

# OFFICE OF MULTICULTURAL AFFAIRS ANNUAL REPORT

July 1, 2001-June 30, 2002

## 1. OMA MISSION AND ORGANIZATION

The Office of Multicultural Affairs' (OMA) mission is to provide support services to increase the retention, graduation & recruitment rates of ethnic minority students at UW; to provide advocacy & leadership for diversity at UW; and to serve as a GLBT resource.

Specifically, OMA's objectives are to:

- Provide support services and information to retain ethnic minority students (increase fall-to-fall retention rates to exceed 72%) and increase usage in the Multicultural Resource Center (MRC) and Rainbow Resource Center (RRC);
- Provide educational training and awareness sessions (a minimum of 25 sessions annually);
- Assist 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 15 UW, state, regional & national committees to provide guidance on policies and publications which impact ethnic minorities as part of its advocacy and leadership role.

OMA receives administrative supervision and accounting support from the Office of Student Life which reports directly to the Vice President for Student Affairs. OMA permanent budgets/fiscal resources for its programs and services include: a total state-funded budget of \$179,014 of which \$158,388 is for personnel (five full-time staff, tutors and part-time funds for office support, and to award three graduate minority student assistants to departments). The remaining \$20,626 is for support services and contractual funds. The Multicultural Resource Center has a total state-supported budget of \$29,659 of which \$26,900 is for personnel (one full-time and one part-staff) and the remaining \$2,759 is for support service and contractual funds. The Rainbow Resource Center does not have state budget support at this time.

OMA's physical facilities include 5 offices in Knight Hall, which house nine staff members (4 full-time and five part-time staff) with 2 staff members in each office. This includes the RRC. The MRC in the Wyoming Union houses 1 full-time staff member and one part-time staff member.

## 2. OMA ACCOMPLISHMENTS FOR 2001-02

OMA's accomplishments include the following: Presidential and VPSA support for increasing the Hispanic Student Programs position from part-time to full-time. Conducted the first "Voices in Indian Education" forum on the Wind River Indian Reservation generating dialogue between UW and tribal representatives out of which the College of Arts & Sciences and Education were able to generate a memorandum of understanding with the Wind River Tribal College in follow up meetings. Worked as a liaison to help bring the American Indian Scouting Association to campus in the summer of 2002. Resource improvements were made in the Rainbow Resource Center through donor funding and PACMWA grants and OMA staff establishing rapport with the GLBT community. The RRC also served as a clearinghouse for the first annual Wyoming Aids Walk. Coordinated with the Enrollment Management Diversity Team and Admissions to recruit 215 new minority students by establishing joint meetings and projects. Continued development of MSLI with a 78.6% retention rate (previous year MSLI retention rate was 80% compared to a 75.5 UW retention rate and 74% retention rate for minorities for first-time, full-time freshman). MRC resources were improved through a

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PACMWA grant in honor of John Candelaria and a more multicultural environment was nurtured with center patrons. Hired a part-time staff person to work on Asian Pacific American Programming. With OMA salary savings, Student Affairs was able to sponsor a Black Women's Support Group with contracted services. Administered the Summer Research Apprentice Program with 17 students in the summer of 2001 and 16 students in the summer of 2002. Provided personal support to the Muslim Student Association after 9/11. Assigned the MRC Coordinator the multiethnic student population as a caseload to meet the unmet needs of this group. Helped the Diversity Team host the first liaison meeting between UW and the community colleges to plan a symposium on Diversity in Higher Education to be held in the fall of 2002.

### 3. OMA MEASUREMENTS OF SERVICE

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

***Retention Assessment Summary: Goal was to exceed 72% retention rate; for class entering Fall 2000, total minority retention rate was 73.7%. Began retention work with 117 new freshman entering Fall 2001. Increase the usage rates of the MRC and RRC.***

	<b>Fall 2000 Entering FR</b>		<b>Fall 2001 Entering FR</b>	
	<b># entered</b>	<b>% retained</b>	<b># entered</b>	<b>% retained</b>
<i>Hispanic</i>	56	71.4%	45	
<i>Biracial</i>	24	62.5%	26	
<i>American Indian</i>	7	85.7%	9	
<i>Asian</i>	16	87.5%	21	
<i>Black</i>	8	87.5%	13	
<i>Other Ethnic</i>	2	0%	3	
<b>Total Ethnic Minority</b>	<b>113</b>	<b>73.7%</b>	<b>117</b>	
<b>White</b>	1158	75.9%	1266	
<b>UW Total</b>	1336	75.5%	1422	

