

## **Multicultural Affairs Annual Report (July 1, 2009 to June 30, 2010)**

### **Introduction: Mission; Purpose; and Outcomes**

The mission of Multicultural Affairs (MA) 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.

### **Key Performance Indicators: Accomplishments for 2009-2010**

Multicultural Affairs has four performance indicators: 1) student access, retention & graduation; 2) student learning, development, and engagement; 3) campus climate and environment for diversity; and 4) excellence. The following sections describe our accomplishments in each.

#### **Student access, retention and graduation:**

- ✓ MA staff had regular (weekly or bi-weekly) face to face personal contact with 100 of 221 new freshmen and transfer students on the student caseload list for fall/spring or 45.24% of the new incoming student population.
- ✓ MA staff had 63,958 student retention contacts via email, phone or regular meetings and 7833 contacts with students who will be transitioning into UW.  
\*Please note that contact numbers for one staff member for the January-June 2010 timeframe were unavailable.
- ✓ Financial support was awarded to 49 students (Multicultural Pride=34 students, Hearst Scholars Award (some were awarded MCP scholarships as well) =9 students, UW Minority Scholarship=1 student, YAAP Scholarship=1 student, and MAGP=5 students). MA staff had 20,651 contacts through email, phone or individual visits regarding financial aid issues.
- ✓ Collaborated with the UW Foundation to request funds from the William Randolph Hearst Foundation. MA was ultimately awarded \$50,000 in one time money to provide scholarships to students.
- ✓ Tips for Success in collaboration with Student Success Services was presented at all UW Orientation sessions and was favorably received by parents and students alike. A total of 68 students and 78 parents attended the sessions.
- ✓ Collaborated with UW Law School and 2 MAGP awardees to host larger and refined recruitment sessions for minority students in the Multicultural Resource Center as well as the Law School.
- ✓ Collaborated with Admissions on Minority Higher Education Day.
- ✓ Collaborated with the National Park Service and the National Resource Conservation Service to increase the recruitment and employment of diverse students within these agencies.
- ✓ All probationary students at the end of fall 2009 semester (104, which was up from 96 students the previous year) were contacted via email and phone. This was 11.69% of the undergraduate minority population enrolled in fall 2009. At the end of spring 2010 semester, 44 students were on probation. This was 6% of the minority population.

- ✓ The retention rate for all UW new freshmen entering fall 2008 and returning in fall 2009 was 71.9% and the new minority freshman retention rate was 69.5% which is a 4% increase from the year before.
- ✓ The retention rate for all new UW transfer students entering fall 2008 and returning in fall 2009 was 67.4% and the new minority transfer student retention rate was 60.2%. The UW total transfer student retention rate dropped 2.9% while the minority transfer student retention rate decreased 1%.
- ✓ Minority six year graduation rates for new freshman students (full and part-time) increased from 44% to 52% for the class entering Fall 2003. UW total new freshman graduation rates also increased from 53% to 55%.
- ✓ Minority six year graduation rates for new transfer students (full and part-time) decreased from 44% to 41%. UW total new transfer graduation rates increased from 53% to 54% for the class entering fall 2003.
- ✓ Hosted 6 town hall meetings in the MRC. These meetings were attended by a total of 110 students. Topics discussed ranged from counseling services to opportunities available with the National Park Service.

#### **Student learning, development, and engagement:**

- ✓ LEAD@UW fall student workshop garnered 13 in attendance and held 1 advisor workshop session which garnered 10 in attendance.
- ✓ MA staff directly advised 1 student organization, and worked closely with 18 others.
- ✓ Multicultural Affairs hosted 20 educational programs for students.
- ✓ MA staff assisted and provided funding support for the ethnic heritage month celebrations hosted by the multicultural student organizations.
- ✓ The MRC had 9,367 self reported users during the 2009-2010 year.
- ✓ MA staff disseminated information related to educational opportunities on campus and provided tutoring upon student request.
- ✓ Hosted 7 Discover Excellence Sessions (DES) and 8 Continuing Excellence Sessions (CES). The DES sessions had a total of 65 attendees and the CES sessions had a total of 78 attendees. These workshops consisted topics ranging from time management, reading and note taking, test taking to money matters, building work experience and student rights.

