

Strategic Plan – Initiative Work Plan FY2014

Initiative Name: ISUceed

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Initiative # 11 Initiative Chair(s) Stephanie Jefferson, Valerie Craig

Thesis Statement: To Develop a Comprehensive Retention Program for the African American Cultural Center

1. Introduction/Background – What?

The purpose of Goal 1: Initiative 11 is to develop a comprehensive retention program within the African American Cultural Center (AACC) to assist both students and parents. The ISUceed Program was developed to accomplish this goal by retaining, developing and graduating African American students. The purpose of the ISUceed Program is to support the retention initiative of Indiana State University and to develop a program within the cultural center geared toward African American students with a focus toward helping to increase African American student's rate of retention, sense of academic capability, campus engagement and persistence toward graduation. ISUceed has five components: Summer Research Internship Program, Summer Orientation Parent and Student Session; ISUceed Prep Fall Orientation; ISUceed Scholars Program; and Academic Probation component.

2. Proposal/Purpose/Justification – Why?

1. Increase the retention and graduation rates of African American students.
2. Involve and assist the parents and/or guardians in the process of preparing their student for college.
3. Help students transition from high school to college and adjust to the academic and social rigors of college life.
4. Guide and support students as they learn to navigate the university and develop positive academic strategies.
5. Help students build leadership and professional skills
6. Assist students who are facing academic difficulties (academic probation)

3. Discussion of Past Years Results – Benchmark Successes?

(This section needs to be as long as is necessary to assess whether funding should be continued.)

This was the second full year of the ISUceed program. We successfully implemented all four components of the program. We are currently beginning the Summer Orientation Parent and Student Session. Additionally, the ISUceed program collaborated with Summer Unbounded Possibilities Undergraduate Research (SUPUR); the Center for Genomic Advocacy (CGA) and the Institute for Community Sustainability (ICS) to provide summer research internship opportunity for five (5) ISUceed and MAPS (Mentoring Assistance for Prospective Scholars) students. More discussion of the ISUceed Summer Research Internship program will follow in the Additions section.

At the end of the summer 270 new freshmen students were signed up for the ISUceed program. Of this number, 100 students attended the ISUceed Prep Fall Orientation during move-in weekend. All 270 students were assigned to a graduate retention counselor. We began the academic year with ten (10) graduate counselors, however, because of personal concerns, two (2) male graduate counselors left the program. We did not replace them, choosing instead to reassign the students to other graduate counselors. Additionally, we hired nine undergraduate academic mentors to assist the graduate counselors and to coordinate activities for the program. These activities included workshops on successful academic strategies and speed networking, weekly study tables and social activities.

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At the end of the year, we had a lower than expected participation rate. Of the students who signed up about 30% participated at some level (attended at least one meeting and corresponded with graduate counselor by e-mail, phone calls or text). We attributed this low participation rate to the fact that the program is voluntary and that students choose not to access support services for several reasons including not understanding how accessing support can help them academically.

Even though, participation was not what we expected, we were able to see that students who participated in the program did better, academically, than those who did not. The students who attended four (4) or more meetings and maintained contact with their graduate counselor achieved an average cumulative grade point average of **2.42** for the year. Those students who attended at least one (1) meeting but less than four (4) averaged a cumulative gpa of **2.24**. The students who did not participate achieved a **2.24** grade point average for the year, the same as the students who attended less than four times. These results shows that the ISUceed program is successful and that students receive some benefits that help them throughout the year.

Additions

As stated above, the ISUceed program collaborated with SUPUR, Center for Genomic Advocacy and ICS to provide summer research internships for five (5) students. The purpose of the summer research internship is to provide an opportunity for students who are interested in attending graduate school to learn about research with a faculty mentor and receive guidance on preparing for graduate school. The program begins on May 28, 2013 and end July 26, 2013. Throughout the program the students will work daily in the laboratories of CGA and ICS. Additionally, the students will be assigned readings to acclimate them to scientific articles; attend weekly meetings with ISUceed staff and attend field trips. During the weekly meetings with ISUceed staff, students will learn about applying for graduate and/or professional school and develop a roadmap to getting there. We will have an evaluation at the end of the program to determine the effectiveness and to assess what changes need to be made.

