# Table of Contents

1. Welcome to McNair
2. Goals and Program Structure
3. Why McNair Scholars?
4. McNair Program Objectives and Results
5. McNair Faculty Mentors
   - General Tips for Mentors
   - Tips for Mentor as Researcher/Teacher
   - Faculty Mentor Time Commitment
6. McNair Scholars Time Commitment
7. Faculty Mentor In-person Orientation
8. McNair Staff Contact Information

Power Point Design Courtesy Dave Sukharan, 2015 McNair Scholar
Dear Faculty Mentor

We are preparing for our 25th summer of the TRIO - McNair Scholars Program on the campus of the University of Minnesota. Each summer a select group of undergraduate students from universities and colleges throughout the U.S. comes to the University to participate in this program that prepares them for graduate education.

A principle component of the program is their work with faculty mentors. Each student is assigned a faculty mentor to serve as a research assistant in a project that the professor is working on. This involves no monetary cost to the department of the professor; the students’ stipends come from the budget of the McNair Program. The Provost for Academic Affairs will provide up to $500.00 for the supplies needed for the research involving our students.

Please understand, TRIO programs are designed to provide realistic access and opportunity to higher education. The McNair Scholars Program targets bypassed populations, including students who are low-income, first generation college students and students of color to prepare for graduate school success.

- Anthony Albecker, Director of McNair Scholars
Lyndon B. Johnson Declares War on Poverty
Eyes on the Stars - The Story of Ronald E. McNair
Goals and Program Structure
The McNair program strives to...

To increase the rate of doctoral program application, matriculation, and degree attainment by first-generation college students who are underrepresented in graduate programs.

To generate in our students the higher-level academic and research skills necessary to gain admission to and successfully complete graduate study.
The program structure is carefully crafted to unlock the potential of students.

**Twenty 10-week apprenticeships** available with a University faculty mentor whose research interests match those of the McNair student.

- Weekly seminars on study strategies for graduate school and graduate entrance exam preparation.
- Summer AND academic year advising services focus on:
  1. careers requiring graduate education
  2. successful selection of schools
  3. applications to graduate school
  4. introduction to discipline-specific research
  5. research writing skills
  6. creating graduate level research papers and posters
  7. leadership training
  8. active engagement and focus
  9. financing graduate studies

Stipend of $3,500.
Why McNair Scholars?
Students whose parents have graduate degrees enroll in doctoral study at rates 5 times (3.0% vs. 0.6%) that of students whose parents have only a high school diploma.

High income students complete undergraduate degrees at rates 7 times (79% vs. 11%) that of low income students.

Only 10% of our adult population has a post-BA degree. 35% of doctorates had parents within that 10%.

Why McNair Scholars?
Underrepresented students account for just 10% of US Ph.D's.

Underrepresented students were less than 5% of the doctorates awarded at UMN in 2010.

There are 3 times less underrepresented students than international students (2,782 vs. 970).

At rank of full professor, the most powerful group on US campuses, whites outnumber underrepresented faculty by 13 to 1 (149,484 to 11,418).

Why McNair Scholars?
Program Objectives and Results
**Program Goalposts**

- **75%** of program participants served will have completed appropriate research or scholarly activities during the McNair Program academic year.

- **40%** of bachelor’s degree recipients will be enrolled in post-bac IMMEDIATELY following completion of the bachelors degree.

- **80%** of first year graduate students will continue to be enrolled in graduate school at beginning of fall term of the next academic year.

- **10%** of McNair participants served will attain a doctorate degree within 10 years of the attainment of the bachelors degree.
Snapshot of Scholar Enrollment

- 40 Students are currently undergraduates
- 246 Students have entered graduate school
- 59 Are currently enrolled in graduate school
- 10 Students are ABD (all but dissertation)
Post baccalaureate Degree Completion

- **56** Professional
  e.g.: M.D.-PharmD-MBA-J.D.-DPT

- **41** Doctorates

- **197** Masters
By the numbers...Postbac enrollment

Graduate School Matriculation

- Other Universities: 138 (53%)
- U of M: 119 (47%)

Advanced Degree Completion

- Masters: 197 (83%)
- Doctorates: 41 (17%)
STEM Students

- Grad school: 188, 76%
- STEM: 58, 24%

Grad school

STEM

Grad school

STEM
McNair Faculty Mentors
Who are McNair faculty mentors?

