

Multicultural Affairs Annual Report (July 1, 2008 to June 30, 2009)

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: Status, Review & Accomplishments for 2008-2009

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. MA's efforts enhance diversity in students, staff, and programming for Student Affairs.

Student access, retention and graduation:

- ✓ Face to face personal contact with 160 of 299 new freshmen, transfer and graduate students on the student caseload list for fall/spring or 54% of the new incoming population. This was an increase from 50% the previous year and we were short-staffed by two positions this year.
- ✓ Student retention contacts with current students (all class levels) totaled 55,802 contacts and contacts with students who will be transitioning into UW totaled 1,267.
- ✓ Financial support to 51 students (Multicultural Pride=27 students, Hearst Scholars Award=14 students, UW Minority Scholarship=4 students, YAAP Scholarship=1 student, and MAGP=5 students). Staff provided 20,612 contacts on financial aid issues.
- ✓ Tips for Success and Diversity and Excellence at UW were presented at all UW Orientation session and were favorably received by parents.
- ✓ Collaborated with UW Law School and UW Graduate School to host larger and refined recruitment sessions for minority students.
- ✓ Collaborated with Admissions on Minority Higher Education Day and the new Educational Access and Empowerment Program.
- ✓ Collaborated with the National Park Service and the National Resource Conservation Service to increase the recruitment and employment of diverse students within these agencies.
- ✓ All probationary students at the end of fall 2008 semester (approximately 96, which was up from 71 students the previous year) were contacted. This was 12.48% of the minority population enrolled in fall 2008. At the end of spring 2009 semester, 38 students were on probation.
- ✓ The retention rate for all UW new freshmen entering Fall 2007 and returning in Fall 2008 was 72.3% and the new minority freshman retention rate was 65.5%. The retention rate for all UW new transfer students entering in Fall 2007 and returning in Fall 2008 was 70.3% while the new minority transfer retention rate was 61.1%. Further work needs to be done to increase the rate for both new freshman and transfers back to the 70%+ range.

- ✓ Minority six year graduation rates for new freshman students (full and part-time) declined slightly from 46.6% to 44% for the class entering Fall 2002. UW total new freshman graduation rates also dipped from 55.7% to 53%.
- ✓ Minority six year graduation rates for new transfer students (full and part-time) decreased from 61.1% to 42%. Yet in 2000, the graduation rate was 41% which is closer to this year's rates. UW total new transfer graduation rates also fell from 65.8% to 56% for the class entering Fall 2002.

Student learning, development, and engagement:

- ✓ LEAD@UW leadership development fall workshop garnered 78 in attendance and held 1 advisor workshop session. Held 1 session for student leaders with Old Main, 5 senior level administrators, and 23 student leaders.
- ✓ Diversifying Greek Life Team held a SALAD workshop for members of the Greek community; and as a Team participated in the National Greek Life Assessment Project.
- ✓ Collaborations with SLCE resulted in the Multicultural Student Leadership revamp of the steering committee, structure and mission. Fundraised to send 7 women to the National Conference for College Women Student Leaders with 57% of them being women of color.
- ✓ Conducted 81 class presentations and workshops to individual classes, academic and student affairs units, etc.
- ✓ MA staff directly advised 1 student organization, and worked closely with 18 others.
- ✓ Multicultural Affairs hosted 20 educational programs for students.
- ✓ MA staff assisted and provided funding support for the ethnic heritage month celebrations hosted by the multicultural student organizations.
- ✓ The MRC had 4,544 student contacts, a decrease from the previous year because of streamlined and stringent counting methodology. This number represents contact counting of 8:00am-5:00pm, Mondays through Fridays, only when school is in session, and only when the MRC Coordinator is present at the MRC premises to verify contact presence.
- ✓ MA staff disseminated information related to educational opportunities on campus and provided tutoring upon student request.

Term GPA's decreased slightly in the spring for all domestic minority students (*American citizens, main campus and permanent resident undergraduate students*) with term GPA's moving from 2.571 for fall to 2.568 in the spring. Cumulative GPA's however increased slightly from 2.607 in the fall to 2.652 in the spring for all enrolled minority students. At the end of spring 2009 semester, 199 minority students were on the UW Honors role with average term and cumulative GPA's of 3.73 and 2.95 respectively (19% of the minority enrollment) .

