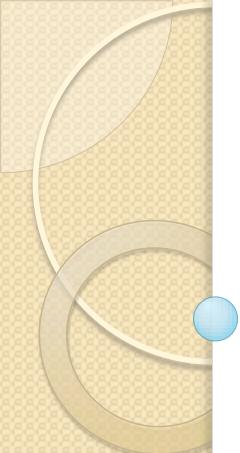




**“I came to see in my time at IBM
that 'culture' isn't just one aspect
of the game - *it is the game*.”**

- 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

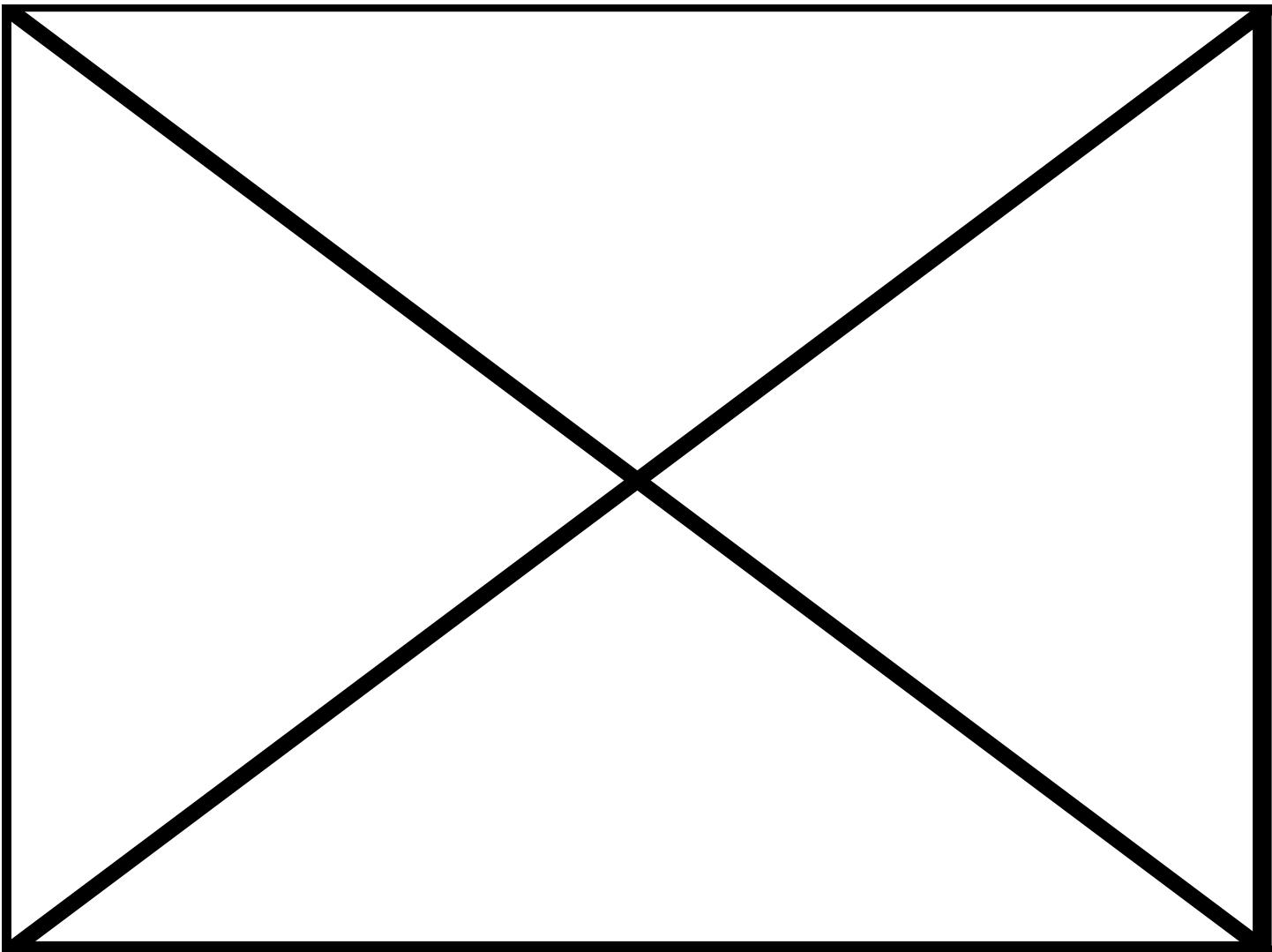
San Diego State University

Workshop on Barriers and Opportunities in Completing 2- and 4-Year STEM Degrees

