

Nontraditional & Gender Programs (NTGP) Annual Report FY 2015 (July 1, 2014, to June 30, 2015)

Departmental mission and goals: Nontraditional & Gender Programs (NTGP) within the Dean of Students Office includes three (3) student centers located in the Wyoming Union: The Rainbow Resource Center (RRC), the Nontraditional Student Center (NSC), and the Women's Center (WC). These centers support the institutional mission and core legal requirements by serving distinct underrepresented and protected groups on campus. Given that women comprise 52% of UW's enrollment; nontraditional students over age 25 comprise 39%; and the LGBTQ community is estimated at 3.5 to 10% of the student body, the centers provide a focused institutional response to serve these large populations. The mission of the centers is to: Provide a safe and supportive environment, resources, programming, and information to support academic, personal, leadership, and professional development and enhance access to, transition into, persistence in, and graduation from UW for nontraditional, women, and LGBTQ individuals.

Review of FY 2015: Action items included 1) increase visibility/marketing and stabilizing programming to meet our student learning outcomes, 2) write grants for programming & scholarships, 3) continue programming collaborations to better retain students, and 4) continue participation in DOS's Student Professional Development Series and collaborative student leadership programs.

1. **Increased visibility/marketing & stabilization of programs to meet learning outcomes.** Students were contacted weekly via e-mail re: information and programs and signage in the Union increased with the addition of a board in the front lobby area close to centers. We continued co-sponsoring events, expanding our reach to greater populations of students. ***Our programs reached 8,146 students a 71% increase from the previous year.*** Our annual calendar was developed and used to help stabilize program offerings from year to year to assist in meeting our SLO's. Stabilizing our programs worked because student survey feedback showed small, positive increases in meetings our goals and student learning outcome areas over the previous year. SEE: Appendix A. Based on the data, more programming on promoting healthy choices and a focus on academics in the RRC as well as gaining greater self-understanding will be needed. The NTGP GA (funding provided by Student Affairs) was able to continue into 2014-15 which helped stabilize offerings. Overall, center usage increased for each center from the previous year (RRC by 18%; NSC by 80%; and Women's Center by 194%). SEE: Appendix B. One challenge we experienced in our efforts to increase visibility resulted from expanding our list serve functioning and receiving feedback that students wished we sent less e-mails. Overall, we met this action item.
2. **Writing Grants for Programming & Scholarships:** NTGP implemented a new cycle for Daniels Boundless Opportunity Grant in 2014 (received grant in late spring 2013). We also wrote for the Heywood Grant to support nontraditional veterans but did not receive it. Staff visited with ASUW executives on fundraising for the ASUW Child Care Assistance Scholarship, and helped the VSC secure a \$250,000 grant for their center. Most recently, we applied for our Women's Leadership Program to the Wyoming Women's Foundation

(WWF). *NTGP now administers five (5) scholarships which made 32 student awards.* One scholarship was received in late June and is not included in this count. SEE: Appendix C. We have worked to increase external funding for students.

3. **Programming Collaborations to Retain Students:** Collaborations expand our reach to increased numbers of students to retain students through the program offerings while also sharing resources to achieve efficient partnership. NTGP collaborates on the following programs that retain students:
 - a. Nontraditional Student Center: *The Boundless Opportunities Scholar Cohort served seven students with five graduating in May 2015 and two returning this fall for a 100% success rate.* The ASUW NTSC and Nontrad Student Center collaborated on Soups for Finals in the fall and spring and also the National Nontrad Week panel reaching 36 individuals. The Nontrad Student Center offered Tips for Nontrads in the fall and spring reaching 388 students for retention.
 - b. Women’s Center: *The WiMSE (Women in Math, Science, and Engineering) program served 89 students with a 76.3% success rate (21.3% graduated and 55% are returning in the fall) with an average end of year GPA of 3.389. The Women’s leadership Program captured close to 200 attendees at the Women’s Leadership Conference and for the 15 women student leaders involved in the program group, they experienced a 93% success rate (33% graduated, 60% were retained) and an average end of year cum GPA of 3.66.* The WC collaborated with the Athletics department on Women in Sports Day reaching 50 individuals through an educational panel and unidentified audience numbers at the Women’s Basketball Game. We partnered with AAUW on an Equal Pay Day reaching 14 individuals and an unknown number of foot traffic viewing the display case in the Union.
 - c. Rainbow Resource Center: *The RRC collaborated on the Rainbow Leadership Series serving 16 students with an 81% success rate (75% were retained and 6% graduated) with an end of year cum GPA of 3.22.* Other RRC programs (LGBTQ reception; National Transgender Day of Remembrance, National Coming Out Day, Movie Days, Queer History Month, Health Awareness, National Day of Silence, and town halls) reached 175 individuals.
 - d. NTGP also partnered with UCC to do a Spirituality Panel for Mental Health Awareness Week reaching 53 individuals.
4. The NTGP staff (five members) participated in DOS’s Student Professional Development series as well as collaborated on our student leadership programs, Rainbow Leadership Series, and the Women’s Leadership Program. SEE APPENDIX D.

