

**CREATING FACULTY MENTORING  
PROGRAMS FOR UNDERREPRESENTED  
MINORITY STUDENTS TO IMPROVE  
THEIR SUCCESS IN COLLEGE AND BEYOND.**

**PRESENTATION FOR CE RETREAT  
By MING LU**

**THIS IS PROGRAM IS STARTED IN 2016 WITHOUT ANY SMC FUNDING WITH JUST 4 STUDENTS**



# CURRENTLY MENTORING 14 STUDENTS IN 2021



## **ABOUT MY MENTEES**

- **INITIALLY ONLY AFRICAN AMERICAN STUDENTS**
- **TODAY, ABOUT HALF AFRICAN AMERICAN AND HALF LATINX STUDENTS**
- **MOST ARE FROM LOW INCOME FAMILIES**
- **MOST LIVE IN LOW INCOME NEIGHBORHOODS AND COMMUTE LONG DISTANCES SCHOOL**
- **MOST ARE FIRST GENERATION COLLEGE STUDENTS**
- **I STARTED MENTORING THE STUDENTS AT DIFFERENT POINTS IN TIME– RANGING FROM 1 TO 5 YEARS.**

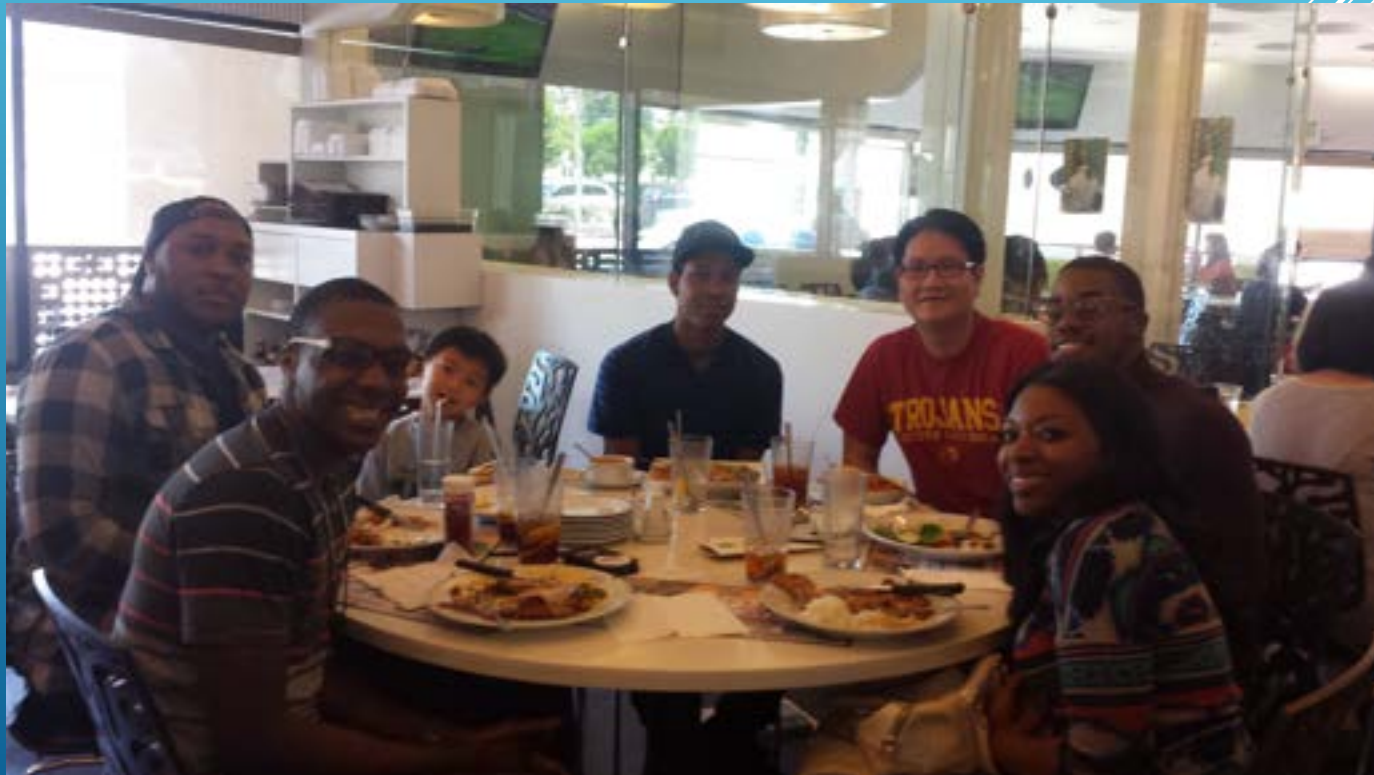
# WHY I STARTED THIS MENTORING PROGRAM

1. ACCOUNTING IS SOMETHING THAT MADE A HUGE IMPACT IN MY LIFE AND LIVES OF MY FRIENDS WHO CAME FROM MODEST/LOW INCOME FAMILIES.
2. I NOTICED THERE WERE VERY FEW AFRICAN AMERICAN STUDENTS INTERESTED IN STUDYING ACCOUNTING AT SMC (AND THROUGHOUT THE U.S.). NO MATTER HOW HARD I MARKET OUR CLASSES, VERY FEW STUDENTS ARE INTERESTED IN ACCOUNTING.
3. IN GENERAL, THERE IS CURRENTLY A SHORTAGE OF CPA'S AND ACCOUNTANTS. MANY TOP FIRMS ARE OFFERING OPPORTUNITIES AND SCHOLARSHIPS FOR AFRICAN AMERICAN AND LATINO STUDENTS
4. MANY STUDENTS LACKED KNOWLEDGE IN FINANCIAL LITERACY AND LIFE SKILLS BECAUSE THAT IS NOT TAUGHT IN SCHOOL.
5. OVERALL, I WANTED TO MAKE A POSITIVE IMPACT ON SOCIETY AND ADDRESS INCOME/WEALTH INEQUALITY

# SOME OF THE THINGS I DO FOR MY MENTEES

1. I periodically call each mentee to check up on them. Each time we usually chat between 30-60 minutes.
2. I help them with college applications, resume writing, interviewing skills, etc.

3. I take them out for a group lunch/dinner every 5-6 months so we can all talk as a group. With Covid, we have been doing group Zoom meetings.



4. I hold private lessons/workshops for them on topics such as...
  - a. How to use Excel
  - b. Budgeting and Saving
  - c. Investing
  - d. Taxation
  - e. Business etiquette





5. I inform them about opportunities-- scholarships, internships, conferences, networking events, and various other opportunities.



6. I introduce them to people who can help them achieve their academic and career goals...

a. SMC resources such counseling, career center, SMC Foundation, **SI program, tutoring services**, other SMC professors, etc.

b. INROADs, USC pipeline program, LMU pipeline program, etc.

c. Professionals and recruiters from the global accounting firms



7. I try to help improve their professional skills (i.e. being punctual, responding to e-mails timely, etc.) I also help them identify areas of weakness and give them honest constructive feedback.

8. I e-mail them articles and videos on self-improvement

9. I buy them self-improvement books and encourage them to develop the habit of reading 15 mins a day to improve their lives.

10. I help them plan out their classes at SMC. When they transfer to a 4 year university, I still do the same.

