

# MULTICULTURAL AFFAIRS/DOS ANNUAL REPORT

July 1, 2006-June 30, 2007

## 1. MULTICULTURAL AFFAIRS MISSION AND ORGANIZATION

The Multicultural Affairs' mission is to provide support services to increase the student success (retention and graduation) rates of ethnic minority students at UW and to provide advocacy & leadership for diversity at UW. The Associate Dean of Students supervises two program areas: Multicultural Affairs and Nontraditional & Gender Programs (Rainbow Resource Center, Women's Center, and Nontraditional Student Center). The NTS/WC/RRC annual report will be submitted separately from the Multicultural Affairs report. While the Associate Dean also supervised International Students and Scholars in 2006-07, the area was moved to the Admissions office in July 2007 and its annual report will be submitted to that office.

Specifically, Multicultural Affairs' objectives are to:

- Provide support services and information to retain ethnic minority students (increase fall-to-fall retention rates) for new full-time, first time freshmen to exceed 75% for the total minority population and exceed the six year graduation rates from the previous fall and the Multicultural Resource Center (MRC) will provide a supportive location for community building and academic support and increase usage rates in the MRC to exceed 6,500 usage contacts annually.
- Serve on at least 20 UW, state, regional & national committees to provide guidance on policies and publications which impact ethnic minorities as part of its advocacy and leadership role; work with the multicultural organizational leadership in supporting their advocacy role and partner with academic programs and curriculum that focus on multiculturalism with a focus on student learning and student development.
- Provide educational training and awareness sessions (a minimum of 30 sessions annually) and to provide or co-sponsor programming that leads to campus and community-wide dialogue and understanding of American minority cultural issues and concerns.
- Increase the representation of diversity by assisting at least three (3) departments with ethnic minority faculty, staff, and student recruitment or hiring on a needs basis; and disseminating job announcements and writing letters of recommendation for students for educational opportunities and securing employment.
- Being accountable and entrepreneurial is obtaining and managing data, resources, and assessment efforts to support the department, division, and university mission.

Multicultural Affairs' permanent budgets/fiscal resources for its programs and services include: a total state-funded budget of \$214,458 of which \$188,290 is for personnel (four full-time staff, tutors and part-time funds for office support). The remaining \$26,168 is for support services and contractual funds. The Multicultural Resource Center has a total state-supported budget of \$35,311 of which \$32,552 is for personnel (one full-time and one part-staff) and the remaining \$2,759 is for support service and contractual funds.

Multicultural Affairs' physical facilities include 5 offices in Knight Hall, which housed eight staff members (4 full-time and four part-time staff) with 2 staff members in each office. The MRC in the Wyoming Union houses 1 full-time staff member.

## 2. MULTICULTURAL AFFAIRS ACCOMPLISHMENTS FOR 2006-07

Multicultural Affairs' accomplishments include the following: revitalized a leadership development program for multicultural student leaders (LEAD@UW) and involved advisors by doing 2 leadership summits for students and 2 sessions with advisors; provided significant

# MULTICULTURAL AFFAIRS/DOS ANNUAL REPORT

July 1, 2006-June 30, 2007

funding to send a nine-member delegation of UW African American Students to the Big 12 Black Student Government Conference in Lincoln, NE for the first time ever; continuation of the Cesar Chavez Banquet featuring student talent with collaboration with various UW units and the Shepard Social Justice Symposium; working with MEChA to complete a mural project for the Wyoming Union; collaborated on the Women’s Leadership Conference featuring diverse presenters; offered a Multicultural Career Reception for UW students and employers as part of Career Week; provided an alternative diversity training model called “Learning to Talk About Diversity” retreat for students, faculty and staff in the Fall as a pilot project.

We provided transition services in 2,649 student contacts to assist with the recruitment of 353 new minority freshman, transfer, and graduate students through joint meetings and projects and events. We were able to secure 2 interns, Lay-nah Morris and Megan Garza, (Counseling and Social Work) to continue our serves to students while being short-staffed.

### 3. MULTICULTURAL AFFAIRS MEASUREMENTS OF SERVICE

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

***Retention Assessment Summary: Goal was to exceed 75% retention rate for class entering Fall 2005. Result was a total minority retention rate of 72.4%, an increase from 68.3.0% for students entering Fall 2004. We moved closer to the 75% retention rate; however, the goal for 2005 cohort not met by all freshmen, white students, or minority students. Retention for Hispanics, American Indians, African Americans, and multiethnic students rose while retention rates for Asian students dropped. Began retention work with 158 new freshman entering Fall 2006. Increase the usage rates of the MRC, again we were close with 6,466 contacts for the year and not having a full-time staff member in the MRC impacted those counts.***

	Fall 2004 Entering FR		Fall 2005 Entering FR		Fall 2006 Entering FR	
	# entered	% retained	# entered	% retained	# entered	% retained
Hispanic	54	70.40%	51	74.5%	47	
American Indian	13	69.20%	8	75.0%	9	
Asian	20	75.00%	16	68.8%	34	
Black	15	66.70%	15	72.7%	28	
Other Ethnic & Biracial & Multiethnic	37	62.20%	33	69.7%	40	
Total Ethnic Minority	139	68.30%	123	72.4%	158	
White	1308	74.20%	1227	74.1%	1306	
UW Total	1503	73.80%	1407	74.6%	1574	

- The Multicultural Resource Center in the Wyoming Union had more than 6,466 contacts for the year.