National Academy of Sciences

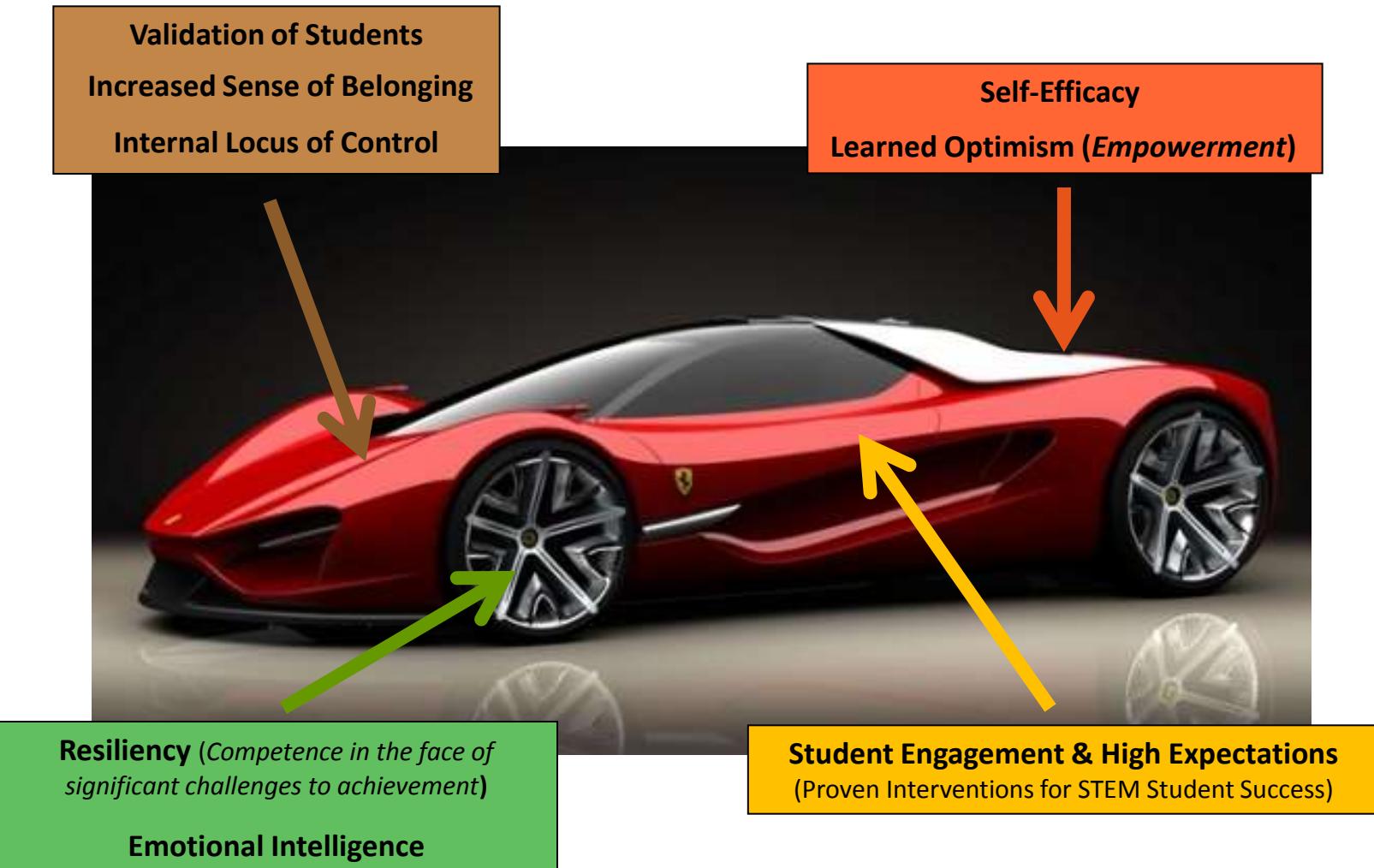
UC Irvine ♦ January 22, 2014

MESA Culture of Success

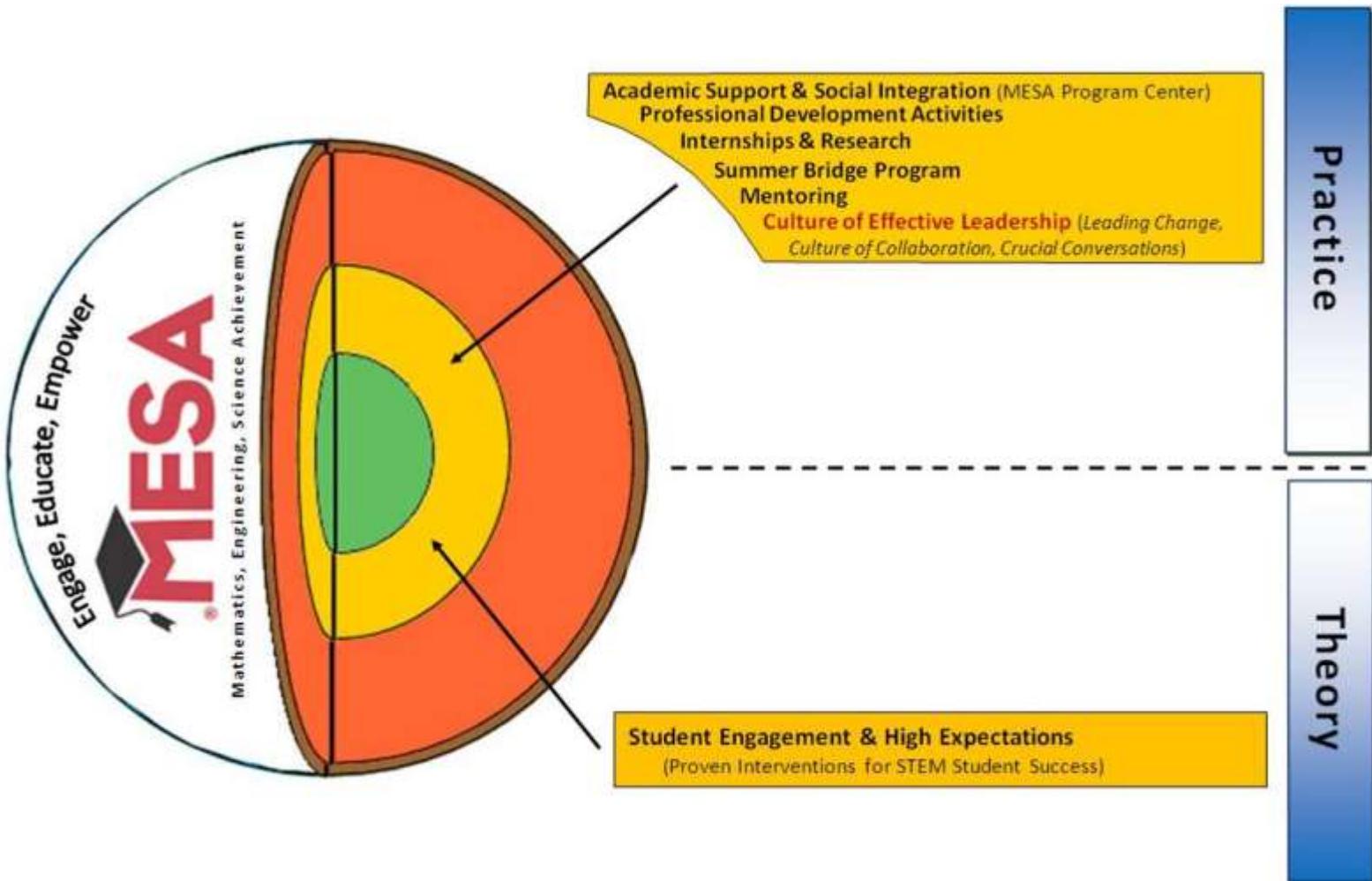