- The Multicultural Resource Center in the Wyoming Union had 6,658 individual student contacts from 7/01 to 6/02 (an increase of 25 % from 5,331 the previous year).
- The Rainbow Resource Center with new resources had 656 usage contacts with meetings and computer usage ranking high with phone usage and books check out at 3<sup>rd</sup> & 4<sup>th</sup> usages. PACMWA provided support for the phone in 2001-2002 and it paid off.
- Individual Contacts: OMA provided 47,474 student retention contacts (an increase from 18,780 contacts the previous year or a 253% increase). When working with students, 4,219 contacts were on financial aid issues (up from 2,120); 6,991 contacts were on academic issues (up from 2,533); 10,017 contacts were on career issues (up from 2,353); 6,886 contacts were on personal and social issues (up from 3,408); and 19,903 contacts were made involving club or programming activities (up from 11,003). Individual contact was made with over 215 new minority freshman and transfer students. All probationary students at the end of fall semester (approximately 62 which was down from 72 students the previous year) were contacted and tutoring support was provided to those who requested help. The

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electronic "Multicultural News" letter was e-mailed out each week to enrolled minority students (723) and to minority faculty and staff (224 up from 196 in 2000) at UW. Hispanic Student Program's established a student incentive program "the HSP Point Challenge" to encourage students to come into the office for services and retention networks. HSP, for example, provided academic and professional support for individual students especially in writing papers, scholarship applications, and resume writing.

- Financial Aid support: 158 copies of the "Financial Aid & Opportunities for Minority Students" were made available for checkout for currently enrolled students (an increase from 50 in 1999 and 117 copies in 2000). Three currently enrolled students received the UW Minority Scholarship (down from 4 awards previous year, but larger amount awarded). Five grad students were funded and supported through the Minority Affairs Graduate Program (up from 3 the previous year) with one full award and four half awards.
- Student Leadership: All 6 major minority student organizations submitted budgets to ASUW for funding and successfully completing their programming. Two Greek minority organizations were also funded (Phi Beta Sigma and Silver Elegance). Twenty-nine students received leadership mentoring through the Minority Student Leadership Initiative, the largest cohort to date and experienced a 78.6% fall-to-fall retention rate for the previous year's cohort returning from Fall 2000 (down a bit from 80% the previous year). Six minority students were elected to ASUW for the upcoming year (down from 8 the previous year).
- Partnerships/Collaborations: Worked with American Indian Studies, Chicano Studies, African American Studies, Women's Studies, College of Education; local church groups; Laramie Film Society, La Radio Montanesa, ASUW, Housing's Washakie Committee, UW's Days of Dialogue events; Wyoming Latina/Latino Coalition, Rainbow Resource Advisory Board, Laramie's Well Aware Diversity Task Force, Chicano Studies Advisory Board, and the Communications Department on joint programming efforts.

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

- OMA's goal was to conduct a minimum of 15 sessions, which we met and surpassed. OMA staff provided over 55 cultural and diversity awareness training sessions (an increase from 39 the previous year) for University Studies 1000 classes, classes in different UW departments (education, social work, ASUW Leadership Training, orientation leader training, graduate school training, Educational Talent Search, UB and Diversity in Teacher Education Summer Programs, Summer Research Apprentice/UDOC mentor & student & staff trainings; two Celebrate Diversity Sessions; MSLI presentations; and also for the local community, schools and state and regional sources (Cathedral Home, Kiwanis, Colorado Wyoming Association of Women in Education, McNair Rocky Mountain Research Conference, McNair Heartland Regional Research Conference, National Network for Educational Renewal, National Association of Multicultural Education, and the Wyoming Associates-Teacher Education Group in Cheyenne) who requested our help.
- OMA 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, Cinco de Mayo, Asian Awareness Week, and the Fall and Spring Fests hosted by Keepers. OMA co-sponsored events with other UW units aimed at increasing awareness or providing training such as African American Studies, College of Education, 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.

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<u>Year</u>	<u># of New Students</u>
Fall 1999	171
Fall 2000	209
Fall 2001	215

- Individual Recruitment Contacts: OMA had 7,025 recruitment contacts, which increased from 5,978 even though OMA transferred recruiting responsibilities to Admissions. When working with recruits, 2,642 contacts involved financial aid information (up from 437); 1,899 contacts involved academic issues (up from 1,323); 17 contacts were on career issues (down from 486); 345 contacts were on personal and social issues (down from 690); and 2,366 contacts were on club or program issues (down from 2,769). OMA sent out an electronic "Multicultural News" letter each week to 1,163 prospective students (an increase from 711 in 1999 and 733 in 2000) to UW who provided us their e-mail address through the EMAS system and contacted them to remind them about scholarships, ACT, FAFSA, etc. OMA staff also contacted minority admits in each target population. OMA worked with 101 UW minority alumni (an increase from 25 in 1999 and 89 in 2000) for recruitment purposes.
- Financial Aid support: Over 157 "Financial Aid & Opportunities for Minority Students" booklets were made available for Wyoming High Schools and for prospective students and parents and outreach programs (an increase over 120 in 1999 and decrease from 165 in 2000). Sixteen students were awarded the Hearst Scholars Award, an increase from 12 in 2000. Nineteen students were awarded the Multicultural Pride Scholarship in 2001-2002.
- Recruitment Programs: OMA administered the Summer Research Apprentice Program, an 8-week research apprentice program for high school students (10-12<sup>th</sup> grades) interested in the sciences, engineering, or mathematics with 16 participants which was more than double the number funded in 1990. OMA also co-sponsored the U-DOC program, a 6-week pre-collegiate medical program for ten high school students (11-12<sup>th</sup> grades) interested in medical fields. OMA assisted with Minority Higher Education Day and the Minority Power Hours hosted by Admissions Minority Recruitment. OMA also collaborated with U.S. American Indian Scouting Association to help bring their conference to UW.
- Graduate recruitment: OMA conducted one Graduate and Professional Education Recruitment Sessions, which drew 30 students. OMA staff 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.***

