

Strategic Plan – Initiative Work Plan FY2015

Initiative Name: ISUccceed

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Initiative # 11 **Initiative Chair(s)** Stephanie Jefferson and 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 C.E.B African American Cultural Center (AACC) to assist both students and parents. The ISUccceed Program was developed to accomplish this goal by successfully retaining, developing and graduating African American students. The ISUccceed program supports the retention initiatives of Indiana State University by developing 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. ISUccceed has six (6) components: Summer Orientation Session; ISUccceed Prep-Fall Orientation; ISUccceed Scholars –Academic Year program; ISUccceed UNIV 101 course; ISUccceed Summer Science Research Internship (collaboration with SURE) and Refocus - 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 third full year of the ISUccceed program. We successfully implemented five components of the program, including the Summer Research Internship and the UNIV 101 course.

At the end of the summer 179 new freshmen students were signed up for the ISUccceed program. This number is lower than the previous year because we asked that only the student sign him/herself up for the program. This was done so that we could encourage student buy-in for participation. Of this number, 74 students attended the first day of the ISUccceed Prep Fall Orientation during move-in weekend and 89 attended the second day. We began the academic year with seven (7) Graduate Counselors and six (6) Undergraduate Academic Mentors. However, due to personal concerns, two graduate counselors left the program at the end of the Fall semester. We did not replace them. Additionally, two undergraduate academic mentors, also, left the program at the end of the Fall semester (one graduated and the other did not return to ISU) but we replaced only one.

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Over the year, approximately 101 students participated in the ISUceed program. We have defined participation in the program as having attended at least two face to face mentor meetings. The average number of meetings was 5.42 per student. We saw a drop in participation for the Spring semester. We attribute this to the fact that the ISUceed program is voluntary.

Similar to last year, we were able to see that students who participated in the program, attended at least 2 face to face meetings, earned an average cumulative GPA of 2.4 for the year.

The ISUceed Summer Research program, a collaboration with SURE, was held last summer with five (5) students from the ISUceed and MAPS program. The program was held for 10 weeks from May 28th until July 26th. The students worked with The Center for Genomic Advocacy and the Institute of Community Sustainability (ICS). In addition, the students also visited the Bayer Plant in Mishwaka, IN and the University of Illinois at Urbana-Champaign. The program was successful and will be repeated Summer 2014.

The pilot ISUceed UNIV 101 course was offered for Fall 2013. Thirty-five students were enrolled in the course, however, 31 students completed the course. The course was team taught by a team of Student Affairs professionals including Dr. Carmen Tillery, Nolan Davis and the ISUceed professional staff. Students were introduced to academic success strategies through readings, assignments and culturally relevant activities. The number of students for the course will be expanded for Fall 2014. Of the 31 students who were enrolled in the class, 29 finished. Approximately 99% passed with a grade of C or better.

The ISUceed program strengths are: our focus on early contact with students; 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: increasing the number of students in the program; encouraging students to commit to the ISUceed program (voluntary program); building up the Refocus program and incorporating more academic probation students.

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

The ISUceed program will continue with all six components: ISUceed Summer Orientation Sessions; ISUceed Prep Fall Orientation: ISUceed Prep Scholars Program; ISUceed UNIV 101 course; ISUceed Summer Science Research Internship Program and the ISUceed Academic Probation component.

There will be some changes to the ISUceed program for AY 2015.

- To reach out to more students and to minimize duplication of services to students ISUceed will target African American and Latino students who have an entering high school grade point average of 2.5 – 3.0. However, we may need to target all African American and Latino students who have at least a 2.5 and above as these students may not be involved in any program but who would likely benefit from the services ISUceed provides.
- In the past, the ISUceed program has enjoyed having graduate students as mentors. However because of the limited number of graduate students, our limited number of assistantships, and the change in the number of work hours, we are incorporating more upper level undergraduate students to be mentors for the program. This academic year we will have more UAMs.