#### **Campus climate and environment for diversity:**

- ✓ Hosted a Welcome BBQ the first week of fall classes which was attended by over 200 students, faculty and staff.
- ✓ Collaborated with the International Students and Scholars Office to host a Multicultural Graduation Celebration for students, families and the University of Wyoming community. Fifteen students took part in the celebration in fall 2009 and fifty eight students took part in spring 2010. Forty four Hearst Scholars and Multicultural Pride Scholarship recipients were honored at the fall 2009 ceremony.
- ✓ Multicultural Affairs collaborated with Chicano Studies in bringing the Sugar Beets to Fields of Dreams exhibit to the University of Wyoming Campus. A special session was hosted by Multicultural Affairs for students with author Dr. Adrienne Burgos in the Multicultural Resource Center.
- ✓ Provided diversity information sessions for Resident Assistant staff, Upward Bound, Summit Leaders Orientation, New Student Athlete Orientation, Student Athlete class, Law School

Orientation, Student Success Services class, Cynthia Chavez Kelly's class, Student Athlete Advisor Committee, Arapaho Charter School, Carey Junior High School, and Orientation Leaders.

- ✓ Provided financial, physical and advisory support for ethnic Recognized Student Organizations to put on events and activities throughout the year on the UW campus.
- ✓ Multicultural Affairs staff served on the following committees: Student Diversity, Orientation 2011, Summit 2010, search committee for the Assistant Director of Admissions, Ad/SAAC, Advising Conversations, search committee for the Assistant Director of the University Counseling Center, Willena Stanford Commitment to Diversity Award committee, Fraternity/Sorority Advancement Committee, search committee for Student Success Services advisor, Multicultural Student Leadership Initiative, Martin Luther King-Days Of Dialogue and the Tobin Spitaleri committee.
- ✓ Served on the Enrollment Management Council's Student Diversity Team
- ✓ Hosted an African American Student Needs webinar which had 18 UW staff members in attendance.
- ✓ Hosted an Undocumented Student webinar which had 10 UW staff members in attendance.
- ✓ Continued to collaborate with and support the UW Multicultural Alumni Committee within the UW Alumni Association.
- ✓ Multicultural Affairs helped to support Women's Leadership. Ten women attended the National Conference for College Women Student Leaders in Washington D.C., and Multicultural Affairs funded the trip for two women of color.
- ✓ At the end of the fall 2009 semester, 82% of the respondents to the Multicultural Affairs evaluation survey felt their involvement with Multicultural Affairs helped them to contribute to an improved environment for diversity on campus and 85% of respondents felt Multicultural Affairs has helped to improve campus climate and environment for diversity.

### **Excellence:**

- ✓ Individual MA staff earned recognition from the College of Arts & Sciences Student Council, on staff member was nominated for RSO Advisor of the Year and the Jason Thompson Commitment to Diversity Award, an MA staff member presented at the Wyoming Student Services Conference and also gave a keynote speech and parent presentation at the Adelante Ninos Conference in Torrington, WY.
- ✓ Examples of student excellence include: the nomination of Reynaldo Fuentes and Jonathan McBride for the Tobin Award for Outstanding Graduating Male; Tracy Montanez was honored with the Willena Stanford Commitment to Diversity Award; Ernest T. Lawson was awarded both EPSCoR and NASA Space Grant Fellowships; Maria Simental and Nicole Ramirez were recipients of the College of Arts & Sciences Board of Visitors/Chicano Studies Service Award, and Reynaldo Fuentes was awarded a Marshall Scholarship to study in London.
- ✓ Term GPA's increased slightly in the spring for all students with term GPA's moving from 2.544 for fall to 2.582 in the spring. Cumulative GPA's also increased slightly from 2.634 in the fall to 2.683 in the spring for all enrolled minority students.
- ✓ At the end of the fall 2009 semester, 74 students were on the Dean's List, 30 were on the Freshman Dean's List, 30 were on the President's list, and 17 were on the Vice Presidents List (21.63% of minority student population) At the end of spring 2010 semester, 84 minority students were on the Dean's List, 24 were on the Freshman Dean's List, 31 on the President's

List, and 19 minority students were on the Vice President's List (24.45% of minority student population).

