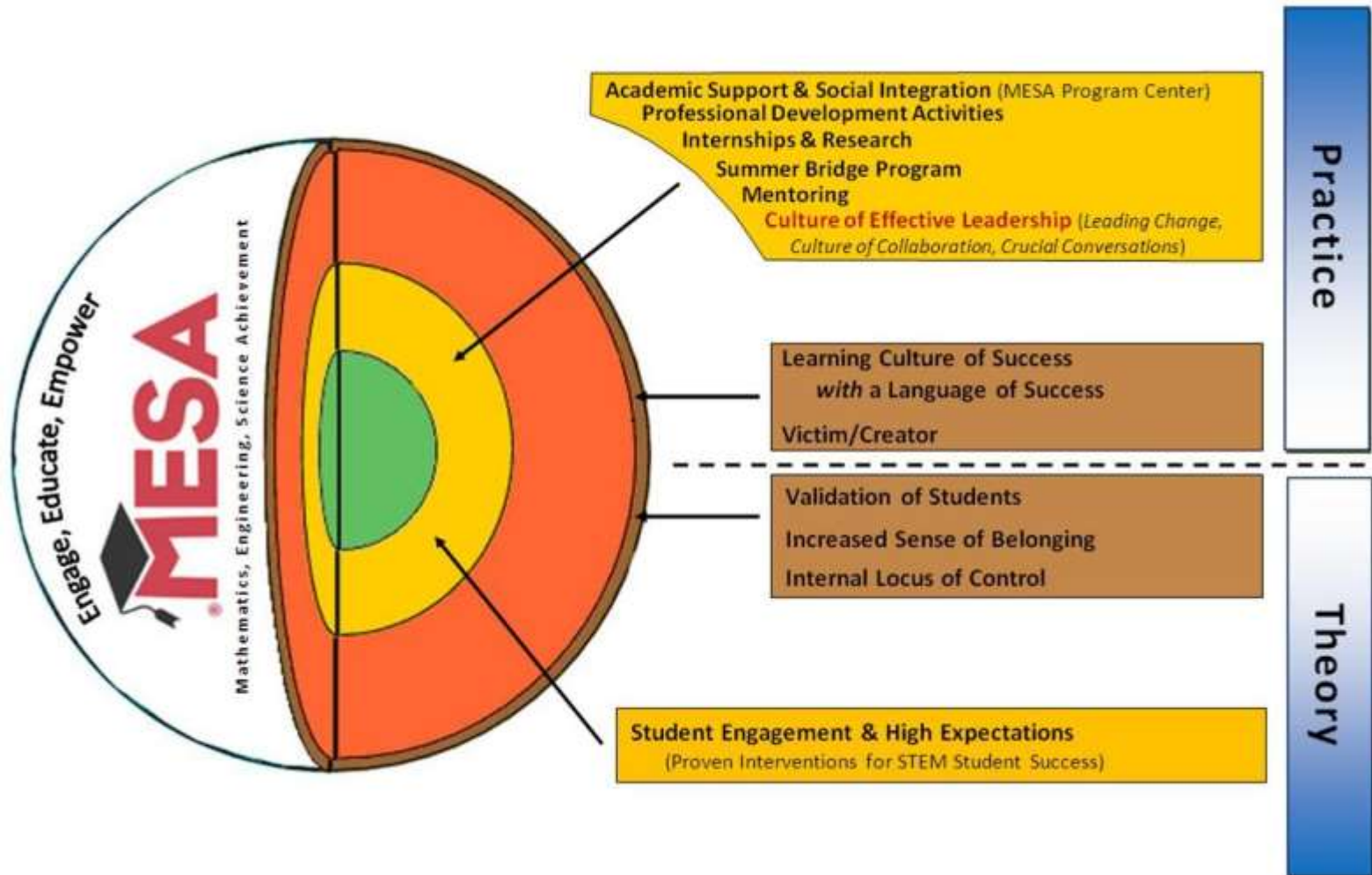
**Emotional Intelligence**

**Student Engagement & High Expectations**  
(Proven Interventions for STEM Student Success)

# A Model for the Inner Core of a Learning Culture of Success

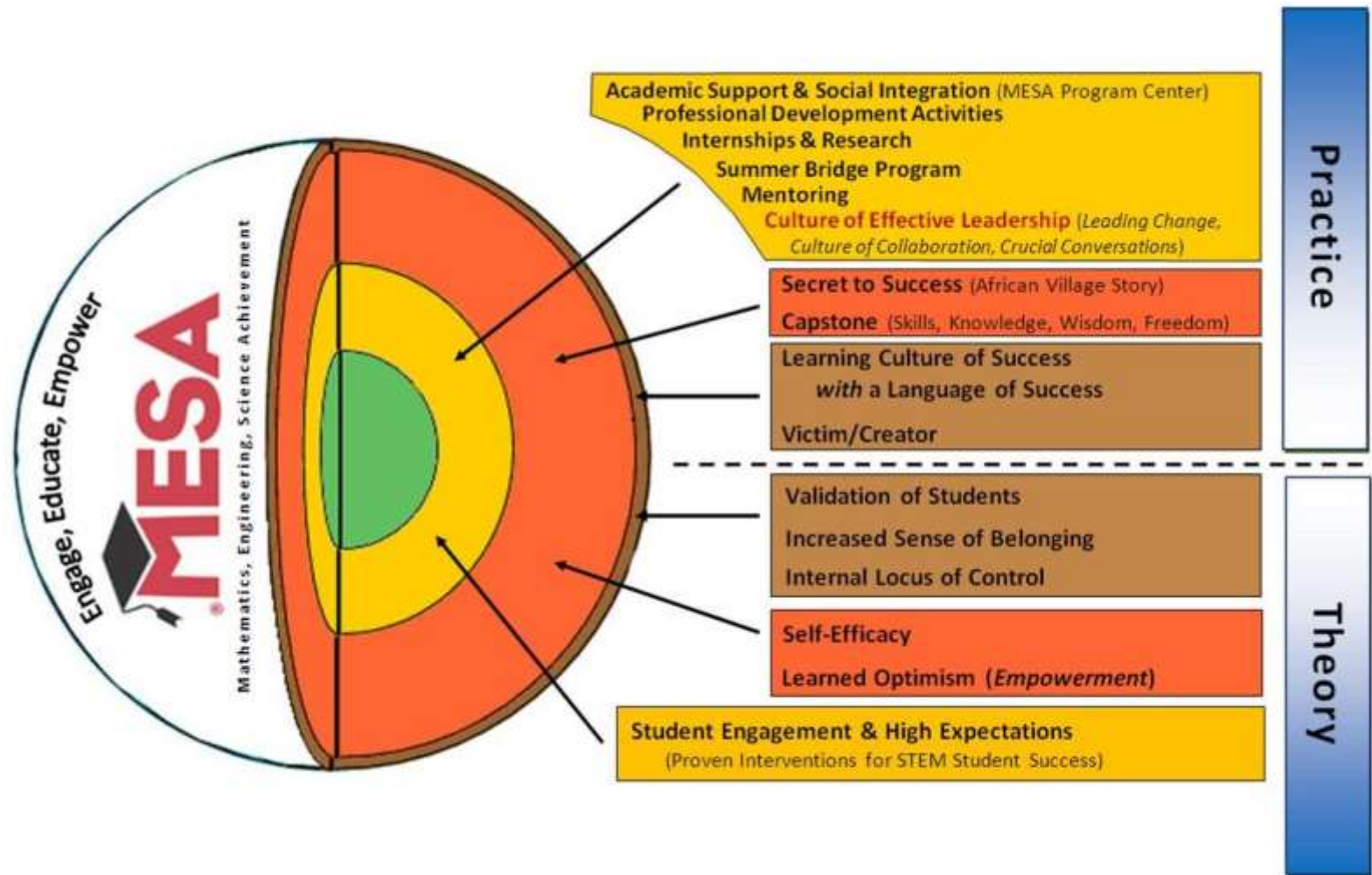