11. I try to help them prepare in advance for success at the 4 year university.

a. I teach them how to select classes and TA sections

b. Connect them with other students already attending that university

c. Recruiting for Summer internships and jobs

12. Help them set goals and stay focused on their career path.

13. I provide them an outlet listen to their issues. I help them explain things from an instructor's perspective.

## 14. Assist them with various other areas of their life

- a. Help all of my mentees open up a high yield online savings account and investment account
- b. Helped mentees 5 year old son find a good elementary school and start a college savings plan

## 15. Encourage them to serve the community



**16. Lastly, I try to create a supportive environment**

- a. As a mentor, I want them to feel that I have their back and that they can turn to me for advice when challenges come up in their life. I want them to just focus on working hard on their studies and not be distracted by other worries in their life.**
- b. Students in the mentoring group also provide support for one another. They know there are other students who have a background similar to them. My older mentees can now mentor newer students who join the program.**

# OUTCOMES PART 1

## DAVID DAVIS



1. Became an SMC SI for Accounting classes. Later, became the SI leader/trainer for Accounting.
2. Transferred to and graduated from UCLA debt free—actually with money in his bank account. This is on top of supporting his mom and brother.
3. He's now only 3 years out of school and is making close to \$100,000 at the largest accounting firm in the world (Deloitte)
4. <https://youtu.be/sGEV7jYkiR8>

# OUTCOMES PART 2

## OSHA IRVIN

1. Transferred to and graduated from UC Riverside.
2. Interned for Kaiser Permanente in their accounting department
3. Now works for Andersen a global accounting firm. Was able to support her mother who got laid off during Covid pandemic.
4. Is now helping her HR department hire more African American tax professionals.
5. <https://youtu.be/BSHrZKNoNMA>  
<https://youtu.be/H2EYF-NV98w>





# HOW MY MENTEES HAVE HELPED ME

1. They come back to speak to my students as well as other SMC students to encourage them to study Accounting.
  - a. Inspire other students to be successful in Accounting
  - b. Tell them exactly what they need to do to achieve success
  - c. Come speak at the annual SMC Accounting Diversity Conference

**2. Share what they learn from me with their friends, family, and community**

**a. Time management**

**b. Financial literacy/money management**

**c. Other areas of self-improvement**

**3. My hope is that my mentees will achieve success and eventually mentor other students who come from disadvantaged backgrounds.**

**4. I hope they will be role models and mentors my own kids someday**

**1 Questions?**

**2. Anyone interested in trying a similar program for your discipline?**