Since 1991, more than 150 different faculty from all University of Minnesota colleges have mentored McNair Scholars. Some have mentored for more than 10 years.

Dr. Christopher Uggen
Sociology

Dr. Gloria Leon
Psychology

Dr. Samuel L. Meyers
Public Affairs
Who are McNair Faculty Mentors?

1. Come from all disciplines, at rank of assistant professor or higher, and are interested in guiding summer research experiences of high-potential, first-generation, and minority undergraduates.

2. Are recognized by their peers and students as valued mentors and exceptional teachers. Several members of the faculty have leadership positions in their departments, such as associate dean, director, and department chair.

3. Are recognized leaders in their field and serve as members of professional associations and editors of professional journals.
McNair Mentor Tips

1. Some undergraduate research programs allow students to conduct their own research. This is not the purpose of the McNair Scholars Program.

2. The McNair Program assigns students to work with a professor on the professor’s research, not the student’s research.

The greatest academic and personal growth has come when students are engaged in 30-40 hours doing research or other academic pursuits.

Mentors determine the research engagement and activities that will enhance the student’s ability to attend graduate school.
Remember, the majority of the McNair Scholars do not have the advantage of family members with graduate degrees and are uncertain about the path from Baccalaureate Degree, to Master’s Degree, to Ph.D. attainment.

So,
- Guide the scholar on how to make presentations in his/her field.
- Allow the student to sit in on your course, if it is related to their research project.
- Supervise and accompany the McNair Scholar to professional conferences and association meetings.

Talk with your Scholar about your own
- undergrad experiences
- grad school experiences
- career decisions
- research projects

Build rapport, open lines of communication between you and your Scholar and help build motivation for doctoral study.
Faculty Mentor Responsibilities

1. Point scholars in the right direction. Provide an outline of current research and point out ideas for your scholar’s contribution to the project.

2. Guide them along the steps. Assist the Scholar with establishing realistic goals for the project, completing a research proposal and meeting the research benchmarks and deadlines.

3. Help your scholar feel comfortable in the research milieu. Acquaint them with the research tools of the discipline. Integrate them on the research team. Invite your scholar to attend seminars and meetings, if appropriate.

4. Establish the framework for a successful mentoring relationship. Lay out clear expectations early in your working relationship.

5. Provide close supervision of the research project during the summer, evaluate student research/contribution to team and mentor/advise the Scholar during and after the research experience.

6. Set up regular, in person meetings with your Scholar. If you are away from campus for an extended period, make sure that the Scholar knows what to do in your absence and that you are accessible by phone and email.
**Summer Time Commitment**

**Ideally,**
Faculty Mentors will be on campus and available to meet with students several times during the week.

**At a minimum,**
Faculty Mentors and Scholars will meet in person **two hours per week.**

*Preferably,*
- One hour at the beginning of the week to set goals and activities
- One hour at the end of the week to evaluate progress.

**We understand that the number of contact hours between the Faculty Mentor and the Scholar may vary considerably depending upon the discipline and the nature of the research project.**

If Faculty Mentors will not be on campus regularly during the week, they will be easily accessible by both phone and e-mail in the event that Scholars need assistance or direction.
Scholars work **30-40 hours per week** on their research projects for **10 weeks** during the summer.

Scholars will plan their time by **creating a research timeline** during the first week of the program.

Scholars are required to meet as a group **every Tuesday morning until noon** for a research methods or graduate school prep seminar led by McNair Staff.

Scholars are required to meet with their McNair Scholars Advisor **one time per week**.

The mentor will set the appropriate expectations for the student.

Additional required meetings and seminars may be scheduled.

The Scholars’ stipends are paid in biweekly installments of $500 based on successful progress towards timely completion of the project.
In accordance with the United States Higher Education Opportunity Act (2008) (HEA), The federally funded TRIO McNair Program is providing the following EOAA & Title IX Statement and Resources as provided by Kimberly D. Hewitt, Director, University of Minnesota Office of Equal Opportunity and Affirmative Action Title IX Coordinator.