# A Model for the Inner Core of a Learning Culture of Success

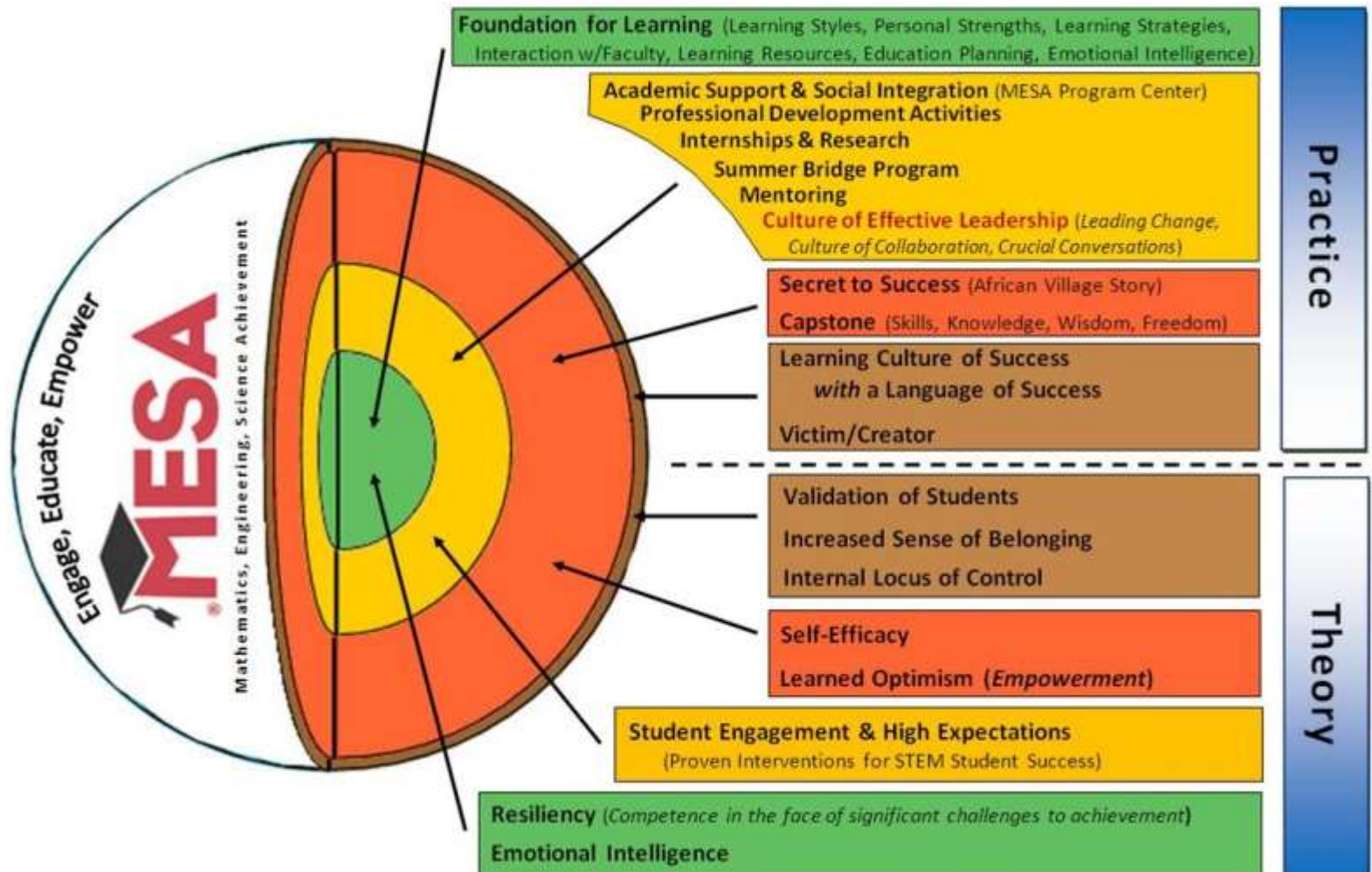




# A Model for the Inner Core of a Learning Culture of Success



# A Model for the Inner Core of a Learning Culture of Success





# What is “culture”?



# What is “culture”?

- "the customary beliefs, social forms, and material traits of a racial, religious, or social group"
- "the characteristic features of everyday existence shared by people in a place or time <*popular culture*>"
- "the set of shared attitudes, values, goals, and practices that characterizes an institution or organization <*a corporate culture*>"



