

# Strategic Plan – Initiative Work Plan FY2016

Initiative Name: ISUccceed

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

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## **1. Introduction/Background – What?**

The purpose of Goal 1: Initiative 8 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 Sessions; 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.

This year (AY 2016) ISUccceed will seek to increase the number of Latino students in the program through focused and purposeful activities with the Latino Student Council.

## **2. Proposal/Purpose/Justification – Why?**

1. Increase the retention and graduation rates of African American and Latino 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 fourth full year of the ISUccceed program. We successfully implemented all six of the components of the program, including sponsoring the Summer Research Internship and the UNIV 101 course for the second year.

We began the year with hosting the ISUccceed Summer Orientation sessions for new students and their parents. Approximately, 600-700 people attended the sessions over the NSO period. The

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sessions are highly rated by parents and students for the information that the Undergraduate Academic Mentors and the professional staff provide. Approximately 290 students signed up for the program however, over the summer we lose students due them opting to go to another school or lack of interest in the program. Since the ISUceed program is voluntary, we encourage parents not to sign their student up. It is preferable to have student buy-in. This will make it more likely that a student will participate. This past year, we added an extra day to the ISUceed Prep Fall Orientation. The program was two and a half days of workshops, group discussions and fun activities geared to help the students get ready for the beginning of the semester. The program paid for students extra day in the residence halls. Additionally, we held a Pinning Ceremony the day before classes. This ceremony welcomed the ISUceed participants to the ISU “Community of Scholars”. Eighteen members of the Black faculty and staff were present to welcome and pin the students. A hundred students were present to participate in this program. A reception was held for the students, faculty and staff following the ceremony.

This year, approximately 109 students participated in the ISUceed program. We have defined participation in the program as a student having attended as least two face to face mentor meetings. As of April 2015, the total number of mentor meetings was 656. The average number of meetings was 6.1 per student for the year. Of the students who participated, 87% returned for the Spring semester. Once again, we experienced a drop in the Spring ISUceed participation. We have noticed, anecdotally, that participation declines in the Spring as students who performed well and became active in campus life, stopped attending their mentoring meetings. While the fact that students feel more comfortable and have gotten engaged in campus activities is a good outcome, it presents a challenge as we try to figure out how to keep the students involved in the program.

Several social activities were held to bring ISUceed students together. Students attended a home football game, a basketball game and a bowling party was held at Imperial Lanes. Additionally, the ISUceed students attended Jullien Gordon’s talk in September and the SuccessX conference sponsored by University College and the Office of Student Success and attended the concert by Black Violin. Other activities attended by ISUceed students were the African American Student Leadership Conference , the play “The Color Purple” , Kwanzaa Celebration and the University Speaker Series lectures by Starr Parker and Sugar Ray Leonard.

This was the second year for the ISUceed UNIV 101 course. We tried a new structure for the UNIV 101 course by having a large lecture for 3 hours, one evening per week. 104 students were enrolled in the course and by the end of the Fall semester, 93 students remained in the course. This structure was difficult to handle for a couple of reasons. The first is that many freshmen are not used to being in a class for three hours and keeping their attention was a big challenge. A second reason is that the evening hours interfered with student’s work and/or organizational meeting times. Because of the nature of the 101 class, many freshmen students do not view it as a “real” class despite the fact that they are given grades and receive 3 hours credit. Many times we had to talk with students about skipping the class in favor of going to a student organization meeting or performance practice. Despite the challenges, over 90% of the students passed the course with a C or better. We will not have a large lecture or a three hour evening time (6-9pm) for future ISUceed UNIV 101 courses.

This was also the second year for the ISUceed Summer Science Research Internship program. This is a collaboration with SURE, the Institute for Community Sustainability and the Center for Genomic Advocacy. During the Summer of 2014, six (6) students participated in the program. Three students

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worked with Dr. Rusty Gonser and three with Dr. Jim Speer and Caroline Savage. Students worked on research projects, attended weekly meetings and visited the laboratory of Dr. Daniel Llano at the Beckman Center on the campus of the University of Illinois at Urbana-Champaign. Additionally, the students met and talked with Dean Jesse Thompson of the College of Agriculture, Daniel Wong of the Graduate College and with minority students who were preparing to begin graduate school at Illinois. This was the second time that the program visited the University of Illinois. This visit is always a highly rated part of the program as students have an opportunity to meet minority faculty and administration in STEM and to talk with students like themselves who can share with them experiences and strategies that they can identify with and use.