NTGP’s budget and staffing challenges were met with continuing the NTGP GA and hiring three workstudy students. Part-time budget funding was used for support services for increased programming.

Meeting Strategic Planning Initiatives: The NTGP centers have responded to the DOS goal #1 to “Assist students with transitions throughout their college career and with skill building in accountability, communication, etiquette, empathy and professionalism.” The RRC has provided

skill building in accountability, communication, etiquette, empathy, and professionalism through the Rainbow Leadership Series (RLS). The Women's Leadership Program (WLP) focuses on different goals that allow for progress within the same aforementioned areas of skill building. Tips for Nontrads (TNT) offers skill building workshops that emphasize development in communication, accountability, and professionalism. TNT creates opportunities for students to learn and practice etiquette with guest speakers as well as works to foster empathy by provided opportunities for students to assist each other and exchange ideas for personal wellness and academic success. To help with college transitions, *scholarships increased by one this year*. NTGP also staff helped refine the DOS Student Professional Development Series as part of the strategy to do skill building with student employees.

With regard to **DOS goal #2**, to “Develop, promote, and enhance an environment that supports student development, stakeholder engagement, conversation, and mentorship”, NTGP’s centers provide an engaging environment for student use. Collaborations and stakeholder engagement occurred with SLCE, Safe Zone, ASUW, NASA Space Grant, McNair, SEO, EPSCoR, INBRE, Science Posse, Nano Tech Grant, UW Foundation, Gender & Women’s Studies, Shepard Symposium, University Counseling Center, Spectrum, Allies & Advocates, and the Wyoming Union. Finally, NTGP is participating in the development of a strategic plan & assessment work for DOS units which will impact how we meet strategic planning initiatives.

Action Items for 2016:

1. Develop mechanisms to track LGBT retention without disturbing user privacy and confidentiality to assist in program development for persistence and graduation. Staff has witnessed a need for retention assistance within UW’s LGBTQ population, but needs data to understand where assistance and support is most needed. (UP4 Goal 3, Obj. 5 and Administrative Student Obj.).
2. Refine NTGP leadership programs and funding (Rainbow Leadership Series and Women’s Leadership Program) and explore MOU with SLCE on programs – (UP4 Goal 1-Obj. 1)
3. Develop WiMSE program offerings to increase participation, retention, and graduation (UP4 Goal 1-Obj. 2).
4. Increase usage of the NTGP centers and programs. (UP4 Goal 3, Obj. 5)
5. Increase resources for scholarships for NTGP and fundraising efforts. (DOS Strategic Goal 1)
6. All three centers plan to emphasize their focus on academic success through refining programming and center culture. (UP4 Goal 1, Obj. 2)
7. Enhance program offerings for different subsets of the nontraditional student population (parents with children, graduate students, etc.) – DOS Strategic Goal 1 – collaborate on retention)
8. Develop a strategic plan for NTGP; work under a strategic plan for DOS; DOS assessment framework (UP4 and Administration Student Objective); and prepare for transitions in leadership.