The ISUceed program strengths are: our focus on early contact with students (we make contact before classes begin); introducing and reminding them of resources; getting students engaged and involved with activities; and creating a place where students know help is available.

ISUceed program challenges are: having students commit to attending bi-weekly meetings; encouraging students to maintain and build upon successful study habits and not become lax and; getting students to use academic resources such as tutoring and academic study skills workshops.

4. Work Plan, Next Fiscal Year – Action Steps – Process – How?

The ISUceed program will continue with its four components: ISUceed Summer Orientation Session; ISUceed Prep Fall Orientation; ISUceed Prep Scholars Program and; ISUceed Academic Probation component.

There will be several changes to the ISUceed program for AY 2014.

- First, ISUceed will target African American and Latino students who have an entering high school grade point average of 2.4 – 2.7. We are making this change to reach more students who had not been involved in any program but who could benefit from support services.
- Second, we will pilot a University 101 course specifically for ISUceed students. This course will be a 15 week class that will meet twice per week. The goal of the course is to help students make the transition from high school to college. Students will be introduced to academic success strategies through readings, assignments and culturally relevant activities. The course will be taught by a team of Student Affairs professionals including Dr. Carmen Tillery and the ISUceed professional staff. Students

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who will take the ISUceed University 101 course will also be expected to attend meetings with graduate counselors or undergraduate academic mentors.

- Third, we want to have graduate counselors who can be more fully devoted to the program. Therefore, we want to provide assistantships for the graduate counselors. Having graduate counselors who can devote more time to the program will allow us to hire fewer of them and help to ease supervision. Additionally, we will hire undergraduate academic mentors to assist the graduate counselors.

5. Reporting and Deliverable Schedule – When?

August 15, 2013 - Training for ISUceed student staff (graduate counselors and undergrad academic mentors)
August 17, 2013 – ISUceed Prep Fall Orientation in HMSU
August 21, 2013 – First day of ISUceed Univ. 101 course
December 18th – Reporting of Fall semester grades
January 2, 2014 – Travel to Indianapolis for ISUceed Academic Probation meeting
May 7th – Reporting of Spring semester grades
Mid-May – Preparation for Summer Orientation & Training of ISUceed staff
End of May – ISUceed Summer Research Internship begin
June, 2014 – Summer Orientation

6. Budget – How Much, a General Discussion of Funds Use?

We are requesting a total of \$88,328 for AY 2014. This amount includes tuition and partial fee waiver and stipends for three graduate counselors; funding for ten (10) undergraduate academic mentors; money for the ISUceed Prep Fall Orientation and; travel to Indianapolis and Gary/Chicago area for the ISUceed Academic Probation component. Included in the request is funding for Summer Orientation 2014 and the Summer Research Internship as well as office supplies and postage.

7. Stakeholders and Management Plan – Who?

All aspects of the ISUceed program will be managed by professional staff in the C.E.B African American Cultural Center. We will work in collaboration with the Division of Student Affairs, University College and, the Office of Student Success. Additionally, for the Summer Research Internship program we will collaborate with CSRC, Genomic Advocacy and Institute for Community Sustainability.

8. Outcome Assessment & Future Testing

(How will we know that we were successful?)

Evaluations will be used for the Summer Orientation program. Evaluations will also be given to participants during the Fall semester to assess how well we are doing as well as to find out what changes need to be made. Weekly attendance will be taken and used as a measure of the program's effectiveness along student's gpa's. An evaluation will be given to the participants in the summer research internship to ascertain the effectiveness of the program.

9. Line Item Budget Discussion that tracks Budget Templates ...

(These sections also need to be as long as is necessary to articulate each of the budget line items.)