“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=KI6B6l9Hvo
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

- Academic Support & Social Integration (MESA Program Center)
  - Professional Development Activities
  - Internships & Research
  - Summer Bridge Program
  - Mentoring
  - Culture of Effective Leadership (Leading Change, Culture of Collaboration, Crucial Conversations)

- Secret to Success (African Village Story)
- Capstone (Skills, Knowledge, Wisdom, Freedom)

- Learning Culture of Success with a Language of Success
- Victim/Creator

- Validation of Students
- Increased Sense of Belonging
- Internal Locus of Control

- Self-Efficacy
- Learned Optimism (Empowerment)

- Student Engagement & High Expectations
  - (Proven Interventions for STEM Student 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

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!

FAILURE
Victims seldom achieve goals

SUCCESS
Creators often achieve goals

Reference: Downing, Skip. On Course: Strategies for Creating Success in College and in Life
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?

<table>
<thead>
<tr>
<th>Learning Styles</th>
<th>Approach to Learning</th>
<th>Interaction with Faculty</th>
<th>“Big Picture” Approach to Problem Solving</th>
<th>Test Taking Strategies</th>
<th>Time Management Strategies</th>
<th>StrengthsQuest 5 Most Dominant Personal Strengths</th>
<th>Education Plan</th>
<th>Emotional Intelligence</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

MESA Law

① If you don’t write it down, it didn’t happen ② Keep it simple ③ Work smarter, not harder

Pyramid Model

College Readiness: First Generation College Student Perspectives

① College Readiness Skills & Abilities ② Background Factors & Life Experiences ③ Non-traditional Student Self-Concept

Available Resources: ① Bookmarker ② Course ③ Handout ④ PowerPoint ⑤ Workshop
Defining College Readiness from the Inside Out:
First-Generation College Student Perspectives*

Category 1
College Readiness Skills and Abilities
1. Academic skills: reading, writing, math, technology, communication
   1a. Academic skills: study skills
   2. Time management
   3. Goal focus
   4. Self-advocacy

Category 2
Background Factors and Life Experiences
5. Family factors
6. Work experience and career influences
7. Financial concerns
8. College preparation

Category 3
Nontraditional Student Self-Concept
9. Identity as a college student
10. Understanding the college system, college standards and the culture of college

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) Title V Program – Engage. Educate. Empower.
San Diego City College MESA Program

The MESA Story for Learning

The key is to know how the “story” ends!

BPR  
Bullet Point Reading

Class

RLN  
Review Lecture Notes

HW  
Homework

1. Outline 1-section-at-a-time using “bullets” for main ideas/concepts
2. Repetitious review: Each time that you outline a new section, stop and review the previous section outlines PLUS the new outline!

Step #2 is the key for moving information to LONG TERM MEMORY

Big Picture Approach to Problem Solving

Part 1: See the Big Picture
1. Concept?
2. S.A.M.?
3. Variation?

Part 2: Solve the Problem
1. Come up with a plan
2. Use your plan to solve problem
3. Think about your answer

MESA Creators follow this story!
**MESAdvantage Report Card**

**Industry “Standards”:**

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

---

### Industry Based Standards - Student Activity Checklist

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

**Director’s Evaluation:**

* Documentation available

---

**Notes:**
Culture of Effective Leadership
Foundation for Leadership Development
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

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”

<table>
<thead>
<tr>
<th>Overall</th>
<th>Validation</th>
<th>Belonging</th>
<th>Locus</th>
<th>Efficacy</th>
<th>Empowerment</th>
<th>Resiliency</th>
<th>EI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Culture</td>
<td>Culture</td>
<td>Support</td>
<td>Culture</td>
<td>Culture</td>
<td>Victim/Creator</td>
<td>Culture</td>
<td>Victim/Creator</td>
</tr>
<tr>
<td>Victim/Creator</td>
<td>Support</td>
<td>Family</td>
<td>Victim/Creator</td>
<td>Victim/Creator</td>
<td>Culture</td>
<td>Victim/Creator</td>
<td>Culture</td>
</tr>
<tr>
<td>Support</td>
<td>Center</td>
<td>Center</td>
<td>Foundation</td>
<td>Support</td>
<td>Foundation</td>
<td>Support</td>
<td>Support</td>
</tr>
<tr>
<td>Foundation</td>
<td>Center</td>
<td>Culture</td>
<td>Support</td>
<td>Foundation</td>
<td>Support</td>
<td>Foundation</td>
<td>Support</td>
</tr>
<tr>
<td>Center</td>
<td>Victim/Creator</td>
<td>Victim/Creator</td>
<td>African V.S.</td>
<td>Center</td>
<td>African V.S.</td>
<td>Capstone</td>
<td>Transfers</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Family</th>
<th>African V.S.</th>
<th>Capstone</th>
<th>Transfers</th>
<th>Mentoring</th>
<th>Opportunities</th>
<th>Tutors</th>
<th>Leadership</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family</td>
<td>African V.S.</td>
<td>Transfers</td>
<td>Family</td>
<td>Mentoring</td>
<td>African V.S.</td>
<td>Capstone</td>
<td>Family</td>
</tr>
<tr>
<td>African V.S.</td>
<td>Foundation</td>
<td>Family</td>
<td>Transfers</td>
<td>Mentoring</td>
<td>African V.S.</td>
<td>Capstone</td>
<td>Family</td>
</tr>
<tr>
<td>Transfers</td>
<td>Opportunities</td>
<td>Transfers</td>
<td>Mentoring</td>
<td>Family</td>
<td>Transfers</td>
<td>Capstone</td>
<td>Leadership</td>
</tr>
<tr>
<td>Mentoring</td>
<td>Mentoring</td>
<td>African V.S.</td>
<td>Opportunities</td>
<td>Family</td>
<td>Transfers</td>
<td>Leadership</td>
<td>Transfers</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Opportunities</th>
<th>Capstone</th>
<th>Opportunities</th>
<th>Mentoring</th>
<th>Opportunities</th>
<th>Opportunities</th>
<th>Leadership</th>
<th>Transfers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tutors</td>
<td>Sharing</td>
<td>Tutors</td>
<td>Sharing</td>
<td>Tutors</td>
<td>Tutors</td>
<td>Sharing</td>
<td>Sharing</td>
</tr>
<tr>
<td>Leadership</td>
<td>Sharing</td>
<td>Capstone</td>
<td>Leadership</td>
<td>Alliance</td>
<td>Alliance</td>
<td>Sharing</td>
<td>Alliance</td>
</tr>
<tr>
<td>Sharing</td>
<td>Leadership</td>
<td>Alliance</td>
<td>Sharing</td>
<td>Sharing</td>
<td>Sharing</td>
<td>Alliance</td>
<td>Sharing</td>
</tr>
<tr>
<td>Alliance</td>
<td>Leadership</td>
<td>Alliance</td>
<td>Leadership</td>
<td>Leadership</td>
<td>Alliance</td>
<td>Shipping</td>
<td>Alliance</td>
</tr>
</tbody>
</table>

---

"Color of the Sky" refers to the various elements and their interrelations in the context of family support, cultural identity, and leadership opportunities.
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


MESA works!

Questions?