<http://www.youtube.com/watch?v=KIA6B6l9Hvo>

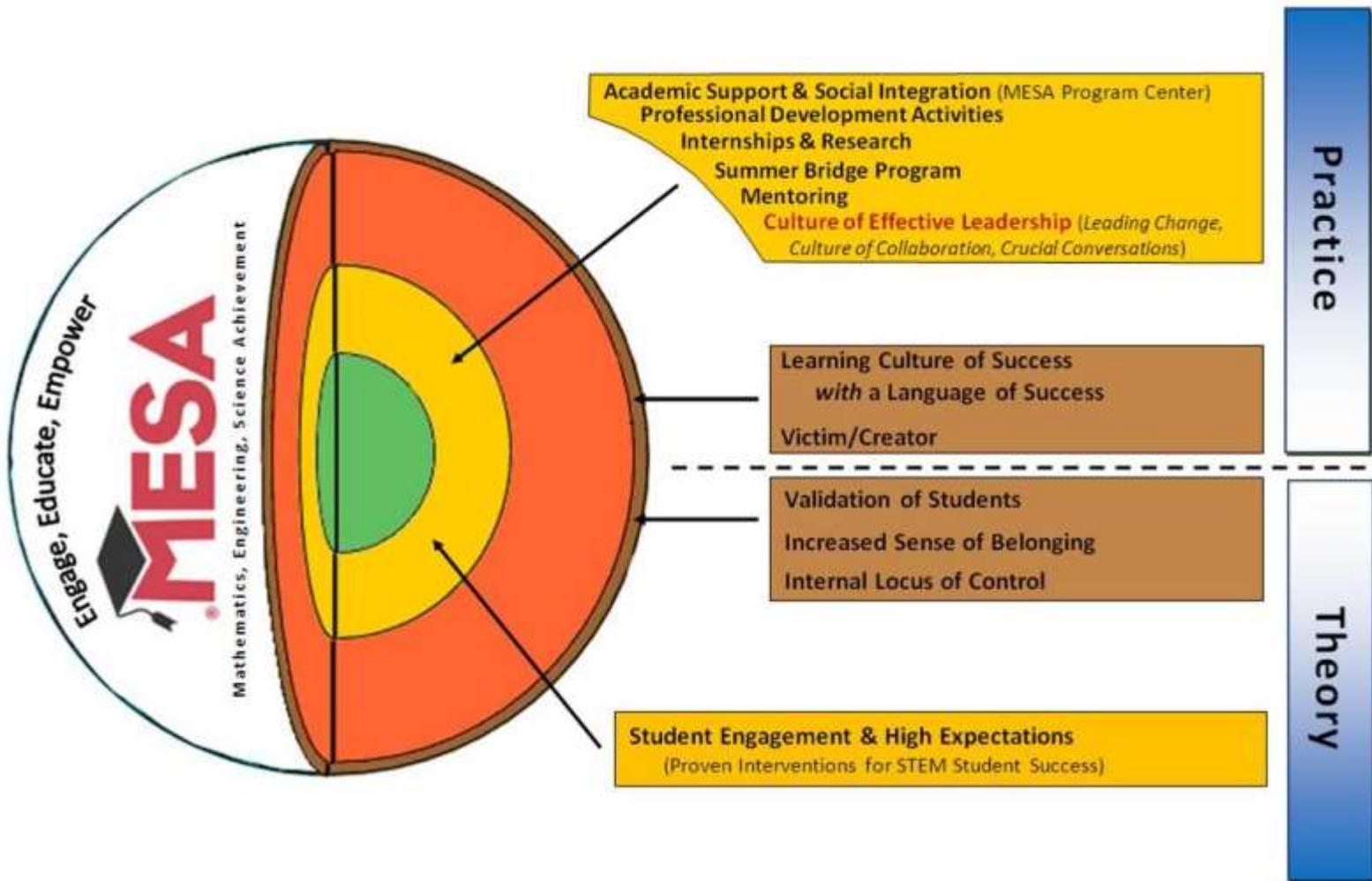
Concept Vehicle: Diversity & Inclusion



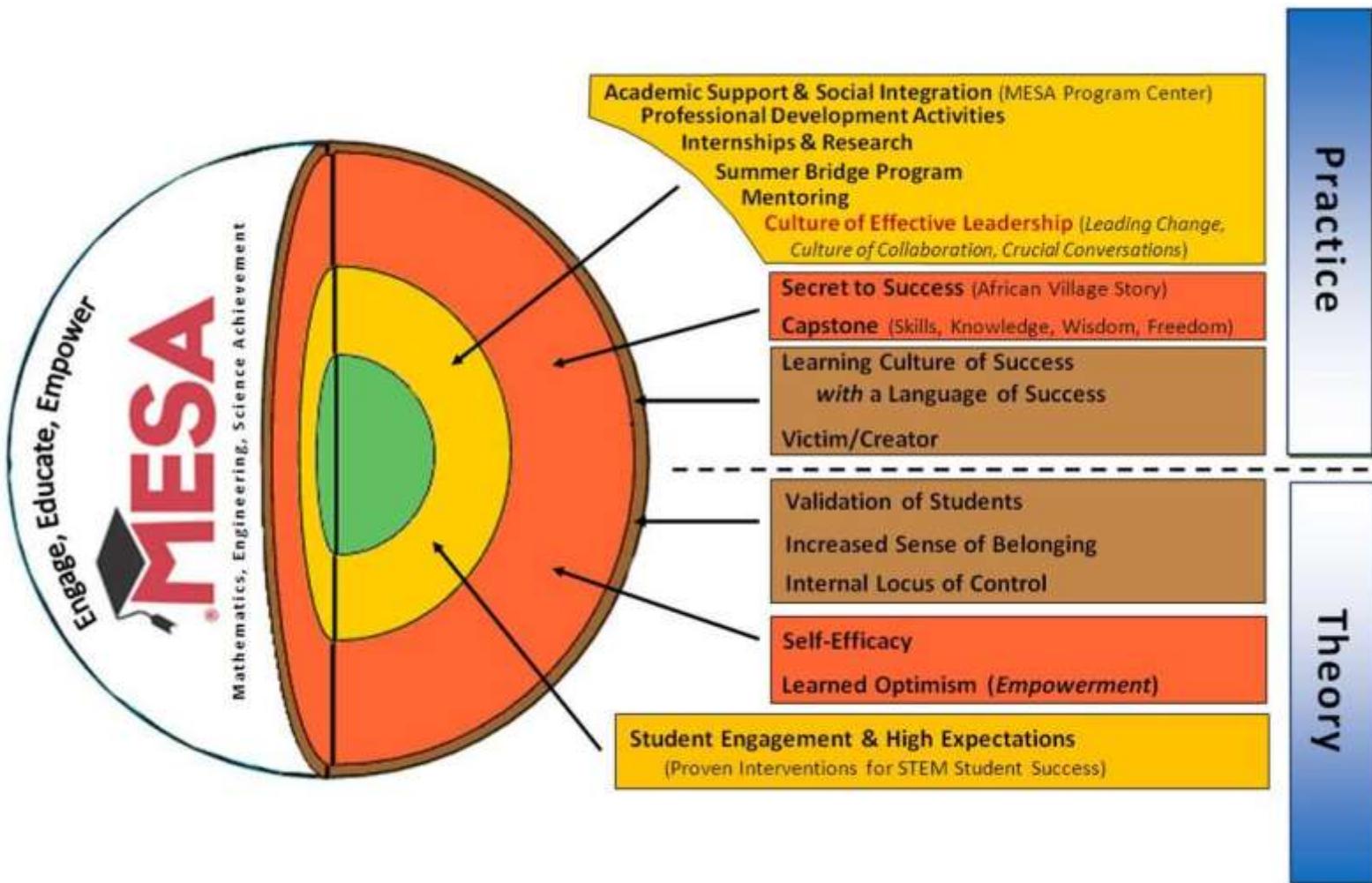
