

# MULTICULTURAL AFFAIRS/DOS ANNUAL REPORT

July 1, 2005-June 30, 2006

## 1. MULTICULTURAL AFFAIRS MISSION AND ORGANIZATION

The Multicultural Affairs' mission is to provide support services to increase the student success (retention and graduation) rates of ethnic minority, women, nontraditional, GLBTQ, and non-traditional students at UW and to provide advocacy & leadership for diversity and internationalization at UW. Multicultural Affairs is organized into three clusters: Ethnic Student Programs cluster, International Students & Scholars cluster, and the Nontraditional and Gender Programs cluster. The ISSO and NT/WC/RRC annual reports will be submitted separately from the Multicultural Affairs ethnic cluster report.

Specifically, Multicultural Affairs' ethnic student programs' objectives are to:

- Provide support services and information to retain ethnic minority students (increase fall-to-fall retention rates to exceed 75%) and increase usage in the Multicultural Resource Center (MRC).
- Provide educational training and awareness sessions (a minimum of 20 sessions annually);
- Assist Admissions/Graduate School and others with the identification, recruitment, and enrollment of minority students and help minority students plan for entrance into postsecondary, graduate or professional education (goal of 200 new students);
- Assist at least two (2) departments with ethnic minority faculty, staff, and student recruitment or hiring on a needs basis; and
- Serve on at least 20 UW, state, regional & national committees to provide guidance on policies and publications which impact ethnic minorities as part of its advocacy and leadership role.

Multicultural Affairs' permanent budgets/fiscal resources for its programs and services include: a total state-funded budget of \$205,898 of which \$184,954 is for personnel (five full-time staff, tutors and part-time funds for office support. The remaining \$20,944 is for support services and contractual funds. The Multicultural Resource Center has a total state-supported budget of \$35,311 of which \$32,552 is for personnel (one full-time and one part-staff) and the remaining \$2,759 is for support service and contractual funds.

Multicultural Affairs' physical facilities include 5 offices in Knight Hall, which housed nine staff members (4 full-time and five part-time staff) with 2 staff members in each office. This includes the RRC when it was in Knight Hall during Fall semester 2005. The MRC in the Wyoming Union houses 1 full-time staff member and one part-time staff member.

## 2. MULTICULTURAL AFFAIRS ACCOMPLISHMENTS FOR 2005-06

Multicultural Affairs' accomplishments include the following: Securing space in the Wyoming Union for the RRC; continued integration of ISSO and WC/NSC into Multicultural Affairs' structure; integration of the Cesar Chavez Dinner featuring student talent at the end of the Shepard Social Justice Symposium which was highly successful; provision of 2 major training and gathering sessions for the multicultural student organization advisors; sending of a UW American Indian delegation to the Big 12 American Indian Student Conference for the first time ever; funding 4 diverse women to the American Association of University Women's National College Women Student Leaders Conference; obtaining grant funding for the Learning to Talk about Diversity Retreat (a new model for diversity training); brought in John Paul Jones, an American Indian architect; conducted weekly study halls for American Indian Students; Hispanic Student Programs enjoyed a 100% fall 2005 to Spring 2006 retention rate; and worked collaboratively with Union and Housing on reviewing the catering policies and procedures for multicultural organizations.

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We assisted with the Enrollment Management Diversity Team and Admissions to recruit 225 new minority freshman and transfer students by assisting with joint meetings and projects and events. This does not include the graduate school enrollment and new law school enrollment, thus the number of new students is actually higher.

Resource improvements were made in the securing of PACMWA grants for the Cesar Chavez Dinner, John Paul Jones (American Indian architect), and the Learning to Talk about Diversity Retreat for 06-07. In addition, Multicultural Affairs secured new computers for the MRC through the Student Affairs Technology Grant and EPSCoR and Space Grants to support John Paul Jones.

### 3. MULTICULTURAL AFFAIRS MEASUREMENTS OF SERVICE

Multicultural Affairs' mission and objectives are clearly definable and measurable. Multicultural Affairs collects evaluative data annually for its reports and staff performance appraisals are directly tied to the objectives. Multicultural Affairs' measurements of service include the following:

***Retention Assessment Summary: Goal was to exceed 75% retention rate; for class entering Fall 2004; total minority retention rate was 68.3.0%. Goal for 2004 cohort not met by all freshmen, white students, or minority students. Began retention work with 123 new freshman entering Fall 2005. Increase the usage rates of the MRC and RRC.***

