

## Multicultural Affairs Annual Report (July 1, 2011 to June 30, 2012)

### 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 2011-2012

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 80 of 310, or 25.80%, of new freshmen, transfer and scholarship students on the student caseload list for fall/spring.
- ✓ Financial support was awarded to 64 individual students during the fall 2011 semester (Multicultural Pride=52 scholarships, Hearst Scholars Award =26 scholarships, UW Minority Scholarship=5 scholarships, and MAGP=5 students). 56 individual students received financial support from MA during the spring 2012 semester (Multicultural Pride= 46, Hearst Scholars Award= 24, UW Minority Scholarship= 5 scholarships and MAGP= 5 scholarships \*Some students received more than one of the scholarships.
- ✓ MA staff participated in all orientation resource fairs for new students.
- ✓ Natasha Dirck, as an MAGP representative, met with a number of students individually to discuss law school preparation. She also worked on revamping the Multicultural Law Students' Association.
- ✓ 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 2011 semester (88, which was down from 117 students the previous year) were contacted via email and phone. This was 10.57% of the undergraduate minority population enrolled in fall 2011. At the end of spring 2012 semester, 44 students were on probation. This was 5.64% of the minority population.
- ✓ The retention rate for all UW new freshmen entering fall 2010 and returning in fall 2011 was 73.5% and the new minority freshman retention rate was 64.7%, which is a slight decrease from the year before.
- ✓ The retention rate for all new UW transfer students entering fall 2010 and returning in fall 2011 was 69.4% and the new minority transfer student retention rate was 72.4%. The UW total transfer student retention rate decreased slightly while the minority transfer student retention rate increased 12%.
- ✓ Minority six year graduation rates for new freshman students (full and part-time) increased from 37% to 47% for the class entering Fall 2005. UW total new freshman graduation rates remained at 53%.
- ✓ Minority six year graduation rates for new transfer students (full and part-time) increased from 37% to 45%. UW total new transfer graduation rates increased from 55% to 56% for the class entering fall 2005.
- ✓ Presented to employees from the Wyoming Independent Living Coordinators, students from the Kipp Charter School in Denver and students from Wyoming Indian High School
- ✓ Consulted on the development of the Multicultural Alumni Chapter Scholarship
- ✓ Met with UW admissions recruiters to discuss services offered by MA

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

- ✓ MA collaborated with UMC to host the LEAD@UW fall student leadership workshop garnering 39 student leaders in attendance.
- ✓ MA hosted a lunch during Summit 2011 which had 16 new and continuing UW enrollees in attendance.
- ✓ MA staff directly advised 2 student organizations (MEChA and MAWE).
- ✓ MA staff assisted and provided funding support for the ethnic heritage month celebrations hosted by the multicultural student organizations.
- ✓ The MRC had 4,303 self-reported users during the 2011-2012 year. Computer login stats obtained from the UW LabStats system for the same time period showed 6,832 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 118 attendees and the CES sessions had a total of 142 attendees. These workshops consisted of topics ranging from reading and note taking, goal setting/time management, how to give back, campus involvement, financial aid to financial management, building work experience and student rights.
- ✓ MA hosted a pizza party prior to the MLK Days of Dialogue keynote speaker with 15 students attending.
- ✓ The MRC hosted weekly study sessions during the fall and spring semesters, for a total of 23 sessions.
- ✓ The MRC hosted six town hall meetings. These meetings were attended by a total of 100 students. Topics discussed ranged from proposed changes in admission requirements to suicide awareness and prevention.
- ✓ MA hosted 3 Speaker Series luncheons during the fall and spring semesters. These luncheons garnered 37 students in attendance. Topics covered included career opportunities with Union Pacific, striving and thriving in school and beyond, and thinking about self-identity.
- ✓ MA staff provided individual tutoring services to 12 students during the fall 2011 semester and 13 students during the spring 2012 semester.
- ✓ MA collaborated with SLCE to oversee the Multicultural Student Leadership Initiative (MSLI). MSLI graduated 19 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 21 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 225 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 graduates took part in the celebration in fall 2011 and sixty-three students took part in spring 2012. Thirty-three scholarship recipients were honored at the fall 2011 ceremony.
- ✓ MA/MRC collaborated with the Non-Traditional Student Center, Rainbow Resource Center, and Women's Center to host an Open House event and the third consecutive year of SafeTreat activities.
- ✓ Provided diversity information sessions for Resident Assistants, Upward Bound, Summit Leaders Orientation, Center for Advising and Career Services classes, Women's Leadership Conference panel, "Elect Her" Conference, Multicultural Student Leadership Initiative, Multicultural Higher Education Day, and Summer Orientation Leaders.
- ✓ Provided financial, physical and advisory support for ethnic Recognized Student Organizations to carry out 20 various events and activities throughout the year on the UW campus.
- ✓ Multicultural Affairs staff served on the following committees: Multicultural Student Leadership Initiative, Martin Luther King Jr. Days of Dialogue, Multicultural Graduation Planning, STOP Violence Coalition, UCC Counselor Search, SRAP Coordinator search, Associate Dean of Students for Leadership search, Tobin/Spitaleri selection committee, UW Web Marketing Team, International Students scholarship