Assistance Needed from Dean of Student or Student Affairs Office: Permanent continuation of the GA funding and advocacy for a full-time staffing for center supervision. Protection from further budget reductions in support services because NTGP only has \$4,914 to serve three populations.

APPENDIXES & BONUS ITEMS

APPENDIX A: STUDENT RESPONSES TO GOALS AND STUDENT LEARNING OUTCOMES

ASSESSMENT (Average Rating by Students and Data)			
	NTGP CENTER SURVEYS		
GOALS & STUDENT LEARNING OUTCOMES (SLO) - (Student responses agree to strongly agree % or 8 to 10 on 10 pt. scale)	2013-2014	2014-15	% +/-
Goal: Provide a supportive accepting environment	60%	67%	7%
<i>SLO: Enhance feelings of engagement, belonging, & loyalty</i>	50%	51%	1%
Goal: Promote student learning	50%	52%	0%
<i>SLO: Appreciate individual similarities & differences</i>	52%	59%	7%
<i>SLO: Gain greater self-understanding</i>	45%	42%	-3%
Goal & SLO: Promote healthy choices	54%	45%	-9%
Goal: Promote LGBT resources	48%	49%	1%
Goal: Provide information & resources & services to help with transition, retention, & graduation	50%	52%	2%
GOAL: Sharing information via center newsletter	48%	51%	3%

APPENDIX B: ANNUAL CENTER USAGE STATS

Annual Center Functional Usage	2013-2014	2014-2015	% Increase or decrease from previous year
Rainbow Resource Center	6,912	8,144	18%
Nontraditional Student Center	2,412	4,342	80%
Women's Center	770	2,261	194%

APPENDIX C: NTGP SCHOLARSHIP PROGRAMS & AWARDS

Scholarship Name	# of Awards
Adult Student Scholarship	3
Daniels Boundless Opportunity	12
McKeown Family Scholarship	1
Osher Reentry Scholarship	16
Daniels Fund Opportunity Award	NA
TOTAL	32

APPENDIX D: STUDENT LEADERSHIP PROGRAM DATA

Leadership Program	# of Participants	End of Year Cum GPA	% Retained	% Graduated	% Withdrew or Non-returnees	Success Rate
Rainbow Leadership Series	16	3.22	75%	6%	19%	81%
Women's Leadership Program	15	3.66	60%	33%	7%	93%

**BONUS ITEMS:
A. PHOTOS:**



B. QUALITATIVE DATA: Student survey comments included:

- They have been friendly and welcoming. A lady offered me some leftover food from pita pit the other day and it made my day because I was all out of money and groceries until the next day.
- I interact with members of the women's center through WiMSE lunches and activities. They are very open and supportive.
- The feeling in the Non-Trad center is like going home. I feel super comfortable there and it has a great study environment.
- I am a RN Case Manager who sought the Rainbow Center for resources. A staff member was very helpful finding me some resources (WYOproud) within the community to help my client. This has been a very positive experience for my client who is a transgender teen and is now communicating regularly with another transgender teen.
- Lots of activities, diverse population attending.
- I appreciate some of the resources such as quick access to printers, a scanner, & computers. I also like that I can just go take a nap.
- Allowing people to meet and connect so they don't feel isolated or alone while going through college.
- Because of Women's Leadership, networking was one of the great leadership skills that I learned. As an introvert, and in a specific program, I was often closed off from campus. Being on the leadership conference opened up campus and the skills set of putting on a conference is a skill that I truly have benefited from.

C. STUDENT HIGHLIGHTS/SUCCESS STORIES: Michaela Tratos, a BOS Scholar and NSC user, graduated after being highly involved in these programs. She volunteered to return in FY 2016 to present to the NSC at a workshop. Bria Frame and Will Welch, two RRC users, worked with Bern Haggerty to successfully campaign for and engage the Laramie City Council to pass the Laramie Nondiscrimination Ordinance this past spring 2015. Jesus Rivas, Tobin Award Finalist used the Women's Center and Nontraditional Student Center as his home base for homework in the evenings.