## MULTICULTURAL AFFAIRS/DOS ANNUAL REPORT

July 1, 2006-June 30, 2007

- Individual Contacts: Multicultural Affairs provided 43,659 student retention contacts. We know that the number would have been much higher had we not been short-staffed. When working with students, 14,148 contacts were on financial aid issues; 24,190 contacts were on academic issues; 16,112 contacts were on career issues; 6,989 contacts were on personal and social issues; and 38,855 contacts were made involving club or programming activities. Individual contact was made with over 263 new minority freshman and transfer students. All probationary students at the end of fall semester (approximately 86 which was up from 78 students the previous year) were contacted. However, only 8.3% of the minority population was on probation after the fall 2006 semester which was a decrease from 9.4% of the minority population in the Fall 2005 semester. The electronic "Multicultural News" letter was e-mailed out each week to enrolled minority students (1259) and to minority faculty and staff (297).
- Financial Aid support: Staff provided 14,148 contacts on financial aid issues. Multicultural Affairs provided direct financial support to 49 students through four programs. Five currently enrolled students received the UW Minority Scholarship. Eleven students received support through the Hearst Scholars Award. Twenty-six undergraduate students received support through the Multicultural Pride Scholarship. Six graduate students were funded and supported through the Multicultural Affairs Graduate Program (up from 4 the previous year). One student was provided support through the MA Anonymous Scholarship. Two new bequests were made for American Indian students to be selected by Multicultural Affairs in the future.
- Student Leadership: Multicultural Affairs worked with 20 multicultural student organizations on campus including ethnic/racial minority; women; GLBTQ, international, 2 groups based on religious belief, and one Greek multicultural sorority (Sigma Lambda Gamma). Assistance was provided to leaders and members on programming, co-sponsorships, group dynamics, planning, etc. Based on SSP needs, Multicultural Affairs also conducted training with multicultural student organizational advisors once each semester as part of LEAD@UW, a leadership development program offering for multicultural RSO's.
- Partnerships/Collaborations: Multicultural Affairs had the following collaborations and partnerships:
  - UW: Admissions on minority recruitment (consultation and MHED participation); Social Work internships and Latino health project; Chicano Studies on joint programming and graduation; African American Studies welcome reception for director and participation in AAST book club; MSLI (committee service and programming); Communication Disorders project, UW Art Museum (promotion and exhibits); RLDS on training; American Indian Studies (programming and presentations); Campus Activities Center on LEAD@UW; Athletics; Student Educational Opportunity (consultation and participation and referral); College of Law and Graduate School on minority recruitment; Wyoming EPSCoR program (consultation on research program); and Career and Academic Advising Center on career week.
  - RSO collaborations: ABSL (fashion show-financial support and participation, Big 12 conference; Halloween Dance, provision of Grant writing workshop for ABSL, Soul Food Dinner, Knowledge at Noon participation, securing PACMWA grant for Big 12 conference, UW Gospel extravaganza participation and support, and Black Out BBQ financial and participation support); MEChA (co-sponsor 5 programs, mural project); Hillel (Holocaust remembrance); liaison work to KOF and assist advisor; participating in forum on UMC revitalization with ASUW; and co-sponsoring Chinese Students and Scholars, MILAAP, and ISA programming.
  - Local: La Radio Montanesa, Lincoln Community Center, St. Laurence O'Toole Catholic Church Ladies of Guadalupe, and the Laramie Spanish Choir.

## MULTICULTURAL AFFAIRS/DOS ANNUAL REPORT

July 1, 2006-June 30, 2007

- State: Colorado/Wyoming Association of Women in Education (CWAVE); Wyoming Hispanic Chamber of Commerce, Teton County Library/Latino Services Network, Wyoming Latina Youth Conference (promotion and presentations); 10<sup>th</sup> District U.S. Attorney's Office for electronic networks programs; Wyoming Latina/Latino Coalition; Sky People Higher Education Office, and the Eastern Shoshone Higher Education Office.