### **Items to Address for 2010-2011:**

- ✓ Multicultural Affairs assessed student opinion, at the end of both the fall (f) and spring (s) semesters on progress made by MA at administering services to address the student learning outcomes. A total of 62 students completed the survey in the fall and 50 completed the survey in the spring. Students agreed that their participation with MA positively influenced them as follows: Gain greater self understanding - 70% (f), 48% (s); Increased appreciation of individual similarities and differences – 80% (f), 62% (s); Increased feeling of engagement, belonging, and loyalty – 69% (f), 54% (s); Learned to make healthier choices – 56% (f), 46% (s); Improved skills to think critically and objectively – 72% (f), 69.69% (s); Developed improved communication skills – 75% (f), 52% (s); Become a better UW citizen – 74% (f), 56% (s); Taking more personal responsibility for actions – 68% (f), 46% (s). The results indicate first and foremost that we need to get more students to take part in the survey so that we can have a clearer assessment of the effect of our services as they relate to the student learning outcomes. The results also indicate some significant changes in student responses from the fall to the spring semesters. These statistical differences will be evaluated during the course of the 2010-2011 academic year.
- ✓ With MA staff being able to meet regularly with just over 45% of all new undergraduate minority students, we will continue to work to meet with as many as possible. A realistic goal at this point and time would be 60%. The emphasis on regular meetings is a priority for us and we fully believe it has a positive effect on the retention of our students.
- ✓ MA staff have recognized that involvement with RSO's is needed and will attend RSO meetings at least once each semester. MA will also be working to collaborate with UMC for the LEAD@UW program.
- ✓ MA staff have been very successful in collaborating with other departments and individuals. We will continue to outreach to others and build upon the relationships that we have already established.
- ✓ MA staff will be working closely with the new Assistant Director, Admissions in charge of minority recruiting to help bolster recruiting and retention efforts through the reconstituted Student Diversity Team.

### **Challenges for 2010-2011**

The new academic year will bring staff changes to MA. As this report is being written, a search is being conducted for a new project coordinator who will work in the Multicultural Resource Center. With a new staff member, existing MA staff will be tasked with making the new team member comfortable in their position but also to connect them with the greater UW community. This is a small challenge but yet an important one to take on as the Multicultural Resource Center is the face of Multicultural Affairs.

### **Professional and Personal Growth**

The past year saw MA staff (3) earn a total of 45 PDU units. Staff members will continue to seek out both professional and personal growth opportunities as those opportunities present themselves.

**Support Requested from the Dean of Student's Office & Concluding Comments:**

Working under the auspices of the Dean of Student's Office has afforded Multicultural Affairs the opportunity to work with a great deal of autonomy while also being a contributing member to the units' and Division of Student Affairs objectives.

MA would ask that the support and autonomy granted continues as we work to improve our established Discover Excellence and Continuing Excellence workshop series', increase our contact numbers with new students, increase our involvement with ethnic student organizations and student organizations in general, continue our support of MSLI and leadership of LEAD@UW, and our collaborative efforts with departments from admissions, academic departments to the Center for Advising and Career Services.

MA staff will continue to play an integral part on the EMC's Student Diversity Team and look forward to the work to be done during the 2010-2011 academic year.

**Multicultural Affairs Annual Report Data Attachments: 2009-2010**

**UW MINORITY RETENTION DATA**

**Fall to Fall Retention Data for New Freshman:**

	Fall 2005 Entering FR		Fall 2006 Entering FR		Fall 2007 Entering FR		Fall 2008 Entering FR	
	# entered	% retained	# entered	% retained	# entered	% retained	# entered	% retained
Hispanic	51	74.5%	47	80.9%	44	70.5%	58	70.7%
American Indian	8	75.0%	9	55.6%	12	66.7%	10	50.0%
Asian	16	68.8%	34	67.6%	25	64.0%	19	78.9%
Black	15	72.7%	28	53.6%	12	58.3%	16	56.3%
Other Ethnic & Biracial & Multiethnic	33	69.7%	40	75.0%	55	63.6%	61	72.1%
<b>Total Ethnic Minority</b>	<b>123</b>	<b>72.4%</b>	<b>158</b>	<b>70.3%</b>	<b>148</b>	<b>65.5%</b>	<b>164</b>	<b>69.5%</b>
White	1227	74.1%	1306	74.2%	1377	73.1%	1422	73.0%
<b>UW Total</b>	<b>1407</b>	<b>74.6%</b>	<b>1574</b>	<b>73.7%</b>	<b>1641</b>	<b>72.3%</b>	<b>1693</b>	<b>71.9%</b>