selection, Ad/SAAC, Advising Conversations, School of Nursing Diversity, Lifesavers Coalition, Co-chair of Enrollment Management Student Diversity Team, Enrollment Management Student Success and Transitions team, UW Director of Admissions search, Veteran Services Center project coordinator search and Social Justice Research Center advisory board.

- ✓ 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 one woman involved in Multicultural Affairs programs.
- ✓ At the end of the spring 2012 semester, 72.98% of the respondents to the Multicultural Affairs evaluation survey felt they were contributing to an improved environment for diversity on campus compared to 66% last spring and 81% of respondents felt Multicultural Affairs has helped to improve campus climate and environment for diversity compared to 84% spring 2011.
- ✓ MA continued the “Muffins for Motivation” program, designed to increase use of the MRC for studying and building community. The MRC hosted a total of 28 weekly Muffins for Motivation gatherings on Friday mornings from September through May. These informal gatherings garnered over 600 students coming to the MRC to visit, study and make connections with other MA and UW community members.

### Excellence:

- ✓ One MA staff member earned recognition from the College of Arts & Sciences Student Council, one MA staff member was nominated for the Jason Thompson Commitment to Diversity Award, one staff member was nominated for Division of Student Affairs “Each Student – A Person” award, and one staff member was awarded the Division of Student Affairs Outstanding Staff Contributor award.
- ✓ Examples of student excellence include: MSLI mentee, Ahmed Balogun Mohammed was awarded the UW International Undergraduate Student Award for Excellence in Internationalization, the nomination of Nicole Ramirez for the Spitaleri Award for Outstanding Graduating female; Arla Mistica was honored with the Willena Stanford Commitment to Diversity Award; John Trujillo, Chanell Ezell, and Jeremy Adkins were accepted into the McNair Scholars Program.
- ✓ Multicultural Affairs scholarship recipients averaged a 3.004 cumulative GPA after the spring 2012 semester and have averaged above a 3.0 cumulative GPA since the fall 2009 semester.

<b>End of Term Cumulative GPA's for Domestic Ethnic Minority Students</b>				
<b>Term</b>	<b>All MA Scholarship Recipients</b>	<b>All EM Students</b>	<b>All MA Freshman Scholarship Recipients</b>	<b>All EM Freshman Students</b>
<b>Fall 2009</b>	2.820	2.634	2.704	2.127
<b>Spring 2010</b>	2.950	2.683	2.972	N/A
<b>Fall 2010</b>	3.238	2.548	3.393	2.084
<b>Spring 2011</b>	3.216	2.640	3.304	N/A
<b>Fall 2011</b>	3.029	2.530	2.788	2.338
<b>Spring 2012</b>	3.004	2.696	2.826	N/A
<b>Average</b>	<b>3.043</b>	<b>2.622</b>	<b>2.998</b>	<b>2.183</b>

- ✓ All on campus undergraduate minority student GPA’s averaged 2.570 after the fall and 2.604 after the spring 2012 semester. Cumulative GPA’s increased slightly from 2.661 in the fall to 2.696 in the spring for all enrolled domestic undergraduate minority students.
- ✓ At the end of the fall 2011 semester, 89 students were on the Dean’s List, 28 were on the Freshman Dean’s List, 43 were on the President’s list, and 29 were on the Vice Presidents List (22.71% of the domestic minority student population) At the end of spring 2012 semester, 106 minority students were on the Dean’s List, 12 were on the Freshman Dean’s List, 38 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).