# *What is “culture”?*



**Military  
Culture**



**Learning  
Culture**

# Responsibility & Choice

## Victims ...

- **Blame** others
- **Complain**
- Make **excuses**
- Repeat **ineffective** behavior
- “**Have to**” do things
- **Pretend** their problems belong to others
- “**Try**”
- **Give up**



## FAILURE

Victims **seldom** achieve goals

## Creators ...

- + Accept **responsibility**
- + Take **actions**
- + Seek **solutions**
- + Do something **new**
- + “**Choose to**” do things
- + **Own** their problems
- + **Commit** & follow through
- + Take **control** of their choices & their lives!



## SUCCESS

Creators **often** achieve goals





# *Secret to Success*

## *a.k.a. African Village Story*

*“When you find something in life that you want as much as you want to breathe, then you will find the secret to success!”*





# The "Capstone"\* of the City College MESA Program

## *The purpose for the learning*



MESA *Creators* aspire to achieve  
the following qualities!

### 1 – **SKILLS**

These are the *skills* that are necessary to be a successful mathematician, engineer or scientist. *All MESA Creators will acquire skills, but the "purpose for the learning" must be more than just skills!*

### 2 – **KNOWLEDGE**

This is more than simply knowledge in *math, engineering or science*. This must be a broader knowledge – a knowledge about many areas, including art, business, culture, history, philosophy, etc.



### 3 – **WISDOM**

This quality is achieved with *skills, knowledge* and experience. This is a worldly wisdom - a wisdom for knowing *what is right* and *what is wrong* in all situations.

### 4 – **FREEDOM!**

*Skills, knowledge* and *wisdom* together lead to **FREEDOM!** This quality gives MESA Creators the ability to define themselves, rather than to be defined by others. **FREEDOM** gives MESA Creators the ability to live a life that they choose – a life that is fulfilling to them!

The MESA "Capstone" epitomizes the MESA Program culture.

*\*Special thanks to Dr. Howard Gillman – Dean of the University of Southern California's College of Letters, Arts & Sciences, for conveying these four capstone qualities.*



# Engage, Educate, Empower: The MESA "Foundation for Learning"

*True learning WILL happen with a strong foundation!*

**What is "learning"?** Learning means "to gain new knowledge and skills" ♦ Learning is personal – it is affected by culture, experiences, career goals, likes and dislikes ♦ We learn naturally every day, and we learn best when we are actively engaged in the learning

**What does it take for TRUE learning?** Learning requires an awareness of what is needed for college readiness and success ♦ Learning requires an understanding and use of successful approaches, strategies, plans and personal strengths ♦ Learning requires support and tools for success

