

Multicultural Affairs Annual Report (July 1, 2012 to June 30, 2013)

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 2012-2013

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 91 of 319, or 28.5%, of new freshmen, transfer and scholarship students on the student caseload list for fall/spring. This was a 3% increase when looking at the total percent of incoming students reached over last year. Although this is a modest increase percentage wise, it results in a 13.75% increase when comparing raw numbers between the 11-12 and 12-13 academic years. (91 in 12-13 vs. 80 in 11-12)
- ✓ Financial support was awarded to 66 individual students during the fall 2012 semester (Multicultural Pride=48 scholarships, Hearst Scholars Award =36 scholarships, UW Minority Scholarship=2 scholarships, and MAGP=4 students). 57 individual students received financial support from MA during the spring 2013 semester (Multicultural Pride= 39, Hearst Scholars Award= 31, UW Minority Scholarship= 2 scholarships and MAGP= 4 scholarships *Some students received more than one of the scholarships.
- ✓ MA staff participated in all orientation resource fairs for new students.
- ✓ All probationary students at the end of fall 2012 semester (113), which was up from 88 students the previous year) were contacted via email and phone. This was 13.71% of the undergraduate minority population enrolled in fall 2012. At the end of spring 2013 semester, 40 students were on probation. This was 5.08% of the minority population.
- ✓ The retention rate for all UW new freshmen entering fall 2011 and returning in fall 2012 was 75.6% and the new minority freshman retention rate was 71.7%, which is a 7% increase from the year before.
- ✓ The retention rate for all new UW transfer students entering fall 2011 and returning in fall 2012 was 67.8% and the new minority transfer student retention rate was 68.6. Both the UW total transfer student retention rate and minority transfer student retention rates decreased from last year.
- ✓ Minority six year graduation rates for new freshman students (full and part-time) decreased from 47% to 37% for the class entering Fall 2006. UW total new freshman graduation rates increased slightly from 53% to 54%.
- ✓ Minority six year graduation rates for new transfer students (full and part-time) increased from 45% to 51%. UW total new transfer graduation rates increased from 56% to 58% for the class entering fall 2006.
- ✓ Presented to students from the AVID program at Cherry Creek High School in Denver, Women's Leadership Conference and at the DOS winter retreat.

Student learning, development, and engagement:

- ✓ MA hosted a lunch during Summit 2012 which had 13 new and continuing UW enrollees in attendance.
- ✓ MA staff directly advised 2 student organizations (MEChA and MAWE).
- ✓ The MRC had 3720 self-reported users during the 2012-2013 year. Computer login stats obtained from the UW LabStats system for the same time period showed 8699 logins on MRC computers, indicating a minimum usage of the center that is above the self-reported values.

MRC User Computer Log-in Data

	Total # logins	Total # unique logins
10-11	10988	7006
11-12	9688	6832
12-13	12381	8699

- ✓ MA staff disseminated information related to educational opportunities on campus, scholarships and provided tutoring upon student and department request.
- ✓ MA hosted 7 Discover Excellence Sessions (DES) and 7 Continuing Excellence Sessions (CES). The DES sessions had a total of 87 attendees and the CES sessions had a total of 106 attendees. These workshops consisted of topics ranging from reading and note taking, goal setting/time management, how to give back, campus involvement, financial management, to graduate school preparation and student rights.
- ✓ MA hosted a meet and greet with Vy Higginsen (MLK Days of Dialogue keynote speaker) with 23 students attending.
- ✓ MA hosted a visit with writer Brian Leung MRC, with 16 students in attendance.
- ✓ The MRC hosted weekly study sessions during the fall and spring semesters, for a total of 20 sessions.
- ✓ The MRC hosted six town hall meetings. These meetings were attended by a total of 110 students. Topics discussed ranged from how UW climate for diversity has changed since 1979 to how to create an inclusive campus environment.
- ✓ MA hosted four Speaker Series luncheons during the fall and spring semesters. These luncheons garnered approximately 100 students in attendance. Topics covered included “Communicating Effectively Across Differences”, “Do Science, Math, and Social Justice Mix Together?”, “The Ringing Truth: Development and Cell Phones as Neo-Colonial Agents in Africa”, and “Social Justice, Advocacy and Allies”.
- ✓ MA staff provided individual tutoring services to 7 students during the fall 2012 semester and 16 students during the spring 2013 semester. 18 of the 23 tutor assignments supported STEM courses.
- ✓ MA collaborated with SLCE to oversee the Multicultural Student Leadership Initiative (MSLI). MSLI graduated 14 mentees (new UW students) who received mentoring from peer and faculty/staff mentors, participated in leadership training workshops, and designed and completed a leadership project. An additional 14 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 250 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. Ten graduates took part in the celebration in fall 2012 and eighty students took part in spring 2013. Ten scholarship recipients were honored at the fall 2012 ceremony.

