



Presents

Umoja



A mentoring and academic support program targeting African-American students and welcoming all students

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Umoja, a Kiswahili word meaning "unity," is a mentoring program dedicated to enhancing the cultural and educational experience of students from all races, cultures and backgrounds-- with a focus on African American male students.

The Mentoring Mission

The Umoja Program's mission centers on providing mentors (administrators, faculty and staff) to students who participate in an Umoja learning community. Mentors will work with the mentees to help them achieve academic excellence and social integration on campus, as well as increase retention and fulfill their educational goals. In addition, the Umoja mentoring program will support the mission and goals of Citrus College.

Program Requirements

- Students must be currently enrolled in a minimum of 6 units at Citrus College
- Meet with a counselor or educational advisor 2 times a semester. The purpose of one of these meetings will be to review and/or develop the student's educational plan.
- Participate in tutoring sessions at the Tutorial Center at least one hour per week, a total of 16 hours per semester
- Attend a minimum of 3 Umoja events per semester
- Meet with mentor 1-3 times a semester

How to Apply

- Fill out the Umoja information card and return it to the Counseling Department
- Attend the Umoja orientation held during the fall and spring semesters
- Sign the student educational plan, which will serve as the commitment to success contract

Program Goals

- Develop and implement a training program for mentors
- Create a structured experience for students and mentors that provides a smooth transition process during the first year of college
- Collaborate closely with other college staff and utilize resources for guidance and assistance
- Organize programs and events that will connect mentors and mentees (e.g., Fall 2008 Kick-off Event, diversity events, Spring 2009 End of the Year Banquet)
- Provide co-curricular programming and advisement in support of services and resources available to all mentees

Learning Outcomes

- Mentors have the experience and the influence within an organization to adopt a younger or less experienced protégé.
- Mentors are willing to share their life experiences in the areas of career, business and education with a student who is ready to grow in the same areas
- Mentees will make a connection with one mentor at Citrus College
- Faculty/Staff mentors will be make a direct connection with at least two or more students on campus
- Mentees will create a network with other students and mentors

Umoja Program Staff

Mentors are Citrus College faculty and staff who take an interest in Umoja students and volunteer to help them navigate the college experience in a manner that will ensure and enhance the student's retention and success. This is accomplished through information sharing, informal advising, and referrals to Citrus College resources and programs.

The Umoja Program is spearheaded by James Rose, adjunct counseling faculty. Mr. Rose, a former scholar athlete, holds an associate's degree from Mt. San Antonio College and a bachelors and masters degree from the University of Oregon. He is also an adjunct counselor at Mt. San Antonio College

Umoja partners and collaborates with many Citrus College departments and services including the Office of Instruction, EOP&S/CARE and CalWORKS, the College Success Program, Counseling and Advisement, Financial Aid, Career/Transfer Center, Student Affairs, and Associated Students of Citrus College.

Elements of the Mentors-Mentee Relationship

General Guidelines

- Commit to the mentoring relationship and the mutual learning process
- Make time to get to know each other
- Discuss mutual expectations
- Establish priorities and develop a contractual educational plan to achieve the mentees' objectives
- Maintain confidentiality
- Maintain regular personal contact
- Specify method of contact (either by phone or by e-mail)
- Treat one another with trust and respect
- Be open to new experiences

Mentor Expectations

- Facilitate open communication
- Share expertise and personal experiences
- Include students in activities along with events.
- Introduce them to others, refer to on-and off-campus services.
- Discuss academic major and plans and/or refer to appropriate major department(s) when necessary
- Attend at least two Citrus College events per semester with students
- Provide constructive feedback
- Offer support, encouragement and challenges
- Encourage involvement on campus such as study groups, student organizations, research and special projects
- Attend all mandatory events associated with Umoja; Kick-off Event, Black History Month, End-of-the-Year celebration

Student Expectations

- Take responsibility for your own growth and learning
- Show your initiative and desire to learn by:
 - requesting constructive feedback
 - asking questions about areas of interests/career interests
 - asking questions about campus resources & services
 - being receptive to feedback provided by mentor
- Attend at least two Citrus College events per semester, one with your mentor; for example, cultural celebrations and lecture series
- Attend all mandatory events associated with Umoja; Kick-off Event, Black History Month, End-of-the-Year Celebration



Umoja Application and Information Form

Student Application: Please print

<u>First Name</u>	<u>Middle Name</u>	<u>Last Names</u>
<u>Email Address</u>	<u>Second Email Address</u>	
<u>Home Phone w/Area Code</u>	<u>Work Phone w/Area Code</u>	<u>Alternative Phone w/ Area Code</u>

What is the best way to get in touch with you? _____.

Expected Major(s) (You may list more than one):

_____. _____.
_____. _____.

Hobbies & Interests:

_____. _____.
_____. _____.

Educational Goal at Citrus College (Check all that apply)

- Skill Award
 Vocational Certificate
 Associates (AA/AS)
 Transfer to a CSU
 Transfer to a UC
 Transfer to a Private/Independent University

Did either of your parents/guardians attend college? Yes No

How many units are you planning to enroll in during the following semesters?

Spring 2009____Summer 2009_____ Fall 2009_____ Winter 2010_____

Do you currently work? Full-Time Yes No

Part-Time Yes No

If part-time, how many hours do you work a week? _____

What type of support, assistance and/or resources would you like your mentor to provide for you?

Do you have a specific preference for your mentor (e.g., gender, interest, ethnic background, religion)? Yes No

If yes, please explain _____



Umoja Mentor & Mentee Mutual Agreement

The key to the mentoring relationship is that both parties understand that mentoring is voluntary and that the "obligations" of both parties are not contractual, but based on the desire to provide and receive guidance. Both should therefore agree that:

- There must be an environment free of the fear of negativity or criticism.
- Goals and expectations must be agreed upon and understood by both mentee and mentor.
- The mentor is committed to providing an adequate amount of time to the mentee.
- Relationships must be based on respect, confidentiality, commitment to the "partnership" and to excellence.
- It is the responsibility of the mentee to show initiative, take risks and assume responsibility.
- The mentee is committed to keeping the mentor fully informed of academic and personal progress.
- It is the responsibility of the mentor to assist, help and support the mentee.
- Mentee and mentor will respect each other's time and commitment.
- Both parties have a willingness to cultivate their relationship to enhance their personal and academic growth.
- The relationship must be kept on a professional level with a clear understanding of the boundaries that separate a mentoring relationship to that of a friendship.

With my signature, I hereby agree to the above statements and will give the time and energy needed to make a meaningful contribution to the UMOJA Mentoring Program.

Mentor Signature

Mentee Signature

Date: _____