

## Multicultural Affairs Annual Report (July 1, 2010 to June 30, 2011)

### 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 2010-2011

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 95 of 302, or 31.45%, of new freshmen, transfer and scholarship students on the student caseload list for fall/spring.
- ✓ MA staff had 32,206 student retention contacts via email, phone or regular meetings and 894 contacts with students who will be transitioning into UW.
- ✓ Financial support was awarded to 45 students (Multicultural Pride=27 students, Hearst Scholars Award =18 students, UW Minority Scholarship=5 students, YAAP Scholarship=2 students, and MAGP=4 students).  
\*Some students received more than one of the scholarships.
- ✓ MA staff had 9,588 contacts through email, phone or individual visits regarding financial aid issues.
- ✓ MA staff participated in all orientation resource fairs for new students.
- ✓ Collaborated with UW Law School and 1 Multicultural Affairs Graduate Program (MAGP) awardee to host more refined recruitment sessions for minority students in the Multicultural Resource Center (MRC) as well as the Law School.
- ✓ Collaborated with Admissions on Minority Higher Education Day, which had over 130 Wyoming high school students in attendance.
- ✓ All probationary students at the end of fall 2010 semester (117, which was up from 93 students the previous year) were contacted via email and phone. This was 14.96% of the undergraduate minority population enrolled in fall 2010. At the end of spring 2011 semester, 41 students were on probation. This was 5.6% of the minority population.
- ✓ The retention rate for all UW new freshmen entering fall 2009 and returning in fall 2010 was 73% and the new minority freshman retention rate was 66%, which is a 3.5% decrease from the year before.
- ✓ The retention rate for all new UW transfer students entering fall 2009 and returning in fall 2010 was 71.1% and the new minority transfer student retention rate was 60.4%. The UW total transfer student retention rate increased 3.69% while the minority transfer student retention rate stayed statistically the same.
- ✓ Minority six year graduation rates for new freshman students (full and part-time) increased from 52% to 53% for the class entering Fall 2004. UW total new freshman graduation rates slightly decreased from 55% to 53%.
- ✓ Minority six year graduation rates for new transfer students (full and part-time) decreased from 41% to 37%. UW total new transfer graduation rates increased from 54% to 55% for the class entering fall 2004.

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

- ✓ MA collaborated with UMC to host the LEAD@UW fall student leadership workshop garnering 25 student leaders in attendance.
- ✓ MA hosted a lunch during Summit 2010 which had 13 new UW enrollees in attendance.
- ✓ MA staff directly advised 1 student organization, and worked closely with 4 others.

- ✓ MA staff assisted and provided funding support for the ethnic heritage month celebrations hosted by the multicultural student organizations.
- ✓ The MRC had 6,503 self-reported users during the 2010-2011 year. Computer login stats obtained from the UW LabStats system for the same time period showed 7,006 logins on MRC computers, indicating a minimum usage of the center that is above the self-reported values.
- ✓ MA staff disseminated information related to educational opportunities on campus and provided tutoring upon student request.
- ✓ MA hosted 7 Discover Excellence Sessions (DES) and 7 Continuing Excellence Sessions (CES). The DES sessions had a total of 47 attendees and the CES sessions had a total of 122 attendees. These workshops consisted topics ranging from how we are labeled, time management, mental health, reading and note taking, test taking to money matters, building work experience and student rights.
- ✓ MA hosted a pizza party prior to the MLK Days of Dialogue keynote speaker with 28 students attending.
- ✓ The MRC hosted weekly study sessions during the spring 2011 semester, for a total of 16 sessions.
- ✓ The MRC hosted 6 town hall meetings. These meetings were attended by a total of 84 students. Topics discussed ranged from preparation for graduate and professional school to the operations within the Office of Diversity.
- ✓ MA staff provided individual tutoring services to 11 students during the spring 2011 semester.
- ✓ MA collaborated with SLCE to oversee the Multicultural Student Leadership Initiative (MSLI). MSLI graduated 15 mentees (new UW students) who received mentoring from peer and faculty/staff mentors, participated in leadership training workshops, and/or completed a leadership and community service project. An additional 15 students (returning UW students) gained experience as peer mentors through MSLI.