**Below is the MESA "Foundation for Learning".** Learn it ♦ Own it ♦ Use it ♦ Success is waiting for you!



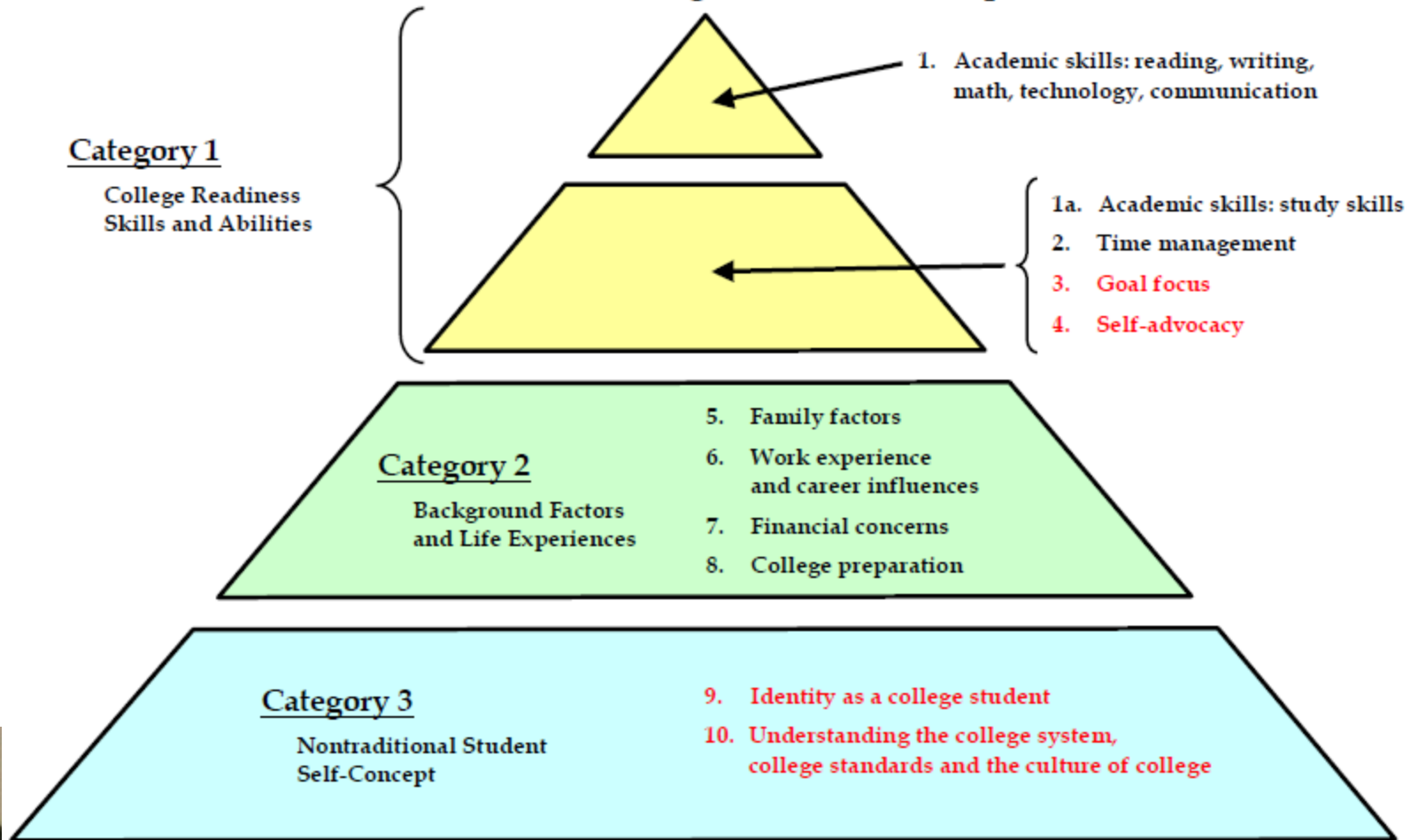
**How strong is YOUR foundation & what steps do YOU need to take?**

Learning Styles	Approach to Learning Bullet Point Reading (BPR)	Interaction with Faculty	"Big Picture" Approach to Problem Solving	Test Taking Strategies	Time Management Strategies	StrengthsQuest 5 Most Dominant Personal Strengths	Education Plan	Emotional Intelligence
(H) (W)	(B) (H) (P)	(H)	(B) (H) (P)	(B) (W)	(B) (W)	(H)	(H)	(H)
<b>MESA Law</b> ① If you don't write it down, it didn't happen      ② Keep it simple      ③ Work smarter, not harder (H)								
<b>Pyramid Model</b> <b>College Readiness: First Generation College Student Perspectives</b> ① College Readiness Skills & Abilities    ② Background Factors & Life Experiences    ③ Non-traditional Student Self-Concept (C) (H)								