	<b>Fall 2004 Entering FR</b>		<b>Fall 2005 Entering FR</b>	
	<b># entered</b>	<b>% retained</b>	<b># entered</b>	<b>% retained</b>
<i>Hispanic</i>	54	70.4%	51	
<i>American Indian</i>	13	69.2%	8	
<i>Asian</i>	20	75.0%	16	
<i>Black</i>	15	66.7%	15	
<i>Other Ethnic &amp; Biracial</i>	37	62.2%	33	
<b>Total Ethnic Minority</b>	<b>139</b>	<b>68.3%</b>	<b>123</b>	
<b>White</b>	1308	74.2%	1227	
<b>UW Total</b>	1503	73.8%	1407	

- The Multicultural Resource Center in the Wyoming Union had 6,741 individual student contacts from 7/05 to 6/06 (a decrease from 7,507 the previous year).
- Individual Contacts: Multicultural Affairs provided 106,756 student retention contacts. When working with students, 29,579 contacts were on financial aid issues; 37,629 contacts were on academic issues; 28,964 contacts were on career issues; 25,633 contacts were on personal and social issues; and 51,175 contacts were made involving club or programming activities. Individual contact was made with over 225 new minority freshman and transfer students. All probationary students at the end of fall semester (approximately 78 which was up from 77 students the previous year) were contacted and tutoring support was provided to those who requested help. This means that only 9.4% of the minority population was on probation after the Fall 2005 semester. The electronic "Multicultural News" letter was e-

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mailed out each week to enrolled minority students (829) and to minority faculty and staff (277).

- Financial Aid support: The “Financial Aid & Opportunities for Minority Students” was made available on-line at the Multicultural Affairs website. Four currently enrolled students received the UW Minority Scholarship. Four grad students were funded and supported through the Minority Affairs Graduate Program (up from 3 the previous year).
- Student Leadership: Multicultural Affairs worked with 20 multicultural student organizations on campus including ethnic/racial minority; women; GLBTQ, international, and 2 groups based on religious belief. One Greek minority organizations received its chapter status at UW (Sigma Lambda Gamma). Assistance was provided to leaders and members on programming, co-sponsorships, group dynamics, planning, etc. Based on SSP needs, Multicultural Affairs also conducted training with multicultural student organizational advisors once each semester.
- Partnerships/Collaborations: Multicultural Affairs had the following collaborations and partnerships:
  - UW: Admissions, Education (Educational Studies, Counseling, Adult Education, and Leadership); Psychology, Social Work, Athletics, College of Law, Graduate School, McNair Scholars Program, Wyoming EPSCoR Program; Chicano Studies, Theater, Art, 20 multicultural student organizations; Wyoming EPSCoR Space Program;
  - Local: Community Policing Forum, Laramie Chamber of Commerce, Downtown Business Association, La Radio Montanesa, Lincoln Community Center, Wells Fargo Bank, St. Laurence O’Toole Catholic Church Ladies of Guadalupe,
  - State: Colorado/Wyoming Association of Women in Education (CWAVE); Our Families, Our Futures; Wyoming Hispanic Chamber of Commerce, Wyoming Peace Group, Wyoming Council on Women’s Issues, Wyoming Latina/Latino Coalition; Sky People Higher Education Office, Eastern Shoshone Higher Education Office; American Indian Studies, Creighton University’s Multicultural Affairs Program, and African American Studies.
  - Regional/National: NASPA (NPI Institute and MUFP);
- 2005 Retention Work: Multicultural Affairs staff members worked with new entering freshman and transfers in Fall 2005 and had these outcomes for the academic year. Asian outcomes are not included as we do not have a full-time programmer working with that population. In addition, the Hispanic Transfer Data was incomplete at the time of this report and thus, totals can not be determined for transfers. However, we are projecting a 76.2% retention rate for those entering Fall 2005.

<b><i>Freshman</i></b>	<b><i>New Fr.</i></b>	<b><i>062 Ret.</i></b>	<b><i>Fall GPA</i></b>	<b><i>Sp. GPA</i></b>	<b><i>EOY GPA</i></b>	<b><i>063 Enroll?</i></b>	<b><i>Pers. Contact</i></b>
<b><i>Hispanic</i></b>	<b>56</b>	<b>100%</b>	<b>2.39</b>	<b>2.27</b>	<b>2.49</b>	<b>77%</b>	<b>61%</b>
<b><i>Am. Ind.</i></b>	<b>9</b>	<b>77.78%</b>	<b>2.76</b>	<b>2.883</b>	<b>2.6756</b>	<b>55.5%</b>	<b>88.89%</b>
<b><i>Black</i></b>	<b>14</b>	<b>92.8%</b>	<b>2.27</b>	<b>1.94</b>	<b>2.04</b>	<b>57.14%</b>	<b>UNK</b>
<b><i>Other-BR</i></b>	<b>39</b>	<b>89.7%</b>	<b>2.683</b>	<b>2.455</b>	<b>2.652</b>	<b>87.18%</b>	<b>61.54%</b>
<b><i>Total</i></b>	<b>118</b>	<b>94%</b>	<b>2.52</b>	<b>2.38</b>	<b>2.46</b>	<b>76.2%</b>	