### **Items to Address for 2012-2013:**

- ✓ 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 63 students completed the survey in the fall and 37 completed the survey in the spring. Students agreed that their participation with MA positively influenced them as shown in the following table:

<b>Student Learning Outcome</b>	<b>Fall 2011</b>	<b>Spring 2012</b>
Gain greater self-understanding	66.66%	75.68%
Increased appreciation of individual similarities and differences	76.19%	75.68%
Increased feeling of engagement, belonging, and loyalty	76.19%	78.38%
Improved skills to think critically and objectively	66.67%	67.57%
Developed improved communication skills	61.9%	70.27%
Become a better UW citizen	76.19%	72.98%
Taking more personal responsibility for actions	64.37%	64.86%

The low number of respondents continues to be a bit of a concern as we would like to 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 are being over-surveyed resulting in a lower response rate.

### **Challenges for 2012-2013**

- ✓ The anticipated increase in the number of UW students “Admitted with Support” during AY13 presents potential opportunities and challenges. One advantage for MA may be increased contact with undergraduates who could benefit from academic and personal support. However, a substantial increase in contact load may require a shift in approach toward other MA efforts.
- ✓ 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. One particular challenge this coming year is the decrease in membership experienced by a number of RSO’s. MA staff will work to assist these groups in their recruitment efforts.
- ✓ 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.

### **Professional and Personal Growth**

From January-December 2011, MA staff (3) attend a total of 41 hours of approved professional development sessions held on the UW campus and several other events through the course of the academic year. MA also sponsored 2 webinars attended by several campus colleagues. Staff members will continue to seek out both professional and personal growth opportunities as they 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.

As we consider the challenges and opportunities presented to the University of Wyoming with the increased number of students identified as needing additional support, MA looks forward to being an instrumental part of their academic and social successes. With a solid infrastructure and staff in place, Multicultural Affairs is well positioned to directly influence the retention and ultimate graduation of the students they aim to work with. It is our desire that those within the Dean of Student's Office as well as student affairs will advocate for direct support provided by MA staff to students admitted with support.

**Multicultural Affairs Annual Report Data Attachments: 2011-2012**

***Fall to Fall Retention Data for New Freshmen***

	Fall 2007 Entering FR		Fall 2008 Entering FR		Fall 2009 Entering FR		Fall 2010 Entering FR	
	# entered	% retained	# entered	% retained	# entered	% retained	# entered	% retained
Hispanic	44	70.5%	58	70.7%	73	67.1%	83	61.4%
American Indian	12	66.7%	10	50.0%	10	60.0%	10	60.0%
Asian	25	64.0%	19	78.9%	13	69.2%	17	70.6%
Black	12	58.3%	16	56.3%	24	62.5%	21	71.4%
Other Ethnic & Biracial & Multiethnic	55	63.6%	61	72.1%	30	76.7%	27	59.3%
Native Hawaiian/Pacific Islander					4	75.0%	5	60.0%
<b>Total Ethnic Minority</b>	<b>148</b>	<b>65.5%</b>	<b>164</b>	<b>69.5%</b>	<b>124</b>	<b>66.0%</b>	<b>136</b>	<b>64.7%</b>
White	1377	73.1%	1422	73.0%	1337	73.8%	1217	74.6%
International					24	75.0%	39	82.0%
<b>UW Total</b>	<b>1641</b>	<b>72.3%</b>	<b>1693</b>	<b>71.9%</b>	<b>1556</b>	<b>73.1%</b>	<b>1458</b>	<b>73.5%</b>
Includes full and part-time students								

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

	Fall 2007 Entering TR		Fall 2008 Entering TR		Fall 2009 Entering TR		Fall 2010 Entering TR	
	# entered	% retained	# entered	% retained	# entered	% retained	# entered	% retained
Hispanics of any race	25	64.0%	35	65.7%	45	57.8%	76	72.4%
American Indian/Alaska Native	23	52.2%	22	59.1%	17	76.5%	10	60.0%
Asian	5	60.0%	12	83.3%	11	63.6%	18	77.8%
Black/African American	11	63.6%	13	46.2%	19	52.6%	28	75.0%
Other Ethnic & Biracial & Multiethnic (Two or more races)	31	64.5%	26	50.0%			16	68.8%
Native Hawaiian or Other Pacific Islander					2	50.0%	4	75.0%
<b>Total Ethnic Minority</b>	<b>95</b>	<b>61.1%</b>	<b>108</b>	<b>60.2%</b>	<b>96</b>	<b>60.4%</b>	<b>152</b>	<b>72.4%</b>
Non Resident Alien					44	75.0%	38	71.1%
Race and Ethnicity Unknown					152	74.3%	66	69.7%
White	689	71.0%	749	67.8%	803	71.6%	902	68.8%
<b>UW Total Transfers</b>	<b>929</b>	<b>70.3%</b>	<b>984</b>	<b>67.4%</b>	<b>1095</b>	<b>71.1%</b>	<b>1158</b>	<b>69.4%</b>
<b>All transfers, including full- and part-time</b>								

