

Multicultural Affairs Annual Report (July 1, 2007 to June 30, 2008)

Purpose and aspirations

The mission of Multicultural Affairs is to provide support services and information to retain and graduate ethnic minority students at UW. Within the Dean of Students Office, the unit assists UW to improve student access, retention, and graduation; promote student learning, development, and engagement; and to improve the campus climate and environment for diversity. Multicultural Affairs also supports the Division of Student Affairs' eight student learning outcomes with emphasis on outcomes related to gaining greater self-understanding, learning to appreciate individual similarities and differences, and enhancing feelings of engagement, belonging and loyalty.

Accomplishments for 2007-2008

Accomplishments related to improving student access, retention and graduation:

- ✓ Successfully implemented a model change for Multicultural Affairs where staff will work cross-culturally with student caseloads, rather than with ethnic specific caseloads.
- ✓ Face to face contact with 158 of 313 new freshman, transfer and graduate students on the student caseload list for fall/spring or 50% of the new incoming population. Secured a counselor education intern in the fall of 2007 to assist with individual student contacts.
- ✓ Student retention contacts with current students (all class levels) totaled 101,805 contacts and contacts with students who will be transitioning into UW totaled 910.
- ✓ Financial support to 48 students (Multicultural Pride=26 students, Hearst Scholars Award=12 students, UW Minority Scholarship=4 students, Yaap Scholarship=1 student, MA Anonymous Scholarship=1 student, and MAGP=4 students). Staff provided 8,318 contacts on financial aid issues. Implemented Yaap Scholarship process for the first time this fall.
- ✓ Implemented new session into UW Orientation called Tips for Success which was favorably received by parents.
- ✓ Collaborated with UW Law School to host a larger and refined recruitment session for minority students with 23 participants.
- ✓ Collaborated with Admissions on Minority Higher Education Day.
- ✓ All probationary students at the end of fall 2007 semester (approximately 114 which was up from 86 students the previous year) were contacted. This was 10.4% of the minority population enrolled in fall 2007 (an increase from 8.3% the previous fall semester). At the end of spring 2008 semester, 57 students were on probation.
- ✓ Minority six year graduation rates increased from 47.6% to 51.6% for all new first-time freshman and transfer students for the four major ethnic groups.

Accomplishments related to promoting student learning, development, and engagement:

- ✓ LEAD@UW leadership development fall workshop garnered 50-70 in attendance and held 2 advisor workshop sessions out of which grew the Diversifying Greek Life Team. Held 1 session for student leaders with President Buchanan in March.
- ✓ The Diversifying Greek Life Team held a student workshop for the 50 members of the Greek community; sent 2 Sigma Lambda Gamma members to the Western Regional Greek Leadership Conference, refined language for the Greek Relationship Statement, and conducted student focus groups to gather data on student perceptions and submitted funding proposals for 2008-09.
- ✓ Collaborated with the SLCE office on the Multicultural Student Leadership Initiative and the Women's Leadership Conference. Fundraised to send 12 women to the National Conference for College Women Student Leaders with 42% of them being women of color.

- ✓ Conducted 59 class presentations and workshops to individual classes, academic and student affairs units, etc.
- ✓ MA staff directly advised 3 student organizations and worked with 18 others.
- ✓ Multicultural Affairs hosted 13 educational programs for students.
- ✓ The Multicultural Resource Center (MRC) obtained funding from ASUW to refurbish the MRC's furniture and facilities.
- ✓ The Cesar Chavez Banquet featured 34 students highlighting their talent and accomplishments/involvements on campus.
- ✓ MA staff assisted and provided funding support for the ethnic heritage month celebrations hosted by the multicultural student organizations.
- ✓ The MRC had 8,013 student contacts, an increase from the previous year.
- ✓ MA staff disseminated information related to educational opportunities on campus and provided tutoring upon student request.
- ✓ GPA's increased slightly in the spring for all minority students with term GPA's moving from 2.50 for fall to 2.51 in the spring. Cumulative GPA's moved from 2.79 in the fall to 2.86 in the spring for all enrolled minority students.