Includes full and part-time students

**Fall to Fall Retention Data for New Transfer Students:**

	Fall 2005 Entering TR		Fall 2006 Entering TR		Fall 2007 Entering TR		Fall 2008 Entering TR	
	# entered	% retained	# entered	% retained	# entered	% retained	# entered	% retained
Hispanic	36	50.0%	43	74.4%	25	64.0%	35	65.7%
American Indian/Alaska Native	24	66.7%	20	70.0%	23	52.2%	22	59.1%
Asian	7	85.7%	12	75.0%	5	60.0%	12	83.3%
Black/African American	12	66.7%	14	50.0%	11	63.6%	13	46.2%
Other Ethnic & Biracial & Multiethnic	24	75.0%	20	75.0%	31	64.5%	26	50.0%
<b>Total Ethnic Minority</b>	<b>103</b>	<b>64.1%</b>	<b>109</b>	<b>70.6%</b>	<b>95</b>	<b>61.1%</b>	<b>108</b>	<b>60.2%</b>
White	833	70.1%	755	69.1%	689	71.0%	749	67.8%

<b>UW Total</b>	<b>1022</b>	<b>67.2%</b>	<b>948</b>	<b>69.5%</b>	<b>929</b>	<b>70.3%</b>	<b>984</b>	<b>67.4%</b>
<b>All transfers, including full- and part-time and freshmen</b>								

## Minority Enrollment at UW

Minority Enrollment at UW										
Minority Enrollment on the UW-Laramie Campus										
Fall to Fall - Beginning of Semester										
Ethnic Group	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009
African American	86	92	94	90	99	90	111	91	90	100
American Indian	77	92	87	74	86	93	82	86	79	85
Asian American	108	109	96	106	111	117	136	135	129	137
Hispanic	298	306	323	333	308	314	309	297	316	357
Other Ethnic/Biracial	182	193	207	230	227	221	237	262	263	176
<b>Total Ethnic Minority</b>	<b>751</b>	<b>792</b>	<b>807</b>	<b>833</b>	<b>831</b>	<b>835</b>	<b>875</b>	<b>871</b>	<b>877</b>	<b>855</b>
EM % of total student body	7.92%	8.02%	8.12%	8.32%	8.28%	8.51%	8.82%	8.79%	8.77%	8.28%
International	294	326	342	357	380	410	N/A	444	535	633
INT % of total student body	3.10%	3.30%	3.44%	3.56%	3.79%	4.18%		4.48%	5.35%	6.13%
Total student body	9,486	9,877	9,938	10,016	10,031	9,811	9,921	9,911	9,999	10,330
Minority Enrollment for UW-Wide Sites										
Fall to Fall - Beginning of Semester										
Ethnic Group	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009
African American	93	104	114	109	116	110	125	107	110	122
American Indian	113	118	118	119	120	133	122	139	125	126
Asian American	115	115	109	119	131	137	147	147	142	149
Hispanic	337	360	382	398	388	394	374	356	394	453
Other Ethnic/Biracial	202	207	229	259	256	262	267	302	318	202
<b>Total Ethnic Minority</b>	<b>860</b>	<b>904</b>	<b>952</b>	<b>1,004</b>	<b>1,011</b>	<b>1,036</b>	<b>1,035</b>	<b>1,051</b>	<b>1,089</b>	<b>1,052</b>
EM % of total student body	7.78%	7.79%	8.00%	8.35%	8.26%	8.60%	8.69%	8.76%	9.00%	8.39%
International	296	327	348	362	390	414	435	452	539	641
INT % of total student body	2.68%	2.82%	2.92%	3.01%	3.19%	3.43%	3.65%	3.77%	4.45%	5.11%
Total student body	11,057	11,602	11,904	12,021	12,238	12,053	11,906	12,000	12,099	12,538