A Model for the Inner Core of a Learning Culture of Success



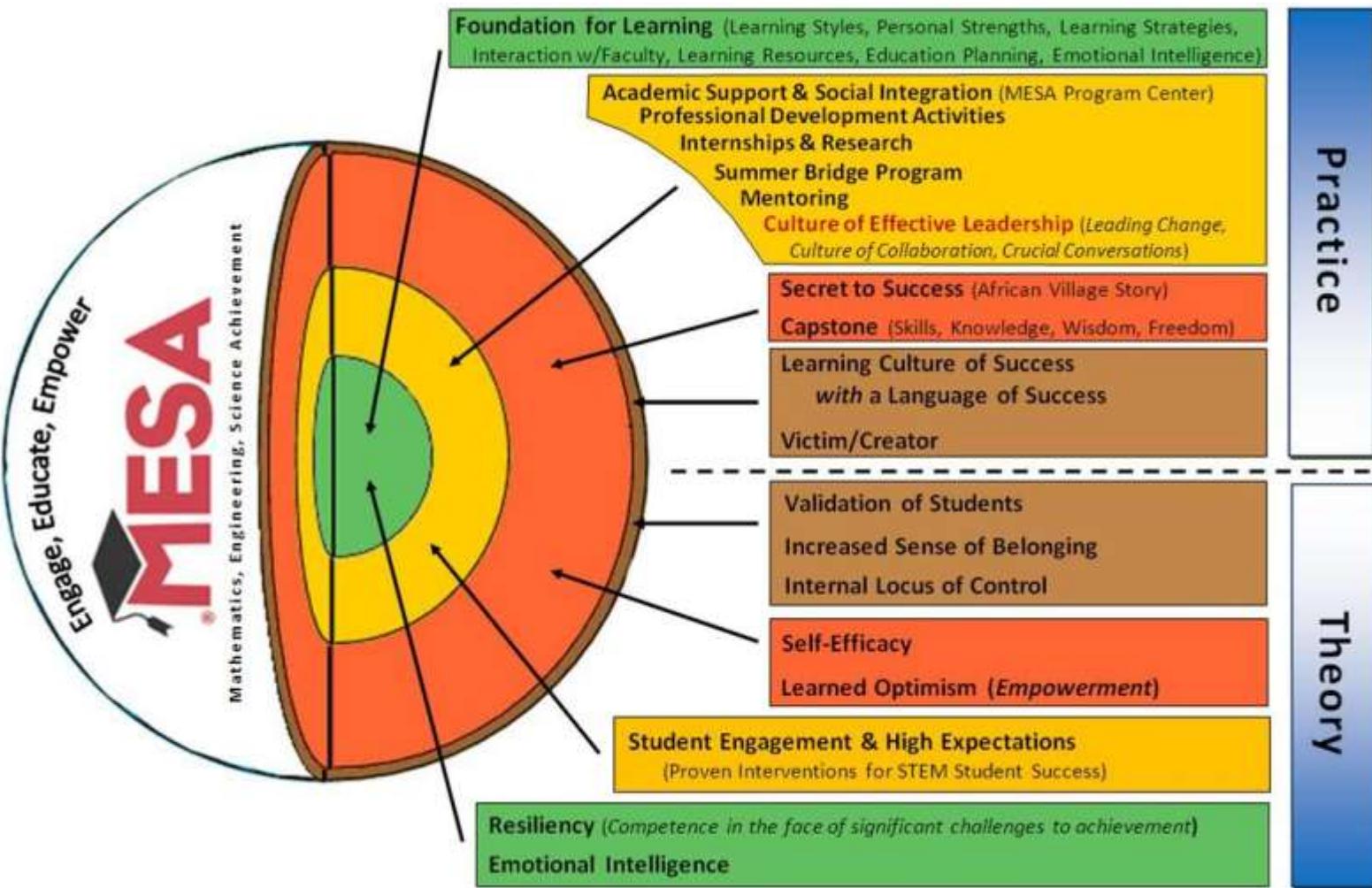
A Model for the Inner Core of a Learning Culture of Success