Campus climate and environment for diversity:

- ✓ Hosted a Multicultural Graduation Celebration for students, families and UW with 7 students in fall 2008 and 53 students in spring 2009. Scholarship recipients were honored at the fall 2008 ceremony.
- ✓ Provided diversity information sessions for RA staff, student athlete orientation, law school orientation, summer orientation leaders, and the University Counseling Center staff.
- ✓ Collaborated with African American Studies, Women's Studies, Chicano Studies, American Indian Studies, and the Conference on Teaching Creativity, Martin Luther King, Jr./Days of

Dialogue committee, International Students & Scholars, and ASUW on educational programs and with Hillel to establish the Fred Homer Memorial Library in the MRC.

- ✓ Participated in the Enrollment Management Council's Student Diversity Team to do student focus groups and begin to plan around the issues raised in the groups.
- ✓ Responded to one discriminatory incident involving a Jewish student, down from 3 last year.
- ✓ Supported the establishment of a UW Multicultural Alumni Committee within the UW Alumni Association.
- ✓ Supported Women's Leadership Got Equality, Women's Caucus, and sent 7 women to the National Conference for College Women Student Leaders with 57% of them being women of color.
- ✓ MA staff collaborated with staff members from Human Resources and Outreach School (formerly) to develop and present a "Diversity at the Workplace" enrichment sessions to the University of Wyoming community, State of Wyoming businesses and the City of Laramie.
- ✓ 86.2% of the respondents to the MA evaluation survey felt their involvement with MA helped them contribute to an improved environment for diversity on campus and 64.8% of respondents felt MA helped improve campus climate and environment for diversity.

Excellence:

Individual MA staff earned the Mortar Board Tip of the Cap Award, Advisor of the Year, College of Arts & Sciences Student Council Advisor of the Year Spirit Award

Examples of student excellence include: Amanda LeClair, Martha Spitaleri Award for Outstanding Graduating Female; Jeremy Johnson, Willena Stanford Diversity Award; and Fidensio Simental, Jason Thompson Commitment to Diversity Student Award.

At the end of spring 2009 semester, 199 minority students (*American citizens and permanent resident undergraduate students*), representing 19.19% of total minority students were on the UW Honor role.

Student Learning Outcomes: During the 2008 – 2009 year, Multicultural Affairs worked to address the eight student learning outcomes (SLO) established by Student Affairs, with particular focus devoted to working with students to help them gain greater self understanding, learn to appreciate individual similarities and differences, and enhance their feelings of engagement, belonging and loyalty. Multicultural Affairs assessed student opinion, at the end of both the fall (f) and spring (s) semesters on progress made by MA at administering services to address the student learning outcomes. Students agreed that their participation with MA positively influenced them as follows: Gain greater self understanding - 65.51(f), 72.72% (s); Increased appreciation of individual similarities and differences – 82.76% (f), 90.91% (s); Increased feeling of engagement, belonging, and loyalty – 68.97% (f), 84.84% (s); Learned to make healthier choices – 55.18% (f), 51.51% (s); Improved skills to think critically and objectively – 62.07 (f), 69.69% (s); Developed improved communication skills – 79.31% (f), 78.78% (s); Become a better UW citizen – 62.07 (f), 75.75% (s); Taking more personal responsibility for actions – 68.86% (f), 72.72 5 (s). Results indicate significant improvement in student satisfaction. The three areas of focus, self understanding (7.2% increase), appreciate individual similarities and differences (8.15% increase), and enhance their feelings of engagement, belonging and loyalty (15.87% increase), all showed marked increases in positive student responses.

Staffing Issues and Challenges: MA was short-staffed by two positions at the start of Fall 2008. We were able to hire a Manager, MA in the spring. Budget reduction issues and UW's hiring squeeze impacted our ability to successfully hire a project coordinator. We ended up having to cut back on what we were able to program for as a result.

Action Items and Implementation

1. Increase and enhance educational/academic support programs.
 - a. Continue DES and develop/implement CES. Require all MA scholarship recipients to meet with assigned MA representative throughout the course of the academic year to improve their chances of academic success.
2. Increase exposure of MA to all students.
 - a. Increases in marketing to the general student population as well as UW faculty and staff to further MA's efforts to improve campus climate. Networking with faculty and staff will be a major priority.
3. Continued promotion of ethnic RSO's and increased support of advisors.
 - a. MA will continue to work collaboratively with CAC and others to help support the ethnic RSO's and their advisors. MA will become more active in supporting and guiding advisors. LEAD@UW, MSLI and other avenues will be utilized to ensure that the RSO's grow and become more self sufficient.
4. Work with Student Diversity Team to carry out defined action items
 - a. MA will work with members of the SDT to begin work on action items.