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<u>Transfers</u>	<u>New Tr.</u>	<u>062 Ret.</u>	<u>Fall GPA</u>	<u>Sp. GPA</u>	<u>EOY GPA</u>	<u>063 Enroll?</u>	<u>Pers. Contact</u>
<i>Hispanic</i>	<i>INC</i>	<i>INC</i>	<i>INC</i>	<i>INC</i>	<i>INC</i>	<i>INC</i>	<i>INC</i>
<i>Am. Ind.</i>	<i>14</i>	<i>78.5%</i>	<i>2.96</i>	<i>3.08</i>	<i>2.95</i>	<i>71.4%</i>	<i>64%</i>
<i>Black</i>	<i>10</i>	<i>90%</i>	<i>1.65</i>	<i>2.8</i>	<i>2.60</i>	<i>60%</i>	<i>UNK</i>
<i>Other-BR</i>	<i>13</i>	<i>100%</i>	<i>2.79</i>	<i>2.871</i>	<i>2.948</i>	<i>92.31</i>	<i>53.85%</i>
<i>Total</i>	<i>INC</i>	<i>INC</i>	<i>INC</i>	<i>INC</i>	<i>INC</i>	<i>INC</i>	<i>INC</i>

Based on these preliminary outcomes which will be finalized by UW in Dec. 2006, it is apparent that we need to do a better job of outreaching to each individual student to increase our percentage of personal contact; that spring semester requires greater academic intervention to ward off poorer GPA's; and that follow up must occur to make sure the fall to fall retention remains higher than we are projecting.

### ***Training and Awareness Assessment Summary:***

- Multicultural Affairs' goal was to conduct a minimum of 20 sessions, which we met and surpassed. Multicultural Affairs staff provided over 77 cultural and diversity awareness training sessions for classes in different UW departments (University Counseling Center, education classes & programs, psychology, nursing, orientation leader training and orientation sessions; AIST, CHST, counselor education, university intellectual courses, Educational Talent Search, Laramie Latter Day Saints, social work, summer research apprentice program, and MSLI presentations.
- Multicultural Affairs helped co-sponsor educational, cultural, and social events aimed at increasing awareness about the different ethnic groups such as Black History Month, National Hispanic Heritage Month, Semana Primavera & Low Ride Car Show, Asian Awareness Month, Cesar Chavez Dinner featuring student talent in culturally based theater pieces, music, and drama as well as the Fall and Spring Fests hosted by Keepers. Multicultural Affairs co-sponsored events with other UW units aimed at increasing awareness or providing training such as Chicano Studies, Shepard Symposium on Social Justice, American Indian Studies, etc.

### ***Recruitment Assessment Summary:***

- Minority student enrollment of new students increased. Coordinated efforts with Admissions & the Diversity Team helped ensure this increase meeting our objective of enrolling over 200 new students. UW enrolled 225 new undergraduate students in the fall of 2005.
- Individual Recruitment Contacts: Multicultural Affairs staff members had 4,816 recruitment contacts. When working with recruits, 2,148 contacts involved financial aid information; 1,678 contacts involved academic issues; 1,410 contacts were on career issues; 1,689 contacts were on personal and social issues; and 2,667 contacts were on club or program questions. Multicultural Affairs sent out an electronic "Multicultural News" letter to minority prospects who provided e-mail addresses through EMAS and contacted them to remind them about scholarships, ACT, FAFSA, etc. Multicultural Affairs staff also contacted minority admits in each target population.
- Financial Aid support: Multicultural Affairs put its "Financial Aid & Opportunities for Minority Students" booklets on its website for prospective student and family use. Eleven students were awarded the Hearst Scholars Award. Eleven to Fifteen students were awarded the Multicultural Pride Scholarship.
- Recruitment Programs: Multicultural Affairs administered the Summer Research Apprentice Program, an 8-week research apprentice program for high school students (10-12<sup>th</sup> grades)

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interested in the sciences, engineering, or mathematics with 19 participants. Multicultural Affairs assisted with Minority Higher Education Day and the campus visit events hosted by Admissions Minority Recruitment.