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

- ✓ Hosted a Welcome BBQ the first week of fall classes which was attended by over 220 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. Nine students took part in the celebration in fall 2010 and seventy students took part in spring 2011. Twenty seven scholarship recipients were honored at the fall 2010 ceremony.
- ✓ For the second year in a row, MA facilitated a very successful SafeTreat collaboration between MA/MRC, Non-Traditional Student Center and the Rainbow Resource Center.
- ✓ Multicultural Affairs collaborated with Chicano Studies and MEChA to host a luncheon in the MRC with Dr. Andrea Romero from the University of Arizona.
- ✓ MA collaborated with Chicano Studies to host a luncheon in the MRC with John J. Valdez, producer of the documentary film “The Longoria Affair” which highlights pivotal involvement of Chicanos in the U.S. civil rights movement.
- ✓ MA collaborated with UMC to host a luncheon with Jason Thompson, who was the first minority ASUW President (1996-97), and after whom UMC’s Jason Thompson Commitment to Diversity Award is named.
- ✓ MA collaborated with Student Affairs, Wyoming Public Broadcasting System (WY PBS), African American and Diaspora Studies (AADS), and the Association of Black Student Leaders (ABSL) to offer a pre-screening of the documentary “Freedom Riders” and a panel discussion. This event was attended by close to 100 UW community members (students, staff, and faculty).
- ✓ Provided diversity information sessions for Resident Assistant staff, Upward Bound, Summit Leaders Orientation, Law School Orientation, two Center for Advising and Career Services classes, Alternative Spring Break trip leaders, White Hall Honors floor, Wyoming College Advising Corps and Summer Orientation Leaders.
- ✓ Provided financial, physical and advisory support for ethnic Recognized Student Organizations to put on 16 various events and activities throughout the year on the UW campus.
- ✓ Multicultural Affairs staff served on the following committees: Ad/SAAC, Advising Conversations, School of Nursing Diversity, Lifesavers Coalition, UMC Scholarship review and selection, MA Project Coordinator search, Chair of Asst. Director of Admissions search, Executive Director Residence Life, Dining and Union

search, Co-chair of Enrollment Management Student Diversity Team, UCC psychologist search, Willena Stanford Commitment to Diversity Award, Multicultural Student Leadership Initiative, ISS scholarship selection, ASUW scholarship selection, the Tobin-Spitaleri committee, Greek Man and Woman of the Year selection, UW Web Content Management team, Multicultural Graduation Planning, and STOP Violence Coalition.

- ✓ Continued to collaborate with and support the UW Multicultural Alumni Committee within the UW Alumni Association. Co-hosted bi-annual Multicultural Alumni lunch prior to spring graduation.
- ✓ Multicultural Affairs helped to support Women's Leadership. Six women attended the National Conference for College Women Student Leaders in Washington D.C., and Multicultural Affairs funded the trip for one woman involved in Multicultural Affairs programs.
- ✓ At the end of the spring 2011 semester, 66.6% of the respondents to the Multicultural Affairs evaluation survey felt they were contributing to an improved environment for diversity on campus compared to 64% last spring and 84% of respondents felt Multicultural Affairs has helped to improve campus climate and environment for diversity compared to 62% spring 2010.
- ✓ MA piloted a new program, "Muffins for Motivation," designed to increase use of the MRC for studying and building community. The MRC hosted a total of 17 weekly Muffins for Motivation gatherings on Friday mornings from December through May. These informal gatherings garnered a total of 392 students coming to the MRC to visit, study and make connections with other MA and UW community members.

#### **Excellence:**

- ✓ Two MA staff earned recognition from the College of Arts & Sciences Student Council, two MA staff earned the Jason Thompson Commitment to Diversity Award, one staff member was nominated for Division of Student Affairs Outstanding Staff award, one staff member was nominated for UW Employee of the Quarter and one MA staff member was nominated for the Every Student a Person award.
- ✓ Examples of student excellence include: the nomination of Maria Simental for the Spitaleri Award for Outstanding Graduating female; Sydney Ezell was honored with the Willena Stanford Commitment to Diversity Award. Multicultural Affairs scholarship recipients averaged a 3.216 cumulative GPA after the spring 2011 semester.
- ✓ Term GPA's remained the same from fall to spring, remaining at 2.489. Cumulative GPA's increased slightly from 2.548 in the fall to 2.640 in the spring for all enrolled domestic undergraduate minority students.
- ✓ At the end of the fall 2010 semester, 91 students were on the Dean's List, 36 were on the Freshman Dean's List, 32 were on the President's list, and 15 were on the Vice Presidents List (22.8% of the domestic minority student population) At the end of spring 2011 semester, 88 minority students were on the Dean's List, 19 were on the Freshman Dean's List, 36 on the President's List, and 20 domestic minority students were on the Vice President's List (22.3% of the domestic minority student population).
- ✓ With the help of the UW Foundation, MA was able to forge a relationship with Union Pacific which garnered a \$1000 donation to the general Multicultural Affairs fund and a \$1000 donation to the UW Minority Scholarship Program.