- OMA shared employment information with UW faculty, staff, and students via newsletter or post in OMA or the MRC. OMA actively seeks out minority students to join and participate in honoraries, Who's Who, resident hall assistant employment, orientation leader employment, etc.
- OMA served on 7 search committees (Black Student Programs – 2 searches; Associate Director of Admissions; SRAP residential coordinator and team leaders; Admissions Counselor; Adult & Learning Technology Faculty hire; Office of Student Financial Aid Director Search) when asked (exceeds goal of two annually). OMA maintained a list of students who are looking for work and made referrals for all of them.
- OMA revised its Employment Card allowing OMA to release student names to prospective employers. OMA staff also writes letters of recommendation for students seeking internships and employment opportunities.

### ***Advocacy and Leadership (serve on UW, state, regional & national committees to provide guidance on policies and publications which impact ethnic minorities)***

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**assessment summary. Goal of serving on 15 committees was met and exceeded (27 venues of service).**

- **UW Committee Service:** OMA staff served on 17 committees. These include: the Enrollment Management Diversity Team (Cardona and Mack); the Enrollment Management Retention Team (Cardona); UW Scholarship Coordinators Committee (Cardona); Student Board of Appeals (Mack); Minority Student Leadership Committee (Cardona and Morris & Mack & Morris are mentors); Who's Who Selection Committee (Mack); Minority Student Leadership Initiative (Cardona); Symposium for Social Justice Planning Committee (Cardona); Admissions Coordinating Committee (Cardona & Mack); AAUW Women's Leadership Conference Selection Committee (Mack); MLK/Days of Dialogue (Morris & Cardona); Celebrate Diversity Steering Committee (Morris); Hearst & UW Minority Scholarship Selections (Cardona); Multicultural Pride Scholarship Selections (Cardona); Multicultural Affairs Graduate Program Assistantship Selection Committee (Cardona); Diversity in Higher Education Symposium Planning Committee; and a doctoral committee for counselor education student (Cardona).
  - **Teams, Task Force, or Advisory Committee:** OMA served on 5 teams, Task Forces, or Advisory Boards including Week of Welcome (Morris); Rainbow Resource Center Advisory Board (Cardona); Chicano Studies Advisory Board (Cardona); President's Advisory Committee on Minority & Women's Affairs (Mack); & Wind River Tribal College Advisory Committee (Mack).
  - **External committee Service:** OMA staff serves on 5 external committees. The OMA director participates in the Wyoming State Advisory Committee to the U.S. Commission on Civil Rights; the Albany County Scholarship committee; and the Laramie Well Aware Diversity Team. Both Cardona & Kelly participate in the Wyoming Latina/Latino Coalition. Kelly works on the Laramie Tobacco Task Force. and Morris and Kelly assist with the Laramie Well Aware Diversity Team. OMA continues to work with the local Laramie community and organizations on diversity issues.
  - **Advocacy Data:** OMA has worked with OIA to develop and present statistics on minority status at UW and maintained a student database.
  - **Extra-mural support:** OMA staff wrote 4 grants for extra-mural funds to the President's Advisory Committee for Minority & Women's Affairs for the Diversity Team (Cardona), OMA's American Indian Student Programs (Mack), OMA's Rainbow Resource Center (Bowlsby & Cardona), and OMA's Multicultural Resource Center (Morris) to support program operations and services. OMA staff also assisted the LGBTA with a grant submission to PACMWA for a study on GLBT services in UW's comparators and edited the Union Programs PACMWA grant prior to submission.
  - **OMA Awards and Honors:** Two OMA staff (Mack and Morris) were honored by Mortar Board receiving their "tip of the cap" award for outstanding service.
4. **Major Stakeholders & Collaborators including advisory boards & committees.**
- OMA 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, College of Education; Housing's Washakie Committee; UW's Days of Dialogue events; and Week of Welcome.
  - **Advisory Boards:** OMA's involvement with the Chicano Studies Advisory Board helped identify and ease in the new interim director. The Rainbow Resource Center Advisory Board has provided human resources to help set up the RRC and identified and developed a relationship with Dean Walton, our RRC donor. This relationship will continue. OMA's involvement with La Radio Montanesa will establish a bilingual radio station in Laramie as they have received FCC approval this past year. OMA's involvement with the Wyoming