## MRC Annual Usage Stats by Year:

MRC Annual Report Usage Stats by Year
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Year	Total # Served
July 2004 to June 2005	7,507
July 2005 to June 2006	6,741
July 2006 to June 2007	6,466
July 2007 to June 2008	8,013
July 2008 to June 2007	4,544

July 2009 to June 2010

9,367

**UW 6-year Graduation Rate for New Freshman Students (CRSDE Data):**

<b>New Freshman Student Annual Six-Year Graduation Rate</b>				
<b>Ethnic Group</b>	<b>Fall 2003 Entering Freshmen</b>			
	<b># entered</b>	<b># excluded from N</b>	<b># graduated</b>	<b>% graduated</b>
Hispanic	42	1	22	54%
American Indian	9	0	5	56%
Asian	19	0	14	74%
Black	20	0	5	25%
<b>Total Ethnic Minority</b>	<b>90</b>	<b>1</b>	<b>46</b>	<b>52%</b>
White	1,232	8	688	56%
International	8	0	6	75%
Unknown	67	0	27	40%
<b>UW Total</b>	<b>1,306</b>	<b>9</b>	<b>767</b>	<b>55%</b>

**New Transfer Student Annual Six-Year Graduation Rate**

	<b>Fall 2003 Entering Transfers</b>		
	<b># entered</b>	<b># graduated</b>	<b>% graduated</b>
Hispanic	37	15	41%
American Indian	19	6	32%
Asian	15	6	40%
Black	11	2	18%
Other Ethnic & Biracial & Multiethnic	30	17	57%
<b>Total Ethnic Minority</b>	<b>112</b>	<b>46</b>	<b>41%</b>
White	936	520	56%
International	36	13	36%
Unknown	36	21	58%
<b>UW Transfer Total</b>	<b>1120</b>	<b>600</b>	<b>54%</b>



Multicultural Affairs has developed a Student Learning Outcomes, Goals, Strategies, and Assessment model capturing the flow of our retention efforts. It follows on the next page as a separate document.

## Multicultural Affairs Mission:

Provide support services and information to retain and graduate ethnic minority students at UW.

### Student Learning Outcomes:

Through interactions with Multicultural Affairs, students will:

1. **Gain greater self understanding**
2. **Learn to appreciate individual similarities and differences**
3. **Enhance their feelings of engagement, belonging and loyalty**
4. Learn to make healthy choices
5. Develop skills to think objectively and critically
6. Develop effective communication skills
7. Develop citizenship skills
8. Learn personal responsibility

\*Outcomes indicated in bold denote areas of enhanced focus for Multicultural Affairs

### Multicultural Affairs Goals

*Improve Student access, retention and graduation*

*Promote student learning, development, and engagement*

*Improve campus climate and environment for diversity*

New FR, TR, and GR Student	<u>Scholarships</u> UW Minority Hearst Scholars YAAP Memorial Multicultural Pride Graduate Assistantships	Multicultural Resource Center	Discover Excellence Series Continuing Excellence Series	<u>Training</u> RA/OL Class presentations and workshops	Multicultural Graduation (fall and spring)
<u>Orientation</u> Resource Fair Tips for Success Diversity and Excellence New Athlete Law School	<u>Recruitment</u> MHED Law School Graduate School	<u>Leadership</u> Women's Leadership and Conference Diversity and Greek Life MSLI LEAD@UW Work with RSOs ASUW – MA Open House	Tutoring Welcome Picnic Heritage Months Federal Careers	<u>Advocacy and Collaborations</u> Office of Diversity SDIC Ethnic Studies Social Justice Research Center	<u>Committees</u> Diversity Team AD/SAAC Advising Conversations MLK/DOD Shepard Symposium

### Assessment

Excellence Indicators	Attendance	MA Survey	Number of Programs	Number and Type of Committees	R&R Statistics	Center Usage Numbers	Graduation Data
Retention Data	Number of Trainings	Content Evaluation / Feedback	Student Opinion and NSSE Survey	DEC/CES Surveys	Center Surveys	Scholarship Reports	New FR, TR, GR Student Contacts