Plans for next year

Multicultural Affairs will enhance current educational/academic support programs catered to freshmen and new transfer students (Discovering Excellence Series) and develop a new program for continuing students (Continuing Excellence Series). These efforts are in direct response to campus wide retention efforts. MA will increase exposure to all students through orientations, resources fairs, fall welcome BBQ and any other means as a way to engage all UW students. MA will continue to work to improve its contact numbers with new students and have increased emphasis on having continuing contact with those students. MA staff will continue to support and sponsor programs that support the division of Student Affairs Learning outcomes. MA staff will continue to promote student involvement in the ethnic organizations and work closely with the CAC and advisors to improve involvement and engagement. MA will continue to be supportive and involved in MSLI as well as LEAD@UW. MA staff will become involved with the Advising Conversations group and continue to outreach to other academic support groups to further enhance specific academic support offerings through MA. MA staff will collaborate with the new Associate Vice President for Diversity and the SDIC (Strategic Diversity Initiatives Committee) in an effort to keep communication and information flowing so that the institutional viewpoint can be impacted. MA will continue its work with the Student Diversity Team and Greek Life Diversity Task Force.

Long Term Plans (3-5 years)

Multicultural Affairs' major focus and work as a unit as well as in collaboration with other units (CACs, Office of Diversity, LeaRN, etc.) is to raise the retention rates of new minority students at UW. Multicultural leadership programs will continue to be a focus of MA with efforts toward bridging the perceived gap between RSO students and their advisors. MA will work in

collaboration with others to build diverse community amongst faculty and students from all backgrounds to foster inclusion. MA will work in conjunction with the Multicultural Alumni Committee and other stakeholders to explore increases in scholarship opportunities for UW's ethnic minority students with particular emphasis on black student scholarships. MA will work collaboratively to support linkages with HBCU's, Tribal Colleges and Hispanic serving institutions that are developing and to work to increase the representation of minorities in the STEM fields of study. Multicultural Affairs will plan to recover from the permanent shortage of staff and fewer budget resources through improved efficiency and collaboration.

Assistance Requested from the Vice President's Office & Concluding Comments:

Retention is only part of the equation; the process of guiding our students to graduation is the ultimate goal. To set UW apart, there must be an increase in fact to face (individual) contact with students. Beginning fall 2009, MA will require MA scholarship recipients to meet weekly or bi-weekly with an assigned staff member. We will also continue our Discovering Excellence Series that is geared toward first year students and will implement a Continuing Excellence Series that is geared toward our returning students. MA scholarship recipients will be required to attend the appropriate series as a part of their scholarship obligations. MA through its programming will place an emphasis on personal guidance and working collaboratively to meet the units' and Division of Student Affairs objectives. MA will also continue to work to provide UW students with an atmosphere that understands their differences but more importantly, providing an atmosphere that highlights and builds upon their similarities.

In light of budget reductions, collaboration between units and departments is increasingly important as we work to meet the objectives of UP 3. Continued support, leadership and guidance through the Vice President's office remain a vital part of our success.

Multicultural Affairs Annual Report Data Attachments: 2008-2009

UW MINORITY RETENTION DATA

Fall to Fall Retention Data for New Freshman:

	Fall 2004 Entering FR		Fall 2005 Entering FR		Fall 2006 Entering FR		Fall 2007 Entering FR	
	# entered	% retained	# entered	% retained	# entered	% retained	# entered	% retained
Hispanic	54	70.4%	51	74.5%	47	80.9%	44	70.5%
American Indian	13	69.2%	8	75.0%	9	55.6%	12	66.7%
Asian	20	75.0%	16	68.8%	34	67.6%	25	64.0%
Black	15	66.7%	15	72.7%	28	53.6%	12	58.3%
Other Ethnic & Biracial & Multiethnic	37	62.2%	33	69.7%	40	75.0%	55	63.6%
Total Ethnic Minority	139	68.3%	123	72.4%	158	70.3%	148	65.5%
White	1308	74.2%	1227	74.1%	1306	74.2%	1377	73.1%
UW Total	1503	73.8%	1407	74.6%	1574	73.7%	1641	72.3%
Includes full and part-time students								