- Graduate recruitment: Multicultural Affairs conducted one Graduate and Professional Education Recruitment Sessions, which drew 29 students. Multicultural Affairs staff members provide counsel to students wanting to enter graduate education as to process, financial support, etc.

### ***Assist in hiring of minority faculty, staff, and students assessment summary: Goal of assisting at least 2 units with hiring was met and exceeded.***

- Multicultural Affairs shared employment information with UW faculty, staff, and students via e-mail distribution lists or posts in MULTICULTURAL AFFAIRS or the MRC. Multicultural Affairs actively seeks out minority students to join and participate in honoraries, resident hall assistant employment, orientation leader employment, etc.
- Multicultural Affairs served on 13 search committees and provided feedback to 9 search interview processes. Examples of the searches include Greek Life, VPSA, UWPD, ASTEC, Admissions (several); Student Activities (twice); Friday Night Fever, Union Director, Black Student Programs, Summer Research Apprentice Program, and the Mental Health Professional.
- Multicultural Affairs staff also writes letters of recommendation for students seeking internships and employment opportunities.
- Multicultural Affairs staff also provided 28,964 contacts on career advice to current students.

### ***Advocacy and Leadership (serve on UW, state, regional & national committees to provide guidance on policies and publications which impact ethnic minorities) assessment summary. Goal of serving on 15 committees was met and exceeded (25 venues of service). Examples of committee service follow:***

- UW Committee Service: Enrollment Management Diversity Team; UW Scholarship Coordinators Committee; Minority Student Leadership Initiative Committee; Shepard Symposium for Social Justice Planning Committee; AAUW Women's Leadership Steering Committee; MLK/Days of Dialogue; Hearst & UW Minority & Multicultural Pride Scholarship Selection Committees; Multicultural Affairs Graduate Program Assistantship Selection Committee; Weeks of Welcome; Chicano Studies Advisory Board; President's Advisory Committee on Minority & Women's Affairs; Semana Primavera Planning Committee, McWhinnie Scholarship Committee, RSO Awards of Excellence Selection Committee, Internationalization Board, LearN steering committee, & the Student Leadership & Civic Engagement Committee.
- External committee Service: Albany County Scholarship committee; Zeta Phi Beta diversity committee; NASPA NPI committee; Wyoming Latina/Latino Coalition, and the Colorado Wyoming Association of Women in Education..
- Advocacy Data: Multicultural Affairs has worked with OIA to develop and present statistics on minority status at UW and maintained a student database.
- Extra-mural support: Multicultural Affairs staff wrote 7 grants for extra-mural funds to the President's Advisory Committee for Minority & Women's Affairs for Learning to Talk about Diversity Retreat, John Paul Jones visit, EPSCoR, Space Grant, Peer Mentoring, Cesar Chavez Dinner; and new computers for the MRC. Multicultural Affairs also edited/assisted with the AAUW conference grant, the STOP grant, Chicano Studies grant; and MEChA grant.

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- MULTICULTURAL AFFAIRS Awards and Honors: Multicultural Affairs staff member Morris was honored by Mortar Board receiving their “tip of the cap” award for outstanding service and Kelly received the Sigma Lambda Gamma’s “Founder’s Spirit Award”.
  
- 4. **Major Stakeholders & Collaborators including advisory boards & committees.**
  - ✓ Multicultural Affairs staff collaborate with other UW related entities to improve UW’s efforts in and representation of diversity such as American Indian Studies, Chicano Studies, African American Studies, Women’s Studies, UW’s Days of Dialogue events; Weeks of Welcome, UW Admissions, College of Education (Educational Studies, Counseling, Adult Education, and Leadership); Psychology, Social Work, Athletics, College of Law, Graduate School, McNair Scholars Program, Wyoming EPSCoR Program; Theater, Art, 20 multicultural student organizations; Wyoming EPSCoR and UW Space Program;
  - ✓ Advisory Boards: Chicano Studies Advisory Board helped with assessment and planning efforts. La Radio Montanesa, Laramie’s bilingual radio station, benefited from student referrals and co-sponsorship in return for the radio station doing public releases on UW programs. The Wyoming Latina/Latino Coalition needed assistance in establishing this statewide advocacy group and also established UW’s visibility within this network. Multicultural Affairs has representation on the President’s Advisory Committee on Minority & Women’s Affairs, which has institutional impact. Multicultural Affairs staff has also worked with CWAVE, AAUW, and the Wyoming Women’s Council to assist promoting women’s leadership and diverse involvement in those efforts.
  - ✓ Laramie Community: Multicultural Affairs has worked with local church groups; the Albany County Scholarship committee; Lincoln Community Center, Wells Fargo Bank, and the Community Policing Forum to improve the climate in Laramie for diversity and also to have minority representation in community efforts. Multicultural Affairs has assisted the Wyoming Hispanic Chamber of Commerce contact UW officials. Multicultural Affairs has also maintained contacts with the Sky People Higher Education Office and Eastern Shoshone Higher Education Office on students who are UW and maintaining positive working relationships with the two tribes in Wyoming.