2006 Retention Work: Multicultural Affairs staff members worked with new entering freshman and transfers in Fall 2006. Official UW preliminary outcomes on Fall 2006 retention provided by the Office of Institutional Analysis will not be finalized until December 2007. Multicultural Affairs will continue to work on tracking personal contact with each new minority student at UW during 2007-08.

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

- Multicultural Affairs' goal was to conduct a minimum of 30 sessions, which we met and surpassed. Multicultural Affairs staff provided over 46 cultural and diversity awareness training sessions for classes and different UW departments (University Counseling Center, Residence Life & Dining Services, Center for Volunteer Services, Student Educational Opportunity classes, Health Sciences, Engineering, Nursing, Wyoming Latina Youth Conference, Minority Student Leadership Initiative, Chicano Studies, Orientation Leaders, ASB, and English Language Service, New Student Orientation sessions, Athletics Orientation, First Year seminar classes, Education, UW Americorps, Counselor Education, Women's Center, ASUW, student interns, and the Summer Research Apprentice Program.
- Multicultural Affairs obtained co-sponsorships for providing training for UW on working with undocumented students through a national Webinar session.
- Multicultural Affairs 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, Spring Fiesta, Women's Leadership Conference, Cesar Chavez Banquet featuring student talent in culturally music, dance, and history. Multicultural Affairs co-sponsored events with other UW units aimed at increasing awareness or providing training such as Chicano Studies, Shepard Symposium on Social Justice, American Indian Studies, etc.

### ***Assist in hiring of minority faculty, staff, and students assessment summary: Goal of assisting at least 3 units with hiring was met and exceeded with 8 units being directly assisted and indirectly assisting 7 other units.***

- Multicultural Affairs shared employment information with UW faculty, staff, and students via e-mail distribution lists or posts in Multicultural Affairs or the MRC. Multicultural Affairs actively seeks out minority students to join and participate in honoraries, resident hall assistant employment, orientation leader employment, etc.
- Multicultural Affairs served on eight (8) search committees. Examples of the search committees served on include: Admissions Director Search, MRC Project Coordinator Search, Multicultural Affairs Manager Search, University Counseling Center Search committee for Mental Health Counselor, Admissions Representative search, ASUW Astec Coordinator Search, Registrar Search, Admissions Associate Director search, and Assistant to the Vice President Search for Parent Relations and Development.
- Multicultural Affairs staff participated in and provided feedback to seven (7) search interview processes. Examples of providing feedback/attending interview processes included: MRC Coordinator search, Multicultural Affairs manager search, Dean of Students search, Associate Dean of Judicial Affairs search, Center for Volunteer Services Coordinator search, UW Chief of Police search, and the Union Associate Director for Facilities search.

## MULTICULTURAL AFFAIRS/DOS ANNUAL REPORT

July 1, 2006-June 30, 2007

- Multicultural Affairs staff also writes letters of recommendation for students seeking internships and employment opportunities.
- Multicultural Affairs staff also provided 16,112 contacts on career advice to current students.

***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 20 committees was met and exceeded (25 venues of service). Examples of committee service follow:***

- UW Committee Service: UW Scholarship Coordinators Committee; Minority Student Leadership Initiative Committee and mentor service; Shepard Symposium for Social Justice Planning Committee; AAUW Women's Leadership Steering Committee; MLK/Days of Dialogue Planning Committee; Hearst & UW Minority & Multicultural Pride Scholarship Selection Committees; Multicultural Affairs Graduate Program Assistantship Selection Committee; Internationalization Board; LeaRN steering committee; Suicide Prevention Coalition; Chicano Studies Advisory Board and graduation award selection committee; Alternative Spring Break Advisory Committee; Latino Education in Rural Setting Conference Planning Committee, McWhinnie Scholarship Committee, Adult Student Center Scholarship Committee; Phi Beta Kappa Award Committee; and UW Athletic Planning Committee – Equity Subcommittee; and DOS Front-line Staff Response Team.
- External committee Service: Albany County Scholarship committee; Wyoming Latina/Latino Coalition; and the Colorado Wyoming Association of Women in Education.

***Accountability and entrepreneurial activity in obtaining and managing data, resources, and assessment efforts summary for assessment:***

- Extra-mural support for Multicultural Affairs efforts: Multicultural Affairs staff wrote three (3) grants for extra-mural funds to the President's Advisory Committee for Minority & Women's Affairs for Learning to Talk about Diversity Retreat (\$2500), Cesar Chavez Banquet Mini-grant (up to \$1000) and major grant for 2008 event (\$3,000+).
- Extra-mural support for others: Multicultural Affairs staff co-authored or edited seven (8) grants to assist others obtain funding: MEChA mural case grant; MEChA PACMWA Mural Grant; Chicano Studies PACMWA Grant; AAUW Conference Grant, STOP Grant, ABSL PACMWA grant for Big 12 Conference; and the Rainbow Resource Center and Nontraditional Student Center grants for student technology.
- Multicultural Affairs Staff Awards and Honors: Multicultural Affairs staff member Cardona and Kelly received recognition as Outstanding Latinas in Albany County, Holloway received ABSL's Diversity for Success Award and Kelly received the McNair Program Friend of Program recognition, Sigma Lambda Gamma Founder's Spirit Award, MEChA Certificate of Appreciation, College of Arts & Sciences Student Council "Thumbs Up" Award and ABSL's Diversity for Success Award.