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**

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!



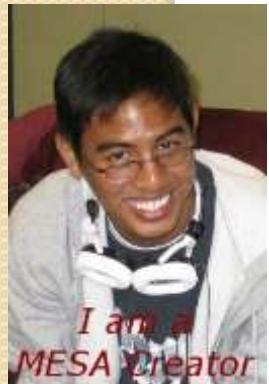
FAILURE

Victims **seldom** achieve goals



SUCCESS

Creators **often** achieve goals



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

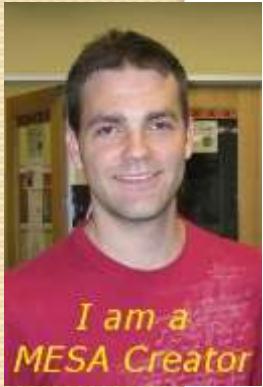
This quality is achieved with *skills, knowledge* and experience. This is a worldly wisdom - a wisdom for knowing *what is right* and *what is wrong* in all situations.

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	Interaction with Faculty	"Big Picture" Approach to Problem Solving	Test Taking Strategies	Time Management Strategies	StrengthsQuest	Education Plan	Emotional Intelligence
W	B P	H	B P	B W	B W	H	H	H

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:



Bookmarker



Course



Handout



PowerPoint

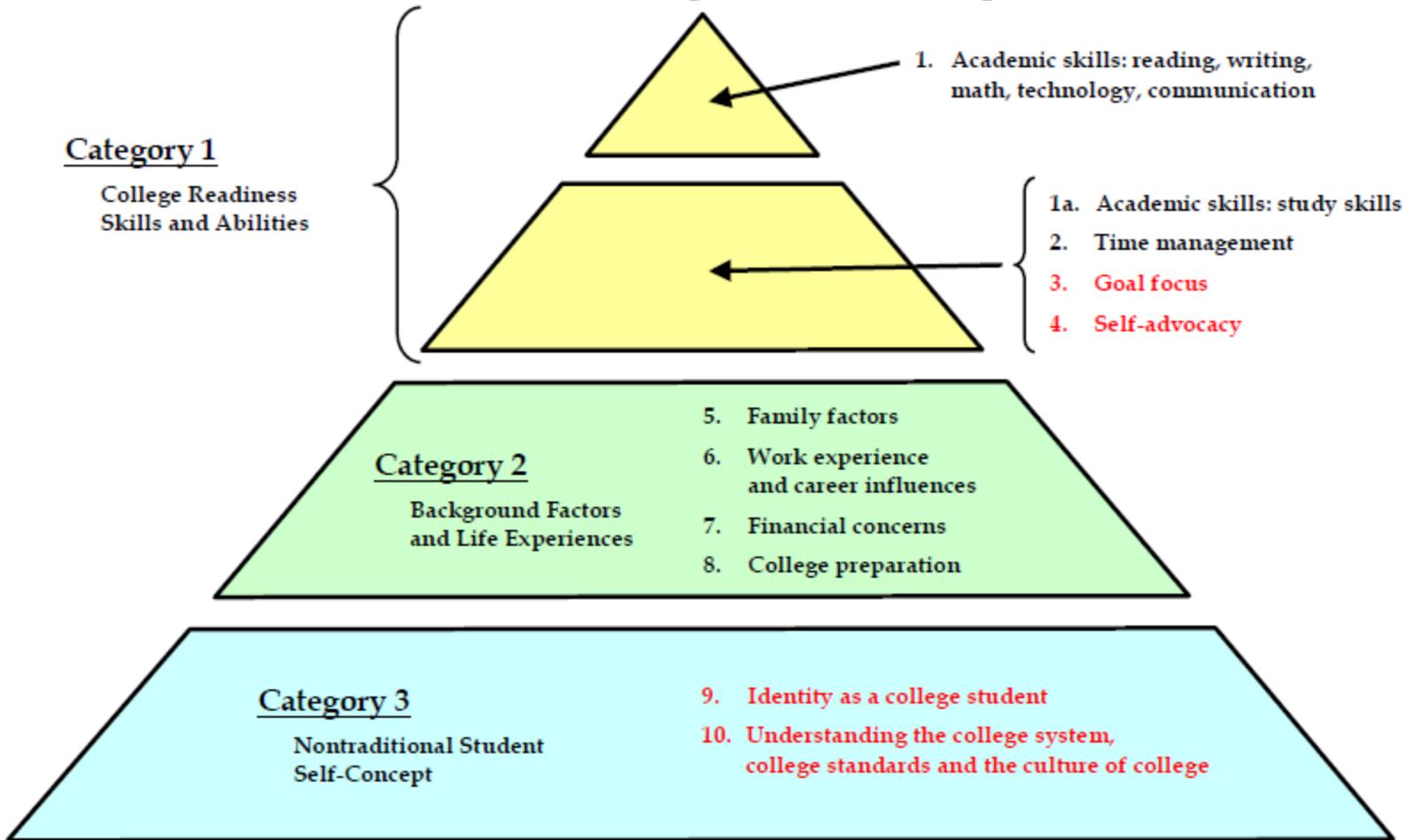


Workshop

I am a

MESA Creator

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



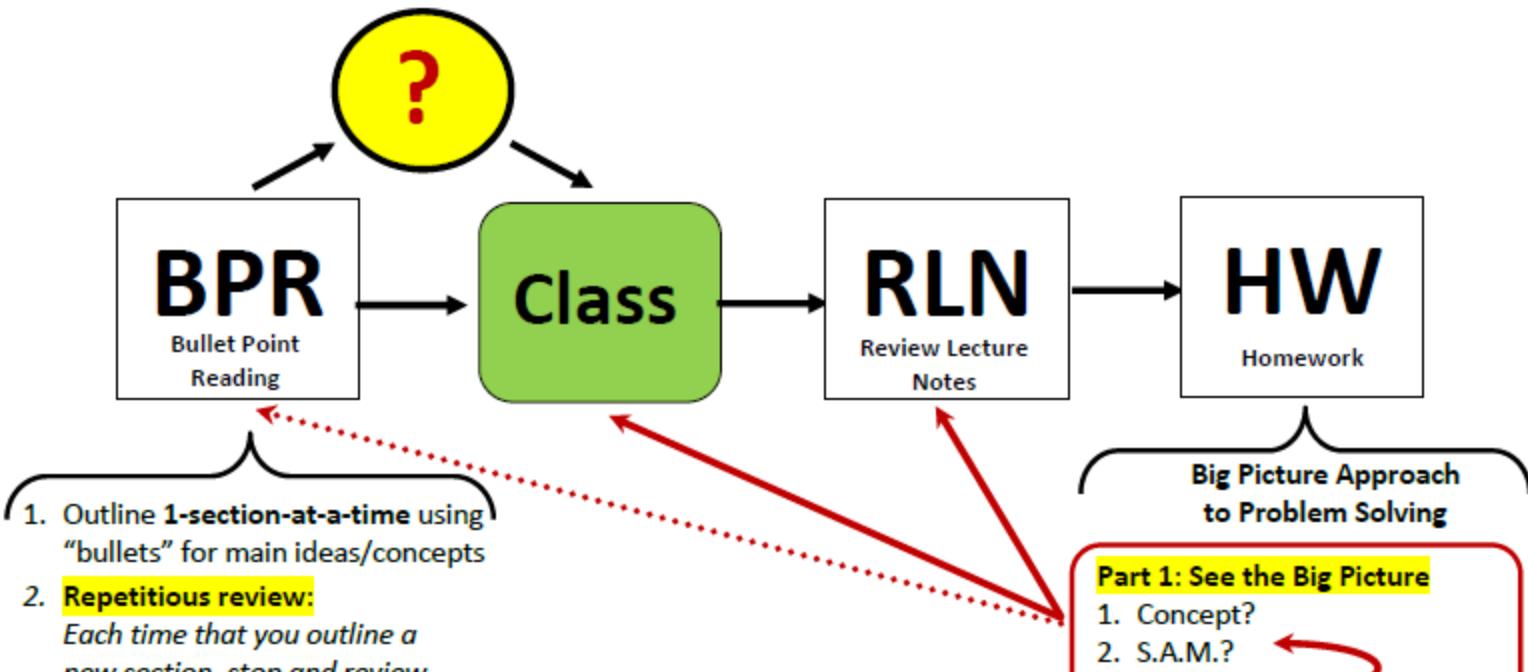
What should be the scope of “early assessment”?