### 5. **MULTICULTURAL AFFAIRS’S PLANS FOR 2006-2007 AND BEYOND.**

Globally, Multicultural Affairs has major plans for the future. We plan is to continue our retention work and attempt to increase programming support for retention. We plan is to collaborate on leadership to improve the women’s leadership and multicultural student organizational leadership development efforts. We intend to pilot a diversity training program called the “Learning to Talk about Diversity Retreat”. We intend to work to develop full-time staff positions in Multicultural Affairs for Asian Pacific American Student Programs and for the Rainbow Resource Center and Women’s Center. Multicultural Affairs has set it goals and objectives for 2006-07 to reflect our planning efforts.

### 6. **CHALLENGES FACING MULTICULTURAL AFFAIRS**

Multicultural Affairs’ challenges include: developing infrastructure to meet our retention plans and goals including adding an Asian Student Programming position; increasing programming funds for each targeted population; establishing a budget and staff position for the Rainbow Resource Center; untangling the Women’s Center and Nontraditional Student Centers; being able to continue accountability with data under the new Banner system and its learning curve for staff; working on increasing minority enrollment through retention programming; increasing multicultural representation in

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leadership efforts so that the focus on diversity is not lost as leadership development at UW evolves; and work on increasing minority student skill development. This also comes at a time when stereotypes and prejudices continue to abound in Wyoming as a conservative, rurally isolated state.

From an institutional perspective, Multicultural Affairs must weather the transitions in personnel within Multicultural Affairs and at the Dean of Students level. Multicultural Affairs must continue to hold a competent reputation with the UW administration and academic affairs in order not to lose ground for future development of the office. UW still is tentative in its approach to diversity efforts and Multicultural Affairs can provide leadership if we are supported. Multicultural Affairs firmly believes that if our students utilize and are happy with our services, they will be much happier with UW. Finally, nationally there is an undercurrent of increased attacks on multicultural programs and questioning of their value on the college campus, especially on predominantly white campuses where the minority population is so small. This has been reflected at UW as well in the questions of trustees, deans, and others who may not understand the allocation of fiscal and human resources to this population and why it is important.

### 7. UPDATE TO THE STUDENT AFFAIRS STRATEGIC PLAN (MATRIX).

### 8. MULTICULTURAL AFFAIRS SUMMARY AND FUTURE SUPPORT NEEDED FROM THE DIVISION/VPSA.

Multicultural Affairs assists UW in meeting its access and opportunity responsibilities. UW must also recognize that the changing needs of students include the needs of an increasingly diverse student population. Our country is becoming more diverse as evidenced of minority growth in populations in the states in the West, including Wyoming.

Multicultural Affairs has a unique educational role at UW and despite funding constraints, has been accountable and effective in meeting UW's mission. It is hoped that Multicultural Affairs will be provided further incentive with increased funding and authority to better serve ethnic minorities. *Our immediate needs are for increasing retention programming funding, a full-time position for the Rainbow Resource Center and for a full-time position for Asian Student Programming (as well as Women's Center); and an institutional budget for the Rainbow Resource Center. Professional development for a new staff remains a funding challenge in addition to funding for student travel. Finally, Multicultural Affairs still is desperate need of its own clerical and accounting support.*

Multicultural Affairs also needs a strong sense of support from other departments in the division as well as being able to maintain our unique identity within the Dean of Students Office given the recent transitions in leadership. Multicultural Affairs recognizes its continued responsibility for collaboration as a means of obtaining support. Professional mentoring of Multicultural Affairs staff is also a need.

Multicultural Affairs has appreciated the support from Student Affairs at the Vice Presidential level and needs continued support.

The Division must shore up its philosophy of support for diversity, especially if the Academic Plan efforts do not help ease frustration levels of our community.