Accomplishments related to improving campus climate and environment for diversity:

- ✓ Hosted a reorganized Multicultural Graduation Celebration with 8 students in fall 2007 and with 43 students in spring 2008. Collaboration occurred with the ethnic academic programs to change the schedule this spring which worked much better for Multicultural Affairs and allowed UW administration to attend. Scholarship recipients were honored at the fall 2007 graduation.
- ✓ Provided diversity information sessions for RA staff, student athlete orientation, law school orientation, and orientation leaders.
- ✓ Collaborated with African American Studies, American Indian Studies, and Chicano Studies on events.
- ✓ MA staff participated in planning the Martin Luther King, Jr.//Days of Dialogue January celebration and the Shepard Symposium on Social Justice in March.
- ✓ MA staff also participated in the Enrollment Management Council's Student Diversity Team and provided feedback to the University planning process.
- ✓ Worked to resolve 3 racial incidents.
- ✓ The Noel-Levitz Student Satisfaction Survey indicated an increase in student response to the question "There is strong commitment to racial harmony on this campus" in 2008 rating UW at a 5.15 in 2008, which is up from 4.98 in 2006. However this is -0.01 from the national norm of 5.16. Students rated the institution's commitment to underrepresented populations at an increase from 4.90 in 2006 to 5.09 in 2008, which is 0.05 above the national norm of 5.04.
- ✓ The ACT Student Opinion Survey also demonstrated an increase in student means ratings for racial harmony at this college currently at a 3.71 in 2008 compared to a 3.62 in 2006. The national public universities means were 3.72 which UW is close to reaching.
- ✓ The UW Student Opinion Survey conducted in 2008 indicated an improvement in student perceptions of the climate for diversity at UW from 2006. Nearly 75% of the students surveyed believe the climate is improving compared to about 60% in 2006. More students are reporting the campus as friendly and non-racist than in 2006. While fewer students wanted help with interactions from people from other cultures, there were increases in student awareness and usage of this service from 2006.

MA Staff also strived for excellence for students and staff alike. Honors presented to staff included: 3 Guest Coach invitations, 3 RSO Awards, and a Thumbs Up Award from A&S Student Council. Multicultural Affairs is also proud to have the following examples of student

excellence: Rachel LeBeaux tapped as ASUW's first Executive for Student Organization Outreach and Diversity. Elizabeth Hamilton and Derrick Cohens received full scholarships to pursue a Ph.D. upon their graduation from UW. Sigma Lambda Gamma held the first ever Probate in the State of Wyoming in the spring.

Plans for next year

Multicultural Affairs will examine, develop, and present additional educational/academic support programs to improve a declining retention rate of 70% for new freshman students and to lesson the number of students on academic probation and suspension which increased this year. MA will continue to implement its new model of serving of all multicultural students across racial/ethnic lines with its staff. MA staff will also work to improve its contact #'s with new students on the Laramie campus. MA will submit a renewal proposal for the Hearst Scholars Award. Multicultural Affairs will assign 2 GA's to support the work of the Social Justice Research Center. MA staff will continue programs to support the division of Student Affairs Learning outcomes. MA staff will continue to promote student involvement in the ethnic organizations as there were decreases in the percentage of students who were members, chairs, and officers of the ethnic organizations in 2008 as compared to 2006. Athletics and the Residence Hall Association will be added to the LEAD@UW collaboration. MA will also work to fill a vacant staff position which is desperately needed to do student outreach and administrative support. MA staff will collaborate with the new Associate Vice President for Diversity and keep communication and information flowing so that the institutional viewpoint can be impacted. MA will revamp and update its website.

Long Term Plans (3-5 years)

Multicultural Affairs will continue to work as a unit and in collaboration with other units to raise the retention rates of new minority students at UW as a major focus. An ambitious projected goal could be 75% for new freshman. Multicultural leadership programs will also be a focus of effort to promote student engagement and staff will work on promoting involvement to offset the decline in participation rates of students in ethnic organizations. Multicultural Affairs will stabilize its offering of academic support programs for students after year one's implementation. Multicultural Affairs will work collaboratively to support linkages with the HBCU's, Tribal Colleges, and Hispanic serving institutions that are developed and to work to increase the representation of minorities in STEM fields of study.

Action Items and Implementation

1. Share retention data as a springboard for a broader discussion on minority student retention by fall 2009. This would utilize the Enrollment Management Council's Student Diversity Team to conduct student focus groups and then prioritize the needs identified by students. Work would begin to meet these retention needs by end of spring 2009 semester.
2. Develop and implement increased academic support programs for minority students by spring 2010 to improve retention and to promote student learning.
3. Increase the percentage of new students contacted by MA staff annually by 2% each year to improve retention.
4. Promote increased student engagement and involvement in multicultural activities and student organizations for improvement in student satisfaction scores during the next round of institutional assessments (Noel Levitz, ACT Student Opinion Survey, and UW Student Opinion Survey).