The purpose of this message is to provide another reminder about our responsibilities to foster a positive campus climate that is responsive to and takes prompt and effective measures to address all forms of sexual misconduct including sexual harassment, sexual assault, relationship violence and stalking. University policy specifically prohibits sexual misconduct by employees towards students, and any other form of harassment on the basis of sex.

Students are encouraged to report all incidents of sexual misconduct. Employees have a duty to report all incidents or allegations of sexual harassment or assault. Specifically, employees who have supervisory responsibility or who advise students or who could be considered by a student to have the authority to take action must report sexual misconduct incidents to the Office of Equal Opportunity and Affirmative Action Office (EOAA). The University takes such reports seriously, and will promptly investigate them. The University prohibits retaliation against anyone for reporting or participating in an investigation of sexual harassment or sexual assault. Students or employees found to have engaged in sexual harassment or assault, employees who fail to appropriately report observed or suspected harassment or assault, and students or employees found to have engaged in retaliation will be subject to discipline, which may include suspension, expulsion, or termination if circumstances warrant.

The University's Office of Equal Opportunity and Affirmative Action (EOAA) is available to all members of the University community to receive reports, help resolve issues, and address concerns regarding sexual harassment, sexual assault, or retaliation. Any individual may make a report to EOAA in a variety of ways as outlined in the following slide.
The University's Office of Equal Opportunity and Affirmative Action (EOAA) is available to all members of the University community to receive reports, help resolve issues, and address concerns regarding sexual harassment, sexual assault, or retaliation. Any individual may make a report to EOAA in a variety of ways:

- Directly to the EOAA office, 612-624-9547, eoaa@umn.edu. See also https://diversity.umn.edu/oa/eoaa/reportingresources
- Through the bias incident website----https://diversity.umn.edu/oa/eoaa/reportingform
- Using the EthicsPoint anonymous online reporting system---- https://secure.ethicspoint.com/domain/media/en/gui/9167/index.html

If you are located on a campus other than the Twin Cities campus, you may contact either EOAA or the point people on your campus:

- Morris Campus: Sarah Mattson, Human Resources Director, mattsosj@morris.umn.edu, 320-589-6024. For student sexual assault or harassment reports contact Henry Fulda, fuldah@morris.umn.edu, 320-589-6470.
- Duluth Campus: Mary Cameron Interim Director of Human Resources and Equal Opportunity, mcameron@d.umn.edu , 218-726-7912. For student sexual assault or harassment reports, contact Lisa Erwin, Vice Chancellor for Student Life, laerwin@d.umn.edu, 218-726-8501.
- Rochester Campus: Andrea Wilson, Director of Human Resources, University of Minnesota Rochester, wils1236@r.umn.edu, 507-258-8010. For student sexual assault or harassment reports, contact Parry Telander, tela0009@r.umn.edu, 507-258-8023.
- Crookston Campus: Les Johnson, Director, Office of Human Resources, University of Minnesota Crookston, phaiah@crk.umn.edu, 218-281-8505. For student sexual assault or harassment reports, contact Peter Phaiah, phaiah@crk.umn.edu, 218-281-8505.

Inquiries regarding Title IX may be directed to the University's Title IX Coordinator (contact information below), or to the U.S. Department of Education's Office for Civil Rights (Chicago Office, 312-730-1560).

Kimberly D. Hewitt, Director, Office of Equal Opportunity and Affirmative Action Title IX Coordinator, 612-624-9547  khewitt@umn.edu
McNair staff will host an open house for faculty mentors on Friday, June 17, 2016

More information to come...
Meet the McNair Team

Bai Vue, Advisor

Anthony Albecker, Director
612-625-8303
albecker@umn.edu

Eskender Yousuf, Advisor
612-624-8219
yousu014@umn.edu
Meet the McNair Team

McNair Scholars is a TRIO program funded by the United States Department of Education with support from the University of Minnesota College of Education and Human Development, the Office of the Vice Provost for Undergraduate Education and the Office of the Vice President for Diversity and Equity. Visit the University’s McNair Scholars online:
www.cehd.umn.edu/trio/mcnair
Thank You for your valuable collaboration with McNair Scholars!

College of Education & Human Development
40 Education Sciences Building
56 East River Road
Minneapolis, MN  55455

http://cehd.umn.edu/students/Trio/McNair

612-625-0772
612-625-0704