Available Resources: (H) Bookmarker (C) Course (H) Handout (P) PowerPoint (W) Workshop



## Defining College Readiness from the Inside Out: First-Generation College Student Perspectives\*



### What should be the scope of “early assessment”?

\*Source: Adapted from Community College Review, 9/22/05 (Fall 2005). Study by Kathleen L. Byrd and Ginger MacDonald  
This information is provided as a service of the San Diego City College ([www.sdcity.edu](http://www.sdcity.edu)) Title V Program – Engage. Educate. Empower.



```
graph LR; BPR[BPR  
Bullet Point  
Reading] --> Class[Class]; Class --> RLN[RLN  
Review Lecture  
Notes]; RLN --> HW[HW  
Homework]; BPR --> Q((?)); RLN --> Q;
```

1. Come up with a plan
2. Use your plan to solve problem
3. Think about your answer

**MESA *Creators* follow this story!**







# MESA Advantage Report Card

Industry "Standards":

- Academic Support
- Counseling
- University Bridging
- Industry Exposure
- Community



MESA Advantage Student Report Card

Year: \_\_\_\_\_

Student name: \_\_\_\_\_ School: \_\_\_\_\_

Industry Based Standards - Student Activity Checklist		Date Completed	Director Eval
University Bridging (Networking)	Participate in MESA Networking Events (e.g. Jr. Shadow Day, Transfer visits, Banquets, etc)		<input type="checkbox"/>
	Research opportunities for educational advancement		<input type="checkbox"/>
	Establish connection with prospective educational institutions (e.g. with student support services, with student clubs, or with a university advisor)		<input type="checkbox"/>
	Enroll in a class (in major) at prospective transfer institution		<input type="checkbox"/>
	Explore and participate in field or lab research opportunities		<input type="checkbox"/>
	Take SAT or GRE (MCAT, DAT, etc) prep class and exam, apply to college or grad school		<input type="checkbox"/>
	Other: _____		<input type="checkbox"/>
Counseling	Meet with counselor once per semester to review progress in major*		<input type="checkbox"/>
	Complete semester by semester plan of classes required to transfer or to graduate*		<input type="checkbox"/>
	Complete time management plan each semester*		<input type="checkbox"/>
	Complete <i>StrengthsQuest</i> assessment		<input type="checkbox"/>
	Other: _____		<input type="checkbox"/>
Academic Support	Complete MESA Orientation course/workshop/Saturday Academy*		<input type="checkbox"/>
	Participate in Academic Excellence Workshops		<input type="checkbox"/>
	Attend academic seminars		<input type="checkbox"/>
	Compete in MESA competitions (e.g. MESA Days, MESA Olympics, Walk-on-Water, etc.)		<input type="checkbox"/>
	Seek additional academic support (e.g. tutoring)		<input type="checkbox"/>
	Participate in Peer Mentoring		<input type="checkbox"/>
	Serve as AEW Facilitator or MESA Tutor		<input type="checkbox"/>
	Apply to at least one scholarship program each year*		<input type="checkbox"/>
	Other: _____		<input type="checkbox"/>
Community	Participate in organized educational community service programs (e.g. MESA Days, Granger Event, etc.)		<input type="checkbox"/>
	Participate in organized non-educational community service programs (food drives, clean-up San Diego, etc.)		<input type="checkbox"/>
	Tutor/Mentor others		<input type="checkbox"/>
	Other: _____		<input type="checkbox"/>
Industry Exposure	Resume, Cover Letter and reference list*		<input type="checkbox"/>
	Participate in Job or Mock or informational interviews*		<input type="checkbox"/>
	Join a professional or student organization (e.g. NSBE, IEEE, PASE, SHPE, SWE, etc.)		<input type="checkbox"/>
	Serve as student chapter officer		<input type="checkbox"/>
	Attend Industry Training Academy		<input type="checkbox"/>
	Attend Professional Development Seminar(s) and activity(ies)* (e.g. summit, interview skills, Science Opportunity Day, Joint Planning Conference-JPC, tours, etc.)		<input type="checkbox"/>
	Research Companies*		<input type="checkbox"/>
	Job Shadow Industry professionals at work		<input type="checkbox"/>
	Obtain industry mentor		<input type="checkbox"/>
	Obtain experience via internship or volunteerism		<input type="checkbox"/>
	Other: _____		<input type="checkbox"/>
Director's Evaluation: _____			