- ✓ MA/MRC staff collaborated with the Non-Traditional Student Center, Rainbow Resource Center, and Women's Center to host two Open House events and the fourth consecutive year of SafeTreat activities.
- ✓ MA staff provided diversity information sessions for Resident Assistants, Upward Bound, Summit Leaders Orientation, Center for Advising and Career Services classes, and Multicultural Student Leadership Initiative.
- ✓ Provided financial, physical and advisory support for ethnic Recognized Student Organizations to carry out 23 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, Financial Wellness, Multicultural Graduation Planning, Coalition for the Prevention of Sexual and Relationship Violence (formerly STOP Violence), UCC Mental Health Counselor Search, Tobin/Spitaleri selection committee, ASUW Project Coordinator search committee, Veteran's Center student employee search committee, Student Wellness Coordinator search committee, UW Web Marketing Team, International Students scholarship selection, Advising Conversations, Co-chair of Enrollment Management Student Diversity Team, Enrollment Management Student Success and Transitions team, and Social Justice Research Center advisory board.
- ✓ Multicultural Affairs continued 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 2013 semester, 81.8% of the respondents to the Multicultural Affairs evaluation survey felt they were contributing to an improved environment for diversity on campus compared to 72.9% last spring and 85% of respondents felt Multicultural Affairs has helped to improve campus climate and environment for diversity compared to 81% spring 2012.
- ✓ The MRC hosted weekly "Muffins for Motivation" programming, for a total of 29 sessions between the fall and spring semesters. This weekly event was designed to encourage students to use the MRC for studying and to promote community-building within the center. During the spring semester, MA partnered with Student Success Services (SSS) during three of these sessions for special programming. During these sessions SSS staff showed a brief video that focused on academic motivation and lead a discussion with students in attendance.

Excellence:

- ✓ One MA staff member earned recognition from the College of Arts & Sciences Student Council, one MA staff member was awarded the Tip of the Cap award from Mortar Board, one MA staff member was awarded the Jason Thompson Commitment to Diversity award, two staff members were nominated for the James C. Hurst "Each Student a Person" award.
- ✓ Examples of student excellence include: MSLI mentee's, Sarah Myers, Raleah Cisneros and Fahriddin Basitov were awarded ASUW James C. Hurst Scholarships for Excellence in Leadership and Academics, the nomination of Dara Anderson for the Spitaleri Award for Outstanding Graduating female; Jaryd Unangst and Alex Brink were finalists for the Tobin Award for Outstanding Graduating male, Jaryd Unangst was honored with the Willena Stanford Commitment to Diversity Award; Kimberly Sanchez was accepted into the McNair Scholars Program.
- ✓ Multicultural Affairs scholarship recipients averaged a 3.140 cumulative GPA after the spring 2013 semester and have averaged above a 3.0 cumulative GPA since the fall 2009 semester.

End of Term Cumulative GPA's for Domestic Ethnic Minority Students				
Term	All MA Scholarship Recipients	All EM Students	All MA Freshman Scholarship Recipients	All EM Freshman Students
Fall 2009	2.820	2.634	2.704	2.127
Spring 2010	2.950	2.683	2.972	N/A
Fall 2010	3.238	2.548	3.393	2.084
Spring 2011	3.216	2.640	3.304	N/A
Fall 2011	3.029	2.530	2.788	2.338
Spring 2012	3.004	2.696	2.826	N/A
Fall 2012	2.891	2.471	2.238	2.157
Spring 2013	3.140	2.503	2.808	N/A
Average	3.036	2.588	2.879	2.183

- ✓ All on campus undergraduate minority student GPA's averaged 2.471 after the fall and 2.503 after the spring 2013 semester. Cumulative GPA's increased slightly from 2.581 in the fall to 2.661 in the spring for all enrolled domestic undergraduate minority students.
- ✓ At the end of the fall 2012 semester, 92 students were on the Dean's List, 29 were on the Freshman Dean's List, 41 were on the President's list, and 21 were on the Vice Presidents List (22% of the domestic minority student population) At the end of spring 2013 semester, 105 minority students were on the Dean's List, 27 were on the Freshman Dean's List, 46 on the President's List, and 20 domestic minority students were on the Vice President's List (25.15% of the domestic minority student population).
- ✓ From January-December 2012, MA staff (3) attended a total of 52 hours of approved professional development sessions held on the UW campus and several other events through the course of the academic year. Staff members will continue to seek out both professional and personal growth opportunities as they present themselves.

