

The Pathway to Success Strategic Plan
Goal 1: Initiative 8
**Developing a Comprehensive Retention Program for African American Students:
ISUccceed Program**

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Accomplishments since 2013-2014

This is the fourth full year of the ISUccceed Program. We successfully implemented all five components of the program:

- **Summer Orientation Sessions** – these sessions are how we recruit students for the program. Last summer, a little over 200 students signed up.
- **ISUccceed Prep – Fall Orientation**
- **ISUccceed Scholars Program – Academic Year Program**
- **ISUccceed Summer Science Research Internship** – collaboration with SURE, Institute for Community Sustainability and Center for Genomic Advocacy – 6 participants for 2014
- **UNIV 101 Course** – 93 students completed the course in Fall 2014.
- **Pilot ISUccceed Refocus UNIV 101** course Spring 2015. Course has nine (9) students.
- Average number of face to face mentoring visits: 3.5 per student

- Spring Commencement 2015, will include students from our first full year class, 2011.

Objectives Not Achieved

- The program is voluntary. There is no mechanism to strengthen student participation.
- We do not have males participating at the same rate as females
- Decreased student participation in the Spring. Have yet to develop a method to encourage students to continue in the Spring.

Benchmark Table and Benchmark Details

Total Funding Allocation
\$125,348.00

Expenditures as of March 26, 2015
\$82,709.23

Anticipated Remainder – June 30, 2015

\$19,000

This balance will be used to hire Undergraduate Academic Mentors and Graduate Hourly for Summer Orientation and for the ISUceed Summer Science Research Internship Program (housing and activities).

Accomplishments Since Inception of Strategic Plan

- ISUceed has helped to increase the retention rate of African American students by 12.5% since 2010.
- Development of a Summer Science Research Internship Program
- Inclusion of a UNIV 101 course
- Increased number of days for ISUceed Prep Fall Orientation to two and a half days.
- Project Success /ISUceed collaboration for Fall 2015
- Increased the number of students taking the ISUceed UNIV 101 course.
- Development of the Pinning Ceremony, a formal event to welcome students into the program. Method to include African American faculty and staff in the ISUceed Program

Recommendations

- To make the program mandatory for students with high school gpa's of 2.5 – 3.0.
- To work more closely with Admissions, University College and the academic advisors to support the students. Currently being developed with Project Success/ISUceed collaboration.
- To develop a mechanism to encourage students to stay in the program for two years.
- Book scholarships for students who stay in the program for two years.
- Have partnerships with community organizations such as Center for Leadership Development and African American and Latino feeder high schools .

Barriers to Full Implementation

- Student choice. Many students do not understand that they need transitional and academic support services in college.
- Providing support to upper level students who are on academic probation
- Financial resources to hire more graduate counselors
- Closer working relationship with Admissions, University College and academic advisors.

New Points of Emphasis

Yes, there are new points of emphasis for the ISUceed Program. We must examine how well the African American students are performing in the sciences and support them; develop programming for upper level students and; develop and put in place programming geared towards Latino students.

- Need to put an emphasis on STEM majors especially science/pre-medicine majors such as Biology and Chemistry prior to beginning classes in Fall. Currently, African American students are not doing well in these majors. We lose over 50% of the students after the freshman year. By the time the students are seniors, if they have persisted, they have changed their majors. After four years, we have very few African American students graduating in the sciences.

Currently working with Dr. Rusty Gonser on an initiative to support students in the sciences prior to beginning their freshman year.

- Programming for sophomores, juniors and seniors. The ISUccceed program is primarily geared towards first year students, helping them to make the academic and social transition to college. We do not have programming for upper level students. This is problematic because African American students have low retention rates at all levels and the four year and six year graduation rates are low. Having a focus on career readiness skills, encouraging students to do internships and participate in activities such as study abroad can energize students within their majors and help students develop skills that can assist them professionally.
- Develop and put in place programs and services for the growing Latino population. Although the ISUccceed program is geared towards African American and Latino students, because of the larger numbers of African American students and the low retention and graduation rates of these students, the program focused primarily on the needs of African American students and their parents. Additionally, ISUccceed is housed in the African American Cultural Center. However, with the growing numbers of Latino students, we need to focus on the different needs of Latino students and parents. This means identifying social, cultural, academic and language issues faced by low income, first generation Latino students and families from rural and urban environments that can negatively impact retention and graduation rates. The ISUccceed program is actively seeking Latino students to serve as mentors during summer orientation and throughout the academic year.

Missed Opportunities

Because of the limited professional staff, there are always missed opportunities for collaboration and growth. Currently, there are only two professional staff working with this initiative; the Director and the Assistant Director of the African American Cultural Center. Our time is split, not always evenly, between cultural center activities and the ISUccceed program. There are graduate assistants who are an important part of the ISUccceed program, however, we have to replace them every two years. We also rely upon a bevy of undergraduate students to support the program activities. Currently, we have ongoing collaborations with Admissions, Office of Student Success, University College, SURE, Institute for Community Sustainability, Center for Genomic Advocacy and, Residential Life. Our missed opportunities are with the colleges and other units such as the library and the academic support units such as the Math and Writing Center. Having stronger relationships with them can provide needed support for our students.

The ISUccceed program has been integrated into the operations of the African American Cultural Center however, with the above identified new emphasis, we will need further financial and manpower support.

Collaborations with Other Initiatives or Departments

Yes, there are opportunities for collaboration with other initiatives and departments. In addition to the units mentioned above there could be an excellent partnership with Initiatives 2, 5 and 7 from Goal One. Another major in which our students have great difficulty in Math. Partnering with the Math

Intervention initiative will allow us to help students strengthen their math skills and persist in majors that require math. Working with the Graduate College will allow us to support students who are interested in attending graduate school as well as direct students to graduate programs here at Indiana State University.