Notes: \* Documentation available

Director signature

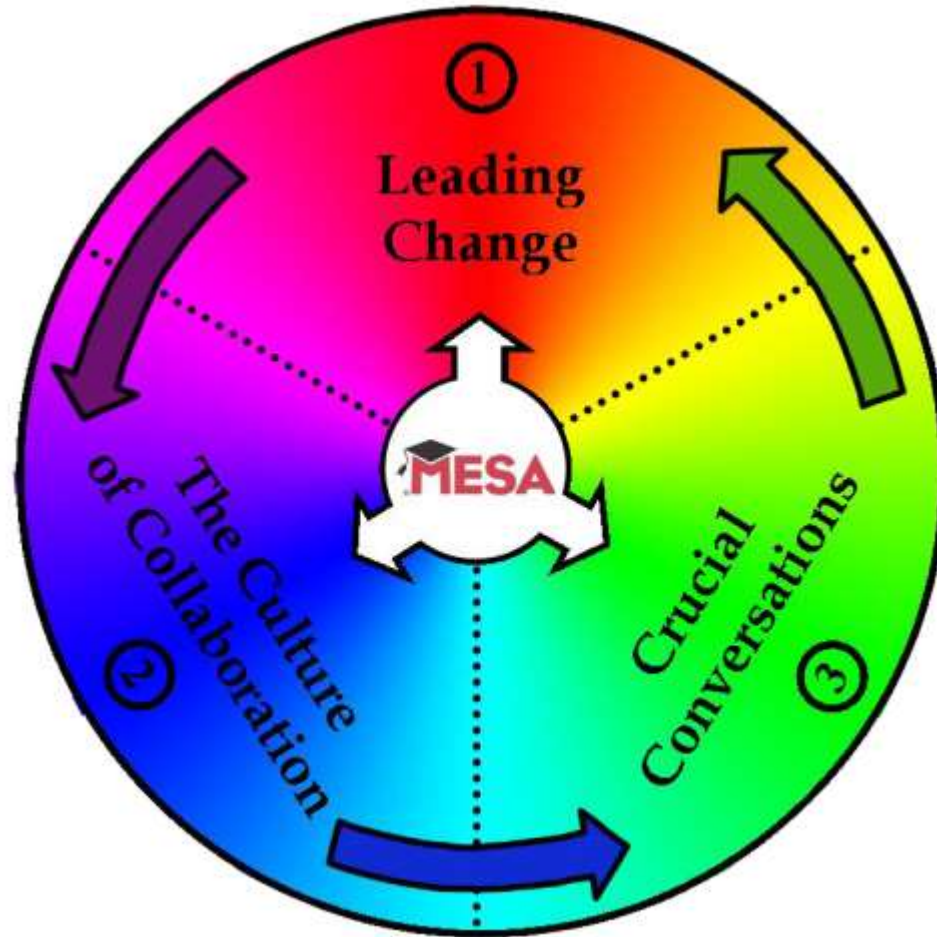
Date

Student signature



# *Culture of Effective Leadership*

## *Foundation for Leadership Development*



SDCity > College Services > Student Support Resources > MESA > FOUNDATION FOR LEARNING > Learn - Windows Internet Explorer

http://www.sdcity.edu/CollegeServices/StudentSupportResources/MESA/FOUNDATIONFORLEARNING/LearningStrategies#story

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★ Favorites SDCity > College Services > Student Support Resourc...