#### **Items to Address for 2011-2012:**

- ✓ Multicultural Affairs assessed student opinion, at the end of both the fall and spring semesters on progress made by MA at administering services to address the student learning outcomes. A total of 53 students completed the survey in the fall and 48 completed the survey in the spring. Students agreed that their participation with MA positively influenced them as shown in the table on the following page:

<b>Student Learning Outcome</b>	<b>Fall 2010</b>	<b>Spring 2011</b>
Gain greater self-understanding	58%	56.25%
Increased appreciation of individual similarities and differences	62.26%	68.75%
Increased feeling of engagement, belonging, and loyalty	60.38%	68.75%
Learned to make healthier choices	37.73%	45.83%
Improved skills to think critically and objectively	54.71%	60.41%
Developed improved communication skills	62.26%	58.34%
Become a better UW citizen	58.49%	72.91%
Taking more personal responsibility for actions	52.84%	66.67%

The low number of respondents indicates for a second year in a row 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. As has been discussed within various committees, students might be over-surveyed resulting in a lower response rate. The results also indicate to us that changes to the survey questions are warranted, primarily the assessment of healthier choices being made by our students.

- ✓ Despite being understaffed for a majority of the fall semester, MA staff met with 95 new freshmen, transfer and scholarship students. This was a decrease from 100 students that MA provided regular advising to during the previous year. A realistic goal for the coming year would be to reach the previous year's caseload numbers, at a minimum, while striving to meet regularly with as many students as possible. The emphasis on regular meetings is a priority for us and has a positive effect on the retention of our students.
- ✓ MA staff members have increased involvement with RSO's by attending meetings and offering more advice and will continue to do the same during the upcoming year. MA will also be continuing to collaborate with UMC for the LEAD@UW program which occurred for the first time last year and was a success.
- ✓ An important part of the work done by MA is collaborating with other departments and individuals. We will continue to outreach to others and build upon the relationships that we have already established in a continued effort to provide our students the best resources possible.
- ✓ MA staff will continue to work closely with the Assistant Director, Admissions in charge of minority recruiting to help bolster recruiting and retention efforts through the Student Diversity Team and other avenues.

### **Challenges for 2011-2012**

Now that MA is fully staffed, our biggest challenge is to increase our overall contact numbers with students on the staff caseloads. We will also be implementing a tutor program which will provide our students additional academic support that is crucial as we see probation and suspension numbers increase. MA will once again be an active participant with MSLI (staff member serving as chair) and will be challenged to not only make MSLI the best that it can be but also not lose sight of MA specific efforts.

### **Professional and Personal Growth**

The past year saw MA staff (3) attend a total of 18 approved professional development sessions held on the UW campus and several other events through the course of the academic year. 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 increase our contact numbers with new students, continue our involvement with ethnic student organizations and student organizations in general, work to establish a tutoring program, and provide leadership to the MSLI program.

MA staff will continue to play an integral part on the EMC's Student Diversity Team as well as other committees and look forward to the work to be done during the 2011-2012 academic year.

## Multicultural Affairs Annual Report Data Attachments: 2010-2011

### UW MINORITY RETENTION DATA

#### Fall to Fall Retention Data for New Freshmen:

	Fall 2006 Entering FR		Fall 2007 Entering FR		Fall 2008 Entering FR		Fall 2009 Entering FR	
	<u># entered</u>	<u>% retained</u>	<u># entered</u>	<u>% retained</u>	<u># entered</u>	<u>% retained</u>	<u># entered</u>	<u>% retained</u>
Hispanic	47	80.9%	44	70.5%	58	70.7%	73	67.1%
American Indian	9	55.6%	12	66.7%	10	50.0%	10	60.0%
Asian	34	67.6%	25	64.0%	19	78.9%	13	69.0%
Black	28	53.6%	12	58.3%	16	56.3%	24	63.0%
Other Ethnic & Biracial & Multiethnic	40	75.0%	55	63.6%	61	72.1%	30	77.0%
Pacific Islander							4	75.0%
<b>Total Ethnic Minority</b>	<b>158</b>	<b>70.3%</b>	<b>148</b>	<b>65.5%</b>	<b>164</b>	<b>69.5%</b>	<b>124</b>	<b>66.0%</b>
White	1306	74.2%	1377	73.1%	1422	73.0%	1337	74.0%
International							24	75.0%
UW Total	1574	73.7%	1641	72.3%	1693	71.9%	1556	73.0%