Challenges:

- ✓ The anticipated increase in the number of UW students "Admitted with Support" during AY14 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 recently experienced over a 10% support budget reduction. As a consequence of the reduction, MA will need to take a critical look at programs and the level of support that they receive. The budget reduction will also challenge MA staff to find inexpensive or free PDU opportunities that pertain to their positions so that they may continue to develop as professionals.

Goals/Action Items to be addressed in FY14:

- ✓ With the increased number of students identified as needing support, MA looks forward to being an instrumental part of their academic and social successes. MA will work to collaborate with the Synergy Program and others to ideally redefine support for all UW students and continue to assist in our efforts to increase UW retention rates.
- ✓ Student response to electronic surveys in the fall and spring semester remains modest relative to the number of students MA serves. MA will explore using additional assessment tools to increase feedback from students who use MA services.

- ✓ In an effort to better reflect MA's current operational structure, MA will reevaluate its Student Learning Outcomes, Goals, Strategies, and Assessment model.
- ✓ UW continues to see low enrollment, retention, and graduation of undergraduate American Indian students. MA was successful in having the opportunity to hire a graduate assistant to help in our retention efforts with this critical student population. MA will work to increase AI students' opportunities for success by providing more direct contact and follow-up through the graduate assistantship position.

Conclusion:

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.

Multicultural Affairs Annual Report Data Attachments: 2012-2013

Fall to Fall Retention Data for New Freshmen

	Fall 2008 Entering FR		Fall 2009 Entering FR		Fall 2010 Entering FR		Fall 2011 Entering FR	
	# entered	% retained	# entered	% retained	# entered	% retained	# entered	% retained
Hispanic	58	70.7%	73	67.1%	83	61.4%	118	67.8%
American Indian	10	50.0%	10	60.0%	10	60.0%	7	71.4%
Asian	19	78.9%	13	69.2%	17	70.6%	18	88.9%
Black	16	56.3%	24	62.5%	21	71.4%	13	76.9%
Other Ethnic & Biracial & Multiethnic	61	72.1%	30	76.7%	27	59.3%	28	85.7%
Native Hawaiian/Pacific Islander			4	75.0%	5	60.0%	3	66.7%
Total Ethnic Minority	164	69.5%	124	66.0%	136	64.7%	187	71.7%
White	1422	73.0%	1337	73.8%	1217	74.6%	1274	76.5%
International			24	75.0%	39	82.0%	33	78.8%
Unknown							37	54.1%
UW Total	1693	71.9%	1556	73.1%	1458	73.5%	1531	75.6%
Includes First-Time, Full-Time Freshmen								

Fall to Fall Retention Data for New Transfer Students

Ethnicity	New Transfer Student Fall-to-Fall Retention Rate								
	Fall 2009 Entering Transfers			Fall 2010 Entering Transfers			Fall 2011 Entering Transfers		
	# Entered	# Retained	% Retained	# Entered	# Retained	% Retained	# Entered	# Retained	% Retained
American Indian or Alaska Native	17	13	76.5%	10	6	60.0%	11	8	72.7%
Asian	11	7	63.6%	18	14	77.8%	10	7	70.0%
Black or African American	19	10	52.6%	28	21	75.0%	17	9	52.9%
Hispanics of any race	45	26	57.8%	76	55	72.4%	61	43	70.5%
Native Hawaiian or Other Pacific Islander	2	1	50.0%	4	3	75.0%	2	2	100.0%
Two or more races	2	1	50.0%	16	11	68.8%	20	14	70.0%
Total Ethnic Minority	96	58	60.4%	152	110	72.4%	121	83	68.6%
Nonresident Alien	44	33	75.0%	38	27	71.1%	38	25	65.8%
Race and Ethnicity unknown	152	113	74.3%	66	46	69.7%	58	38	65.5%
White	803	575	71.6%	902	621	68.8%	912	620	68.0%
UW Total Transfers	1,095	779	71.1%	1,158	804	69.4%	1,129	766	67.8%