4. **Major Stakeholders & Collaborators including advisory boards & committees.**

✓ See Partnerships & Collaborations text in previous section.

5. **MULTICULTURAL AFFAIRS'S PLANS FOR 2007-2008 AND BEYOND.**

Multicultural Affairs will continue to focus on our retention work as a team and work to develop increased programming for retention as an entire unit. We plan is to collaborate on leadership to improve the women's leadership and multicultural student organizational leadership development efforts. We will work to share the "Learning to Talk About Diversity Retreat" model with others as one method of diversity training as a result of the pilot program.

# MULTICULTURAL AFFAIRS/DOS ANNUAL REPORT

July 1, 2006-June 30, 2007

Multicultural Affairs will move its programs and assessment model to better reflect student learning outcomes. To deal with the challenges we face in funding and staffing turn-over, we will focus on working as a team and re-distributing all our new students across existing personnel, rather than being ethnic specific with staff student caseloads to better meet student needs. Multicultural Affairs will work on increased communication for transparency to our various constituency groups.

## **6. CHALLENGES FACING MULTICULTURAL AFFAIRS**

Multicultural Affairs' challenges include: developing infrastructure to better meet the student success needs of our students with existing staff and resources; revising our ethnic specific model to a multicultural model to best utilize existing staff and resources and to reduce staff burnout and turnover and provide a more unified identity as a unit and staff team; defining and obtaining increased programming funds for programming; being able to continue accountability with data under the new Banner system; working on sustaining minority enrollment through retention programming; increasing multicultural representation in institutional student leadership development efforts so that the focus on diversity is not lost as student leadership development at UW evolves; and work on increasing individual minority student skill development.

From an institutional perspective, Multicultural Affairs must weather the recent transitions in personnel within Multicultural Affairs and in the Dean of Students level. Multicultural Affairs must continue to hold a competent reputation with the UW administration, student affairs, and academic affairs to avoid losing ground for future development of the office and to be viewed as "core to the UW mission". Multicultural Affairs can provide leadership for UW diversity efforts if we are supported and included in decision-making processes and information sharing. For example, it is a challenge when Multicultural Affairs staff are not represented on PACMWA nor are the ethnic studies program directors. Multicultural Affairs has proposed an ex-officio role to the PACMWA chair for these units or the creation of a coalition/round-table for these folks to come together under a defined structure. This has been shared with the VPSA. It will help with collaboration and information sharing for diversity on campus. Multicultural Affairs is also not viewed as a central player within Student Affairs in its organizational structure; thus, Multicultural Affairs must also continue a collaborative and inclusive approach to involving others in diversity efforts on campus so that overall student satisfaction and retention improves and UW benefits as a whole. Multicultural Affairs must continue to engage UW administration in discussions surrounding diversity. Finally, while the role of Multicultural Affairs has been defined as retention, the recruitment of minority students continues to be a challenge impacting our area and greater collaboration needs to occur between Admissions and Multicultural Affairs.

## **7. MULTICULTURAL AFFAIRS SUMMARY AND FUTURE SUPPORT NEEDED FROM THE DIVISION/VPSA.**

Multicultural Affairs assists UW in meeting its access and opportunity responsibilities. UW must also recognize that the changing needs of students include the needs of an increasingly diverse student population. Our country is becoming more diverse as evidenced of minority growth in populations in the states in the West, including Wyoming.

Multicultural Affairs has a unique educational role at UW and has been accountable and effective in meeting UW's mission. It is hoped that Multicultural Affairs will be provided further

## **MULTICULTURAL AFFAIRS/DOS ANNUAL REPORT**

**July 1, 2006-June 30, 2007**

incentive with increased funding and authority to better serve ethnic minorities. Professional development for a new staff remains a funding challenge in addition to funding for student travel. For example, when Multicultural Affairs was able to support student travel to the Big 12 conference, ABSL had motivated and energized students and a banner year in programming for the campus. Finally, Multicultural Affairs still is desperate need of its own professional clerical and accounting support. Professional mentoring of Multicultural Affairs staff is also a need.

Multicultural Affairs has appreciated the support from Student Affairs at the Vice Presidential level and needs continued support. The Division must shore up its philosophy of support for diversity, especially if the Academic Plan efforts do not help ease frustration levels of our community.