### *Minority Enrollment at UW*

<b>Minority Enrollment on the UW-Laramie Campus</b>											
<b>Fall to Fall - Beginning of Semester</b>											
Ethnic Group	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011
African American	92	94	90	99	90	111	91	90	100	112	107
American Indian	92	87	74	86	93	82	86	79	85	74	71
Asian/Pacific Islander	109	96	106	111	117	136	135	129	137	153	118
Hispanic	306	323	333	308	314	309	297	316	357	419	490
Native Hawaiian											22
Other Ethnic/Biracial	193	207	230	227	221	237	262	263	176	181	166
Unknown											618
<b>Total Ethnic Minority</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>	<b>808</b>
EM % of total student body	8.02%	8.12%	8.32%	8.28%	8.51%	8.82%	8.79%	8.77%	8.28%	8.84%	7.64%
International	326	342	357	380	410	N/A	444	535	633	736	738
INT % of total student body	3.30%	3.44%	3.56%	3.79%	4.18%		4.48%	5.35%	6.13%	6.93%	6.98%
Total student body	9,877	9,938	10,016	10,031	9,811	9,921	9,911	9,999	10,330	10,628	10,568

<b>Minority Enrollment for UW-Wide Sites</b>											
<b>Fall to Fall - Beginning of Semester</b>											
Ethnic Group	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011
African American	104	114	109	116	110	125	107	110	122	132	136
American Indian	118	118	119	120	133	122	139	125	126	106	108
Asian/Pacific Islander	115	109	119	131	137	147	147	142	149	170	144
Hispanic	360	382	398	388	394	374	356	394	453	538	614
Native Hawaiian											23
Other Ethnic/Biracial	207	229	259	256	262	267	302	318	202	215	200
<b>Total Ethnic Minority</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>	<b>1,025</b>
EM % of total student body	7.79%	8.00%	8.35%	8.26%	8.60%	8.69%	8.76%	9.00%	8.39%	8.94%	7.93%
International	327	348	362	390	414	435	452	539	641	749	754
INT % of total student body	2.82%	2.92%	3.01%	3.19%	3.43%	3.65%	3.77%	4.45%	5.11%	5.77%	5.83%
Total student body	11,602	11,904	12,021	12,238	12,053	11,906	12,000	12,099	12,538	12,992	12,920

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

<b>New Freshman Student Annual Six-Year Graduation Rate</b>			
Fall 2005 Entering Freshmen			
Ethnic Group	# entered	# graduated	% graduated
Hispanic	51	26	49%
American Indian	8	4	50%
Asian	16	9	56%
Black	15	5	33%
<b>Total Ethnic Minority</b>	<b>90</b>	<b>46</b>	<b>47%</b>
White	1,227	649	53%
International	17	11	65%
Unknown	73	N/A	N/A
<b>UW Total</b>	<b>1,407</b>	<b>767</b>	<b>53%</b>

*New Transfer Student Annual Six-Year Graduation Rate*

	Fall 2005 Entering Transfers		
	<u># entered</u>	<u># graduated</u>	<u>% graduated</u>
Hispanic	36	14	39%
American Indian	24	9	38%
Asian	7	5	71%
Black	12	3	25%
Other Ethnic & Biracial & Multiethnic	27	17	63%
<b>Total Ethnic Minority</b>	<b>106</b>	<b>48</b>	<b>45%</b>
White	862	510	59%
International	52	20	38%
Unknown	40	14	35%
<b>UW Transfer Total</b>	<b>1060</b>	<b>592</b>	<b>56%</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**

<i>Improve Student access, retention and graduation</i>		<i>Promote student learning, development, and engagement</i>		<i>Improve campus climate and environment for diversity</i>	
New FR, TR, and GR Student caseload	<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