Fall to Fall Retention Data for New Transfer Students:

	Fall 2004 Entering TR		Fall 2005 Entering TR		Fall 2006 Entering TR		Fall 2007 Entering TR	
	# entered	% retained	# entered	% retained	# entered	% retained	# entered	% retained
Hispanic	32	59.4%	36	50.0%	43	74.4%	25	64.0%
American Indian	10	60.0%	24	66.7%	20	70.0%	23	52.2%
Asian	5	40.0%	7	85.7%	12	75.0%	5	60.0%
Black	13	76.9%	12	66.7%	14	50.0%	11	63.6%
Other Ethnic & Biracial & Multiethnic	19	68.4%	24	75.0%	20	75.0%	31	64.5%
Total Ethnic Minority	79	63.3%	103	64.1%	109	70.6%	95	61.1%
White	885	71.1%	833	70.1%	755	69.1%	689	71.0%
UW Total	1050	69.2%	1022	67.2%	948	69.5%	929	70.3%
All transfers, including full and part time and freshmen								

Minority Enrollment at UW

Minority Enrollment on the UW- Laramie Campus (Fall to Fall - Beginning of Semester)

Ethnic Group	Fall 1999	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008
African American	96	86	92	94	90	99	90	111	91	90
American Indian	93	77	92	87	74	86	93	82	86	79
Asian American	108	108	109	96	106	111	117	136	135	129
Hispanic	314	298	306	323	333	308	314	309	297	316
Other Ethnic/Biracial	179	182	193	207	230	227	221	237	262	263
Total Ethnic Minority	790	751	792	807	833	831	835	875	871	877
EM % of total student body	8.30%	7.92%	8.01%	8.1%	8.31%	8.28%	8.51%	8.82%	8.78%	8.77%
International									444	535
INT % of total student body									4.47%	5.35%
Total student body	9,525	9,486	9,877	9,938	10,016	10,031	9,811	9,921	9,911	9,999

Minority Enrollment for UW-Wide Sites (Fall to Fall - Beginning of Semester)

Ethnic Group	Fall 1999	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008
African American	101	93	104	114	109	116	110	125	107	110
American Indian	117	113	118	118	119	120	133	122	139	125
Asian American	114	115	115	109	119	131	137	147	147	142
Hispanic	349	337	360	382	398	388	394	374	356	394
Other Ethnic/Biracial	197	202	207	229	259	256	262	267	302	318
Total Ethnic Minority	878	860	904	952	1004	1,011	1036	1035	1051	1089
EM % of total student body	8%	7.77%	7.79%	8%	8.35%	8.26%	8.59%	8.69%	8.80%	9.00%
International students								435	452	539
Intl % of total Student Body								3.7%	3.8%	4.5%
Total student body	10,940	11,057	11,602	11,904	12,021	12,238	12,053	11,906	12,000	12,099

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 2007	4,544

UW Institutional Data Sets: Next date of administration will be Spring 2010.

1. Noel Levitz Student Satisfaction Survey for UW, 2008
2. ACT Student Opinion Survey, 2008
3. UW Student Opinion Survey, 2008

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

New FR Student Annual Six-Year Graduation Rate				
	Fall 2002 Entering FR			
	# entered	# excluded from N	# graduated	% graduated
Hispanic	45		20	44%
American Indian	13	1	3	25%
Asian	13		6	46%
Black	15		5	33%
Other Ethnic & Biracial & Multiethnic	32		17	53%
Total Ethnic Minority	118	1	51	44%
White	1290	6	684	53%
International	8		4	50%
Unknown	35	1	20	59%
UW Total	1451	8	759	53%

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

New Transfer Student Annual Six-Year Graduation Rate			
	Fall 2002 Entering Transfers		
	# entered	# graduated	% graduated
Hispanic	46	23	50%
American Indian	13	3	23%
Asian	6	3	50%
Black	18	4	22%
Other Ethnic & Biracial & Multiethnic	31	15	54%
Total Ethnic Minority	114	48	42%
White	923	546	59%
International	47	16	34%
Unknown	38	22	58%
UW Transfer Total	1122	632	56%

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>
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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 Welcome Picnic Heritage Months Federal Careers	<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

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