**City**  
SAN DIEGO COLLEGE

ABOUT ACADEMIC PROGRAMS ADMISSIONS & RECORDS CAMPUS LIFE COLLEGE SERVICES

FUTURE STUDENTS CURRENT STUDENTS FACULTY & STAFF FOUNDATION/ALUMNI COMMUNITY & VISITORS

Home > College Services > Student Support Resources > MESA > FOUNDATION FOR LEARNING > Learning Strategies

**LEARNING STRATEGIES**

*Learning strategies* are the key to success.

MESA *Creators* must be familiar with the following strategies:

- > 10 Tips You Need to Survive College
- > Learning Styles
- > Bullet Point Reading (BPR)
- > Big Picture Approach to Problem Solving
- > MESA Story for Learning
- > Test Taking Strategies
- > Time Management Strategies
- > Lecture Videos and Online Resources

If you're interested in more learning strategies, the City College of San Francisco's Learning Assistance Center has also developed many helpful handouts for College Success, including:

- > What Instructors Expect of Students
- > Get Motivated
- > Set Your Goals
- > Overcoming Procrastination
- > Speak Up in Class

**MESA**  
Mathematics  
Engineering  
Science  
Achievement

**MESA**

ANNOUNCEMENTS

MESA CULTURE OF SUCCESS

TRANSFERS – MY STORY

MESA CAPSTONE ►

FOUNDATION FOR LEARNING

Pyramid Model ►

MESA Law ►

Learning Strategies

Progress Reports

sdcity.edu/Portals/0/CMS\_Editors/MESA/PDFs/MESAcapstone.pdf

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<http://www.sdcity.edu/mesa>

# *Home for the MESA Family!*



*The home of MESA Creators!*



*I am a  
MESA Creator*



*The Corner Man says ...*

*There is no crying in MESA,  
we're in this fight to win it!*



# “Color of the Sky”

Overall	Validation	Belonging	Locus	Efficacy	Empowerment	Resiliency	EI
Culture	Culture	Support	Culture	Culture	Victim/Creator	Victim/Creator	Victim/Creator
Victim/Creator	Support	Family	Victim/Creator	Victim/Creator	Culture	Culture	Culture
Support	Center	Center	Foundation	Support	Foundation	Support	Support
Foundation	Foundation	Culture	Support	Foundation	Support	Foundation	Family
Center	Victim/Creator	Victim/Creator	African V.S.	Center	African V.S.	African V.S.	Foundation
Family	Family	Mentoring	Center	African V.S.	Capstone	Transfers	Capstone
African V.S.	Transfers	Tutors	Capstone	Capstone	Center	Family	African V.S.
Capstone	African V.S.	Foundation	Family	Transfers	Family	Center	Center
Transfers	Opportunities	Transfers	Transfers	Mentoring	Mentoring	Mentoring	Mentoring
Mentoring	Mentoring	African V.S.	Opportunities	Family	Transfers	Capstone	Leadership
Opportunities	Capstone	Opportunities	Mentoring	Opportunities	Opportunities	Leadership	Transfers
Tutors	Tutors	Sharing	Tutors	Tutors	Tutors	Tutors	Sharing
Leadership	Sharing	Capstone	Leadership	Alliance	Leadership	Opportunities	Tutors
Sharing	Leadership	Alliance	Sharing	Sharing	Sharing	Alliance	Opportunities
Alliance	Alliance	Leadership	Alliance	Leadership	Alliance	Sharing	Alliance



# *Unstoppable!*

MESA **Creators**, we may come from diverse backgrounds and seek different goals, but we share one thing in common, the MESA **Culture**! We are the engine of prosperity, the future leaders of our respective fields, and above all else we have what it takes.



The time will come when you get to inspire others, until then I challenge you to:

*Walk like you're paving the way, chase after your goals like you want to breathe, go hard and become unstoppable!*

*We are the best!*

Happy Thanksgiving Corner Man!  
I'm thankful to have you in my life  
for all the skills you are teaching  
me and the opportunities you are  
giving me as well!

Have a great day with your family.  
*We are the best!*



# Key References

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# MESA works!

## Questions?

