A Model to Integrate Mentoring between Community Entities to Promote and Enhance Career Development for Underrepresented Minorities

Award Number 2008-38422-19181 | **September 2008 – August 2010** | **$245,000**

University of Texas at San Antonio

Agencies/Organizations Involved

Mentors:

UTSA

CPS ENERGY

NORTHWEST VISTA COLLEGE
PALO ALTO COLLEGE
ST. PHILIP'S COLLEGE
SAN ANTONIO COLLEGE
ALAMO COMMUNITY COLLEGE DISTRICT

San Antonio Parks and Recreation Department

Relevant Priority Areas

Attract and support undergraduate and graduate students from underrepresented groups in order to prepare them for careers related to the food, agriculture, and natural resources systems of the United States, beginning with the mentoring of students at the high school level and continuing with the provision of financial support for students through their attainment of a doctoral degree.

USDA Collaborator

FOREST SERVICE U.S. DEPARTMENT OF AGRICULTURE

Objectives

1) to recruit , retain, and financially support three second semester freshmen level underrepresented students from Alamo Community College to foster and develop their interest in earning a degree in conservation and natural resources,
2) to recruit, retain, and financially support three junior level underrepresented students from University of Texas (UT) San Antonio to foster and develop their interest in earning a degree in conservation and natural resources,
3) to recruit, retain, and financially support six graduate underrepresented students from UT San Antonio to foster and develop their interest in earning an advance degree in conservation and natural resources,
4) to develop students' research skills (technical writing, data analysis and presentation, and grant writing),
5) to develop students' career skills through workshops (leadership and media training),
6) to increase the number of underrepresented minorities being hired by government and private community entities in jobs related to conservation and natural resources, and
7) to develop web-based technology to promote the mentorship program model to other institutions.

Recruitment Efforts

Brochure

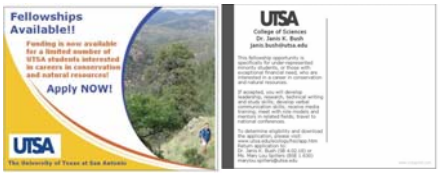
Flyers

Postcards

2500 mailed

UT San Antonio Students

Majoring in Biology, Chemistry, Anthropology



Activities

- Courses:
  - Study Skills I
  - Study Skills II
- Workshops:
  - Leadership
  - Scientific Writing
  - Grant Writing
  - Media Training
  - Research 'Bootcamp'
- Seminars and Lectures:
  - 'Working in the Private Sector'
  - 'Working in Local Government'
  - 'Working in Federal Government'
  - Role Model Seminars

Beneficiaries

- Underrepresented minorities with interest in conservation and natural resources
- Local, State, Regional, and Federal Agencies
- Hispanic Serving Institutions and Historically Black Colleges and Universities
- Hispanic communities

Evaluation

- Both Formative and Summative Evaluations will be used for all activities
- Results will be evaluated by Dr. Richard McGee, Associate Dean for Faculty Recruitment and Professional Development, Northwestern University who has served an external evaluator for many minority training grants through the National Institutes of Health

Expected Impact

We expect the students who are involved in the program will be more likely to become leaders in conservation and natural resources, than a comparable control group of students. The program has the potential of impacting other communities by developing a model by which to develop underrepresented students in conservation and natural resources through the collaboration of community entities.

Project Directors

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