

OFFICE OF MULTICULTURAL AFFAIRS ANNUAL REPORT

July 1, 2002-June 30, 2003

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 \$186,056 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 \$27,668 is for support services and contractual funds. The Multicultural Resource Center has a total state-supported budget of \$33,259 of which \$26,900 is for personnel (one full-time and one part-staff) and the remaining \$6,359 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 2002-03

OMA's accomplishments include the following:

- Received upgrades for the Hispanic Student Programs position and the Black Student Programs position to Project Coordinator.
- Conducted the second "Voices in Indian Education" forum on the UW campus to further build UW communication skills with the Tribes.
- Worked with the Wind River Tribes and the UW President's Office to get two Memorandum of understandings signed with each WR tribe.
- Resource improvements made in the Rainbow Resource Center through donor funding and PACMWA grants and OMA staff establishing rapport with the GLBT community.
- Coordinated with the Enrollment Management Diversity Team and Admissions to recruit 317 new minority students in the fall of 2002 by establishing joint meetings and projects.
- Hired a part-time staff person to work on Asian Pacific American Programming.
- Administered the Summer Research Apprentice Program with 17 students in the summer of 2002 and 16 students in the summer of 2003.

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- OMA staff currently serves on the Diversity Team and the 3-D Symposium Committee to help host the second annual 3-D symposium on Diversity in Higher Education to be held in the fall of 2003.

3. OMA MEASUREMENTS OF SUCCESS

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 2001, total minority retention rate was 70.3%. Began retention work with 120 new freshman entering Fall 2002. Increase the usage rates of the MRC and RRC.

	Fall 2001 Entering FR		Fall 2002 Entering FR	
	# entered	% retained	# entered	% retained
<i>Hispanic</i>	45	68.9%	45	
<i>Biracial/Other Ethnic</i>	29	65.5%	32	
<i>American Indian</i>	9	66.7%	13	
<i>Asian</i>	21	81%	13	
<i>Black</i>	13	69.2%	15	
Total Ethnic Minority	117	70.3%	118	
White	1,266	76.0%	1,290	
UW Total	1,422	77.6%	1,408	

- The Multicultural Resource Center in the Wyoming Union had 6,667 individual student contacts from 7/02 to 6/03 (an increase from 6,658 the previous year).
- The Rainbow Resource Center with new resources had 1905 usage contacts with meetings and computer usage ranking high with phone usage and books check out at 3rd & 4th usages.
- Individual Contacts: OMA provided 53,883 student retention contacts (an increase from 47,927 contacts the previous year or a 12% increase). When working with students, 998 contacts were on financial aid issues (down from 4,236); 9,956 contacts were on academic issues (down from 6,997); 7,508 contacts were on career issues (down from 10,022); 6,150 contacts were on personal and social issues (down from 6,906); and 26,971 contacts were made involving club or programming activities (up from 20,302). Total contacts made with students for July 2002-June 2003 was 68,192. The electronic "Multicultural News" letter was e-mailed out each week to enrolled minority students (612) and to minority faculty and staff (209, down from 224 in 2001) at UW.
- Financial Aid support: 325 copies of the "Financial Aid & Opportunities for Minority Students" were made available for checkout for currently enrolled students (an increase from 117 in 2000 and 158 copies in 2001). Four currently enrolled students received the UW Minority Scholarship (even with 4 the previous year). Five grad students were funded and supported through the Minority Affairs Graduate Program (even with 5 the previous year) with three full award and two half awards.
- Student Leadership: All 6 major minority student organizations submitted budgets to ASUW for funding and successfully completing their programming. Twenty-six students received leadership mentoring through the Minority Student Leadership Initiative.

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- 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 104 cultural and diversity awareness training sessions (an increase from 55 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 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 Spring Powwow 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.

<u>Year</u>	<u># of New Students</u>
Fall 2000	209
Fall 2001	215
Fall 2002	272

- Individual Recruitment Contacts: OMA had 11,583 recruitment contacts, which increased from 7,162 even though OMA transferred recruiting responsibilities to Admissions. When working with recruits, 5,483 contacts involved financial aid information (up from 2,652); 2,673 contacts involved academic issues (up from 1,899); 51 contacts were on career issues (up from 17); 176 contacts were on personal and social issues (down from 350); and 5,439 contacts were on club or program issues (up from 2,479).
- Financial Aid support: Over 325 "Financial Aid & Opportunities for Minority Students" booklets were made available for Wyoming High Schools and for prospective students and parents and outreach programs. 7 students were awarded the Hearst Scholars Award, an decrease from 16 in 2001. 11 students were awarded the Multicultural Pride Scholarship in 2002-2003.
- Recruitment Programs: OMA administered the Summer Research Apprentice Program, an 8-week research apprentice program for high school students (10-12th grades) interested in the sciences, engineering, or mathematics with 16 participants which was more than double the number funded in 1990. OMA co-sponsored the U-DOC program, a 6-week pre-collegiate medical program for ten high school students (11-12th grades) interested in medical fields. OMA assisted with Minority Higher Education Day and the Minority Power Hours hosted by Admissions Minority Recruitment.

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- Graduate recruitment: OMA staff provided 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 5 search committees (exceeds goal of two annually).
- 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) assessment summary. Goal of serving on 15 committees was met and exceeded (27 venues of service).

- UW Committee Service: OMA staff served on 7 committees
- Teams, Task Force, or Advisory Committee: OMA served on 6 teams, Task Forces, or Advisory Boards
- External committee Service: OMA staff serves on 5 external committees.
- 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
- OMA Awards and Honors: One OMA staff received the "Unsung Hero" award for outstanding service within the Office of Student Affairs.

4. 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.

5. 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; 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 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.

6. UPDATE TO THE STUDENT AFFAIRS STRATEGIC PLAN (MATRIX).

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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.

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.