Includes full and part-time students

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

	Fall 2006 Entering TR		Fall 2007 Entering TR		Fall 2008 Entering TR		Fall 2009 Entering TR	
	<u># entered</u>	<u>% retained</u>	<u># entered</u>	<u>% retained</u>	<u># entered</u>	<u>% retained</u>	<u># entered</u>	<u>% retained</u>
Hispanic	43	74.4%	25	64.0%	35	65.7%	45	57.8%
American Indian	20	70.0%	23	52.2%	22	59.1%	17	76.5%
Asian	12	75.0%	5	60.0%	13	84.6%	11	63.6%
Black	14	50.0%	11	63.6%	13	46.2%	19	52.6%
Other Ethnic & Biracial & Multiethnic	20	75.0%	31	64.5%	26	50.0%	4	50.0%
<b>Total Ethnic Minority</b>	<b>109</b>	<b>70.6%</b>	<b>95</b>	<b>61.1%</b>	<b>109</b>	<b>60.6%</b>	<b>96</b>	<b>60.4%</b>
Non Resident Alien							44	75.0%
Race and Ethnicity Unknown							152	74.3%
White	755	69.1%	689	71.0%	749	68.0%	803	71.6%
UW Total	948	69.5%	929	70.3%	984	67.5%	1095	71.0%
<i>All transfers, including full and part time</i>								

## 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	Fall 2010
African American	86	92	94	90	99	90	111	91	90	100	112
American Indian	77	92	87	74	86	93	82	86	79	85	74
Asian/Pacific Islander	108	109	96	106	111	117	136	135	129	137	153
Hispanic	298	306	323	333	308	314	309	297	316	357	419
Other Ethnic/Biracial	182	193	207	230	227	221	237	262	263	176	181
<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>	<b>939</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%	8.84%
International	294	326	342	357	380	410	N/A	444	535	633	736
INT % of total student body	3.10%	3.30%	3.44%	3.56%	3.79%	4.18%		4.48%	5.35%	6.13%	6.93%
Total student body	9,486	9,877	9,938	10,016	10,031	9,811	9,921	9,911	9,999	10,330	10,628

  

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	Fall 2010
African American	93	104	114	109	116	110	125	107	110	122	132
American Indian	113	118	118	119	120	133	122	139	125	126	106
Asian/Pacific Islander	115	115	109	119	131	137	147	147	142	149	170
Hispanic	337	360	382	398	388	394	374	356	394	453	538
Other Ethnic/Biracial	202	207	229	259	256	262	267	302	318	202	215
<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>	<b>1,161</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%	8.94%
International	296	327	348	362	390	414	435	452	539	641	749
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%	5.77%
Total student body	11,057	11,602	11,904	12,021	12,238	12,053	11,906	12,000	12,099	12,538	12,992

## MRC Annual Usage Stats by Year:

### MRC Annual Report Usage Stats by Year

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 2009	4,544
July 2009 to June 2010	9,367
July 2010 to June 2011	6,503

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

New Freshman Student Annual Six-Year Graduation Rate				
Fall 2004 Entering Freshmen				
Ethnic Group	# entered	# excluded from N	# graduated	% graduated
Hispanic	54	1	26	49%
American Indian	13	0	5	38%
Asian	20	0	16	80%
Black	15	0	7	47%
<b>Total Ethnic Minority</b>	<b>102</b>	<b>1</b>	<b>54</b>	<b>53%</b>
White	1,308	6	691	53%
International	9	0	3	33%
Unknown	84	0	45	54%
<b>UW Total</b>	<b>1,503</b>	<b>7</b>	<b>793</b>	<b>53%</b>

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

	Fall 2004 Entering Transfers		
	<u># entered</u>	<u># graduated</u>	<u>% graduated</u>
Hispanic	32	9	28%
American Indian	10	3	30%
Asian	5	4	80%
Black	13	2	15%
Other Ethnic & Biracial & Multiethnic	19	11	58%
<b>Total Ethnic Minority</b>	<b>79</b>	<b>29</b>	<b>37%</b>
White	885	505	57%
International	54	23	43%
Unknown	32	18	56%
<b>UW Transfer Total</b>	<b>1050</b>	<b>575</b>	<b>55%</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	<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
			Welcome Picnic		
			Heritage Months		
			Federal Careers		

### 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