*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) Title V Program – Engage. Educate. Empower.



The MESA Story for Learning

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



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

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

Notes: * Documentation available

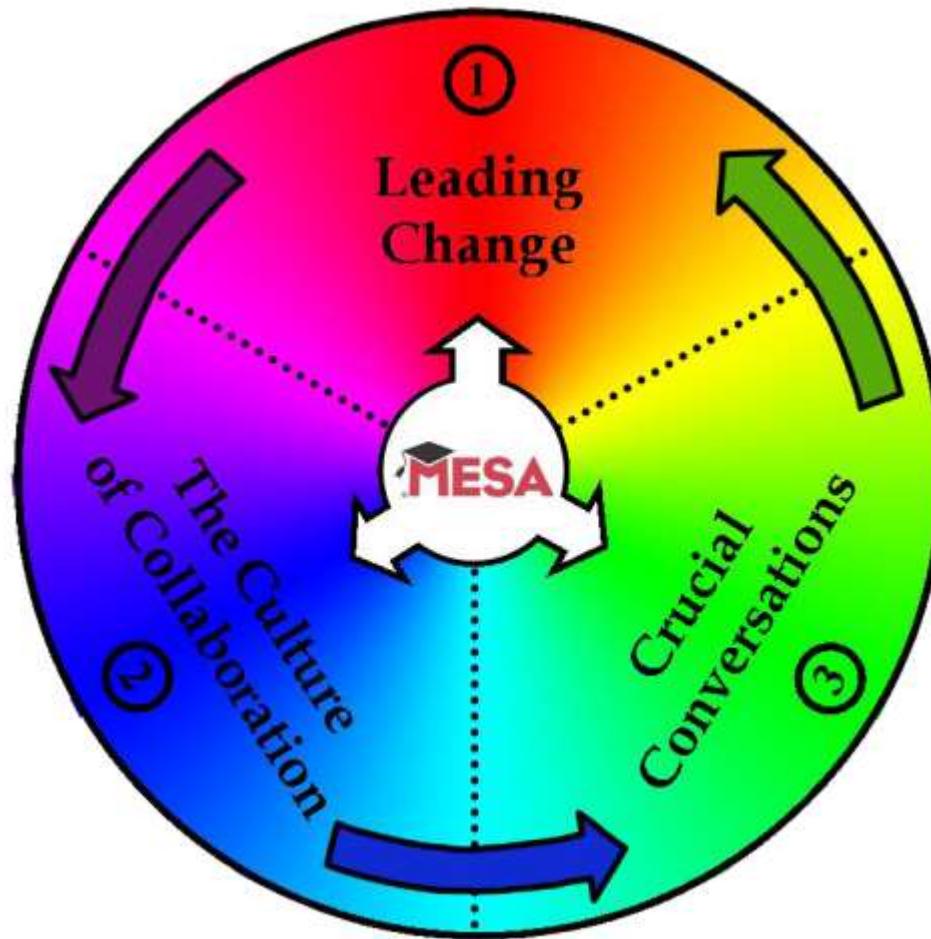
Director signature

Date

Student signature

Culture of Effective Leadership

Foundation for Leadership Development



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

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

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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

 Math Professor Carlos de la Lama

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 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	El
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
<hr/>							
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
<hr/>							
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?