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Latina/Latino Coalition helped identify and establish this statewide advocacy group and also established our visibility within this network. OMA has representation on the President's Advisory Committee on Minority & Women's Affairs, which has institutional impact. OMA's assistance to the Wind River Tribal College Advisory Committee has helped foster positive relationships with individuals seeking to improve education and will create a referral network to UW. OMA has representation on the Wyoming State Advisory Committee to the U.S. Commission on Civil Rights and has worked on educational issues this past year related to minority drop out rates in the state.

- Laramie Community: OMA has worked with local church groups; Laramie Film Society, Laramie's Well Aware Diversity Task Force, the Albany County Scholarship committee; Laramie Tobacco Task Force to improve the climate in Laramie for diversity and also to have minority representation in community efforts.

### 5. OMA'S PLANS FOR 2002-2003 AND BEYOND.

- Globally, OMA has three major plans for the future. We intend to work to develop two full-time staff positions in OMA for Asian Pacific American Student Programs and for the Rainbow Resource Center. The third plan is to continue our retention work and attempt to increase programming support for retention.
- American Indian Student Programs plans to hold a training session on Building Tribal Working Relationships on campus and involve the President and Wind River Tribal Business Council Members; do external fundraising for the program with gas/oil companies who work on the reservation for American Indian retention services; finalize a Concept Paper that President Dubois has requested; and maintain partnerships with the Wind River Tribal Business Councils, Wind River Tribal College, and the Chief Washakie Memorial Scholarship Committee.
- The MRC will continue to develop positive working relationships with Campus Activities, ASUW, Union, and Branding Iron and implement and refine MRC and Multiethnic student retention activities.
- Hispanic Student Programs will continue a variation of the incentive challenge and work on grant support for a Hispanic cultural group on campus.
- Black Student Programs will have to rebuild efforts and relationships with the Black Community and work on retention plans for the students, including a possible Black scholarship.
- Asian Pacific American Student Programs will work on retention activities for students if OMA can find resources for this work.
- Rainbow Resource Center will continue to improve resources in the library and facilities and hire part-time student workers if possible to work on grants to begin programming out of the center.

### 6. OMA CHALLENGES FOR 2002-03

OMA's 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; working on increasing minority enrollment through retention programming; increasing multicultural representation in leadership (ASUW, honoraries, Greek Life, etc.); keeping the MRC up-to-date (computers); and work on developing minority student skill development. From an institutional perspective, OMA 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

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tentative in its approach to diversity efforts and OMA can provide leadership if we are supported. OMA firmly believes that if our students are happy with our services, they will be happy with UW despite other major obstacles on the academic side of the house, which are beyond our scope.

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

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

OMA assists UW in meeting its access and opportunity responsibilities. OMA and its training and awareness efforts are vital to preparing students to live in a rapidly changing and highly complex society that is culturally diverse. UW must also recognize that the changing needs of students include the needs of an increasingly diverse student population beyond that of part-time, adult, and female or even first generation populations. Our country is becoming more diverse as evidenced of minority growth in populations in the states in the West, including Wyoming. OMA has changed to meet that need and is committed to helping UW meet that challenge and eliminate educational barriers for minority students. It is important to note that 70% (up from 61% last year) of the new minority students entering UW are Wyoming residents, thus UW needs to meet its unique role in serving these students.

OMA 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 OMA will be provided further incentive with increased funding and authority to better serve ethnic minorities. Our immediate needs are for a full-time position for the Rainbow Resource Center and for a full-time position for Asian Student Programming; additional programming resources for each of the target group programmers; and an institutional budget for the Rainbow Resource Center. Each programmer needs distinct program funds to help establish unique services geared toward the target population to help each group feel they are being heard and supported.

Student Affairs can assist OMA to develop further scholarship and financial resources to assist students such as a Black Student Oriented Scholarship and Black Community meetings, assistance with our minority Financial Aid booklet; and minority and GLBT need-based scholarships. OMA is behind in its technology such as web-based and printed materials due to limited support. OMA has appreciated the support from Student Affairs and needs continued support.

Finally, OMA needs advocacy on its behalf from Student Affairs and the VPSA to the President and Vice President for Academic Affairs. With academic planning to occur, OMA is concerned that diversity will not adequately be addressed to improve UW's climate and that OMA may be in a weakened position as we approach Support Services planning once Academic Planning is done. The Division must shore up its philosophy of support for diversity, especially if the Academic side does not to help ease frustration levels of our community.