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- The number of students in the UNIV 101 course will be increased to 150. The course will be in a large lecture format and all of the students will be paired with a graduate counselor (GC) or undergraduate academic mentor (UAM). All students who sign up for the ISUccceed program will be enrolled in the UNIV 101 course. The course will be team taught by the ISUccceed professional staff. The mentoring staff will attend the course and topics will be integrated in the bi-weekly mentoring meetings.
- The ISUccceed Prep Fall Orientation will be increased to two and a half days so that we can have more time with the students.
- The ISUccceed program and the Brotherhood of Successful Scholars (BOSS) will initiate a collaboration with the Minority Males Achieving Success LLC. A meeting was held with Residential Life this Spring to discuss a partnership to support the students in MMAS.

5. Reporting and Deliverable Schedule – When?

August 11, 2014 – Training for ISUccceed student staff (graduate and undergraduate)

August 14 – 16, 2014 – ISUccceed Prep Fall Orientation in HMSU

August 26, 2014 – First day of ISUccceed UNIV 101 course

December 17, 2014 – Reporting of Fall semester grades

January 13, 2015 – Begin ISUccceed for Spring semester

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

We are requesting a total of \$134,348 for AY 2015. This amount includes tuition and partial fee waivers and stipends for three graduate counselors; funding for eight undergraduate academic mentors; money for the ISUccceed Prep Fall Orientation; funding for Summer Orientation 2015 and the Summer Science Research Internship. Included in this request is also funding for food and activities related to program function.

7. Stakeholders and Management Plan – Who?

All aspects of the ISUccceed 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, the Office of Student Success, Center for Community Engagement, Residential Life and the colleges and academic departments. Additionally, for the Summer Science Research Internship we will collaborate with CSRC, Genomic Advocacy and the 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 be given to participants at the end of each semester to assess how well we are doing as well as to determine what changes need to be made. Weekly attendance will be taken and used as a measure of the program's effectiveness along with student's gpa's. An evaluation will be given to the participants in the summer science research internship to ascertain the effectiveness of the program.

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- 1.) The percentage of first time freshmen who have at least a 2.5 in the Fall semester
- 2.) The percentage of first time freshmen who maintain and/or increase their Spring semester GPA from the Fall semester.
- 3.) Increase in the number of ISUcced students who return for Fall 2015
- 4.) Increase in the number of ISUcced students who are active and involved in student activities. We will use 991#'s to check on activity engagement.

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.)

\$16,848 – Tuition waivers for three (3) ISUcced graduate counselors for AY 2015 at \$5,616 each. Graduate counselors work for 20 hours per week.

\$24,450 – Graduate stipends for three (3) ISUcced graduate counselors for AY 2015 at \$8,150 each.

\$8,150 – Graduate stipend for one (1) BOSS graduate counselor for AY 2015. We have a tuition waiver however, we have to provide a stipend for the graduate student who is the coordinator for BOSS.

\$42,240 – Payment for eight (8) UAM @ \$8.25 per hr. @ 20 hours per week for 32 weeks (16 weeks per semester). UAM and GC will also attend the ISUcced UNIV 101 course every week.

\$5,940 – Payment for six (6) UAM at \$8.25 per hr. at 20 hours per week for 4 weeks. Work for ISUcced during NSO.

\$720.00 – Meal credits for six (6) UAM's @ \$30.00 per week for 4 weeks.

\$6,000 – Food and activities for the ISUcced program for AY 2015. We sponsor a pizza and pop social on the first night of the ISUcced Prep Fall Orientation. We provide a continental breakfast and lunch for the students attending the Fall Orientation. We also provide food for the staff trainings prior to the Fall Orientation. This year we anticipate having a larger group of students for the sessions.

\$3,000 – Printing, postage and office supplies (paper, ink, folders, labels) for the ISUcced program for AY 2015

\$2,000 – Bus transportation for ISUcced outing (theater in Chicago or St. Louis). This outing will be part of the ISUcced UNIV 101 course.

\$21,000 – Summer Science Research Internship stipends for six (6) ISUcced /SURE participants at \$3,500 each.

\$4,000 – Housing and educational trips for Summer Science Research Internship.