*All Transfers, including full- and part-time

Minority Enrollment at UW

Minority Enrollment on the UW-Laramie Campus											
Fall to Fall - Beginning of Semester											
Ethnic Group	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012
African American	94	90	99	90	111	91	90	100	112	107	113
American Indian	87	74	86	93	82	86	79	85	74	71	57
Asian/Pacific Islander	96	106	111	117	136	135	129	137	153	118	115
Hispanic	323	333	308	314	309	297	316	357	419	490	495
Native Hawaiian								14	20	22	22
Other Ethnic/Biracial	207	230	227	221	237	262	263	176	181	166	190
Unknown							642	136	700	618	644
Total Ethnic Minority	807	833	831	835	875	871	877	869	959	974	992
EM % of total student body	8.12%	8.32%	8.28%	8.51%	8.82%	8.79%	8.77%	8.41%	9.02%	7.64%	9.43%
International	342	357	380	410	N/A	444	535	633	736	738	774
INT % of total student body	3.44%	3.56%	3.79%	4.18%		4.48%	5.35%	6.13%	6.93%	6.98%	7.36%
Total student body	9,938	10,016	10,031	9,811	9,921	9,911	9,999	10,330	10,628	10,568	10,522

Minority Enrollment for UW-Wide Sites											
Fall to Fall - Beginning of Semester											
Ethnic Group	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012
African American	114	109	116	110	125	107	110	122	132	136	156
American Indian	118	119	120	133	122	139	125	126	106	108	90
Asian/Pacific Islander	109	119	131	137	147	147	142	149	170	144	144
Hispanic	382	398	388	394	374	356	394	453	538	614	628
Native Hawaiian								14	21	23	25
Other Ethnic/Biracial	229	259	256	262	267	302	318	202	215	200	224
Unknown							932	1056	1029	915	901
Total Ethnic Minority	952	1004	1011	1036	1035	1051	1089	1066	1182	1225	1267
EM % of total student body	8.00%	8.35%	8.26%	8.60%	8.69%	8.76%	9.00%	8.50%	9.10%	7.93%	9.66%
International	348	362	390	414	435	452	539	641	749	754	789
INT % of total student body	2.92%	3.01%	3.19%	3.43%	3.65%	3.77%	4.45%	5.11%	5.77%	5.83%	6.01%
Total student body	11,904	12,021	12,238	12,053	11,906	12,000	12,099	12,538	12,992	12,920	13,122

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

UW 6-year Graduation Rate for New Freshman Students:			
New Freshman Student Annual Six-Year Graduation Rate			
Fall 2006 Entering Freshmen			
Ethnic Group	# entered	# graduated	% graduated
Hispanic	46	21	46%
American Indian	9	2	22%
Asian	34	13	38%
Black	28	7	25%
Total Ethnic Minority	117	43	37%
White	1,291	710	55%
International	31	19	61%
Unknown	113	N/A	N/A
UW Total	1,552	838	54%

New Transfer Student Annual Six-Year Graduation Rate

Ethnicity	New Transfer Student Six-Year Graduation Rate								
	Fall 2004 Entering Transfers			Fall 2005 Entering Transfers			Fall 2006 Entering Transfers		
	# Entered	# Graduated	% Graduated	# Entered	# Graduated	% Graduated	# Entered	# Graduated	% Graduated
American Indian	10	3	30%	24	9	38%	20	10	50%
Asian	5	4	80%	7	5	71%	12	7	58%
Black	13	2	15%	12	3	25%	14	4	29%
Hispanic	32	9	28%	36	14	39%	43	27	63%
Other Ethnic & Biracial & Multiethnic	19	11	58%	27	17	63%	20	8	40%
Total Ethnic Minority	79	29	37%	106	48	45%	109	56	51%
International	54	23	43%	52	20	38%	26	21	81%
Unknown	32	18	56%	40	14	35%	58	35	60%
White	885	505	57%	862	510	59%	755	434	57%
UW Total Transfers	1050	575	55%	1060	592	56%	948	546	58%

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>
<p>New FR, TR, and GR Student caseload</p> <p><u>Orientation</u> Resource Fair Tips for Success Diversity and Excellence New Athlete Law School</p>	<p><u>Scholarships</u> UW Minority Hearst Scholars YAAP Memorial Multicultural Pride Graduate Assistantships</p> <p><u>Recruitment</u> MHED Law School Graduate School</p>	<p>Multicultural Resource Center</p> <p><u>Leadership</u> Women's Leadership and Conference Diversity and Greek Life MSLI LEAD@UW Work with RSOs ASUW – MA Open House</p>
	<p>Discover Excellence Series Continuing Excellence Series</p> <p>Tutoring</p> <p>Welcome Picnic</p> <p>Heritage Months</p> <p>Federal Careers</p>	<p><u>Training</u> RA/OL Class presentations and workshops</p> <p>Multicultural Graduation (fall and spring)</p> <p><u>Committees</u> Diversity Team AD/SAAC Advising Conversations MLK/DOD Shepard Symposium</p>
	<p><u>Advocacy and Collaborations</u> Office of Diversity SDIC Ethnic Studies Social Justice Research Center</p>	

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