Multicultural Affairs Annual Report Data Attachments – 2007-08

UW MINORITY RETENTION DATA

Fall to Fall Retention Data for New Freshman:

	Fall 2004 Entering FR		Fall 2005 Entering FR		Fall 2006 Entering FR		Fall 2007 Entering FR	
	# entered	% retained	# entered	% retained	# entered	% retained	# entered	% retained
Hispanic	54	70.4%	51	74.5%	47	80.9%	44	
American Indian	13	69.2%	8	75.0%	9	55.6%	12	
Asian	20	75.0%	16	68.8%	34	67.6%	25	
Black	15	66.7%	15	72.7%	28	53.6%	12	
Other Ethnic & Biracial & Multiethnic	37	62.2%	33	69.7%	40	75.0%	55	
Total Ethnic Minority	139	68.3%	123	72.4%	158	70.3%	148	
White	1308	74.2%	1227	74.1%	1306	74.2%	1377	
UW Total	1503	73.8%	1407	74.6%	1574	73.7%	1641	

Includes full and part-time students

Fall to Fall Retention Data for New Transfer Students:

	Fall 2004 Entering TR		Fall 2005 Entering TR		Fall 2006 Entering TR		Fall 2007 Entering TR	
	# entered	% retained	# entered	% retained	# entered	% retained	# entered	% retained
Hispanic	32	59.4%	36	50.0%	43	74.4%	25	
American Indian	10	60.0%	24	66.7%	20	70.0%	23	
Asian	5	40.0%	7	85.7%	12	75.0%	5	
Black	13	76.9%	12	66.7%	14	50.0%	11	
Other Ethnic & Biracial & Multiethnic	19	68.4%	24	75.0%	20	75.0%	31	
Total Ethnic Minority	79	63.3%	103	64.1%	109	70.6%	95	
White	885	71.1%	833	70.1%	755	69.1%	689	
UW Total	1050	69.2%	1022	67.2%	948	69.5%	929	

All transfers, including full and part time and freshmen

Minority Enrollment at UW

Minority Enrollment on the UW-Laramie Campus (Fall to Fall - Beginning of Semester)									
Ethnic Group	Fall 1999	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007
African American	96	86	92	94	90	99	90	111	91
American Indian	93	77	92	87	74	86	93	82	86
Asian American	108	108	109	96	106	111	117	136	135
Hispanic	314	298	306	323	333	308	314	309	297
Other Ethnic/Biracial	179	182	193	207	230	227	221	237	262
Total Ethnic Minority	790	751	792	807	833	831	835	875	871
EM % of total student body	8.30%	7.92%	8.01%	8.1%	8.31%	8.28%	8.51%	8.82%	8.78%
International									444
INT % of total student body									4.47%
Total student body	9,525	9,486	9,877	9,938	10,016	10,031	9,811	9,921	9,911

Minority Enrollment for UW-Wide Sites (Fall to Fall - Beginning of Semester)

Ethnic Group	Fall 1999	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007
African American	101	93	104	114	109	116	110	125	107
American Indian	117	113	118	118	119	120	133	122	139
Asian American	114	115	115	109	119	131	137	147	147
Hispanic	349	337	360	382	398	388	394	374	356
Other Ethnic/Biracial	197	202	207	229	259	256	262	267	302
Total Ethnic Minority	878	860	904	952	1004	1,011	1036	1035	1051
% of total student body	8%	7.77%	7.79%	8%	8.35%	8.26%	8.59%	8.69%	8.80%
Total student body	10,940	11,057	11,602	11,904	12,021	12,238	12,053	11,906	12,000

MRC Annual Usage Stats by Year:

MRC Annual Report Usage Stats by Year

Year	Total # Served
July 2004 to June 2005	7507
July 2005 to June 2006	6741
July 2006 to June 2007	6466
July 2007 to June 2008	8013

UW Institutional Data Sets:

1. Noel Levitz Student Satisfaction Survey for UW, 2008
2. ACT Student Opinion Survey, 2008
3. UW Student Opinion Survey, 2008

UW 6-year Graduation Rate for New Freshman and Transfer Students (CRSDE Data): New FR & TR Student Annual Six-Year Graduation Rate

	Fall 2000 Entering FR & TR		Fall 2001 Entering FR & TR	
	<u># entered</u>	<u>% graduated</u>	<u># entered</u>	<u>% graduated</u>
Hispanic	73	(38) 52%	65	(35) 53.8%
American Indian	12	(3) 25%	17	(8) 47%
Asian	20	(13) 65%	23	(12) 52.2%
Black	21	(6) 28.5%	19	(9) 42.8%
Other Ethnic & Biracial & Multiethnic	0		0	
Total Ethnic Minority	126	(60) 47.6%	124	(64) 51.6%
White	1668	(1007) 60.4%	1737	(1026) 59.0%
UW Total	1942	(1138) 58.6%	1972	(1154) 58.5%

All new FR & TR, including full and part time and freshmen

Multicultural Affairs has developed a model capturing the flow of our retention efforts. It follows on the next page as a separate document.