This year, we had a second UNIV 101-Refocus course during the Spring semester. This course was for ISUcced students who had been placed on academic probation and was a pilot program with Univeristy College. Nine students were registered for the course. The semester was spent helping the students to create new study habits and strategies to get off academic probation. Personal conversations, activities and grade reports were used in this course to assist the students. All of the students passed with a grade of C or better. Of the nine students, five successfully got off academic probation while the other four remained. No student was academically dismissed.

Finally, students from the first full year cohort that began in Fall 2011, graduated this Spring. Approximately 21 students were on the Spring graduation roster. We will find out the number of students who graduated on time when the final graduation numbers are posted in the Fall.

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

The ISUcced program will continue with all six components: ISUcced Summer Orientation Sessions; ISUcced Prep Fall Orientation; ISUcced Prep Scholars Program; ISUcced UNIV 101 course; ISUcced Summer Science Research Internship Program and Refocus – the academic probation component. Additionally, we will have a Project Success/ISUcced collaboration pilot program with 30 students.

### **5. Reporting and Deliverable Schedule – When?**

August 3, 2015 – Training for ISUcced graduate assistants.

August 6, 2015 – Training begins for ISUcced undergraduate academic mentors.

August 9, 2015 – Project Success/ISUcced move-in. Start of week long program.

August 13-15, 2015 – ISUcced Prep Fall Orientation begins (2.5 days)

August 19, 2015 – First day of ISUcced UNIV 101 course and mentoring begins

December 16, 2015 Reporting of Fall semester grades

January 11, 2016 – Begin ISUcced for Spring semester

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

We are requesting a total of \$202,630 for AY 2016. This amount includes tuition and partial fee waivers and stipends for three graduate counselors; funding for eight undergraduate academic mentors; money for the ISUcced Prep Fall Orientation; funding for New Student Orientation 2016 and the Summer Science Research Internship (including housing). Included in this request is also funding for food and activities related to program function.

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## **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, the 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.

- 1.) The percentage of first time ISUccceed freshmen who have at least a 2.5 in the Fall semester
- 2.) The percentage of ISUccceed freshmen who maintain and/or increase their Spring semester GPA from the Fall semester.
- 3.) Increase in the number of ISUccceed students who return for Spring 2015
- 4.) Increase in the number of ISUccceed students who return for Fall 2015
- 5.) The number of ISUccceed 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.)

\$22,632	Tuition waivers and stipends for two (2) ISUccceed graduate counselors for AY 2016 who are classified as residential.
\$29,238	Tuition waivers and stipends for two (2) ISUccceed graduate counselors for AY 2016 who are classified as non-residential.
\$63,360	Wages for eight (8) UAM @ \$12.00 @ 20hrs per week for 33 weeks including training. UAM and GC will also attend the ISUccceed UNIV 101 course every week. <u>*This is an increase from last year. as we want this position to be their primary and only job during the academic year.</u> This was done so that we can have a primary focus on the students and have regular weekly meeting with everyone in attendance.
\$9,600	Wages for five (5) UAM @ \$12.00 @ 10hrs per week for 8 weeks during NSO 2016
\$1,200	Meal credits for five (5) UAMs @ \$30.00 x 8 weeks during NSO 2016
\$21,000	Summer Science Research Internship scholarships for six (6) ISUccceed/SURE participants @ \$3,500 each.
\$10,000	Housing for Summer Science Research Interns and UAM working NSO2016

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\$3,000	Early move-in for ISUcced participants – Thursday, Aug. 14, 2015
\$3,800	Food for ISUcced Prep Fall Orientation and Pinning Ceremony Reception (Pizza/Pop reception & breakfast snack/lunch (Aug. 13, 14, 15 & 18). The Pinning Ceremony will be on Tuesday, Aug. 18 <sup>th</sup> . Of this amount, \$300 will be used to purchase pins.
\$3,300	Social activities for ISUcced students and Study week @ AACC
\$13,000	Food and venue for Academic Achievement Awards and Luncheon on Family Weekend (\$8,000) and Black Congratulatory Ceremonies Fall 2015 & Spring 2016 (\$5,000)
\$1,000	Trike and Tandem teams. These events will be used as campus engagement activities for ISUcced students.
\$1,000	Social activities for BOSS and Latino Student Council. Funding to assist these organization with their events. The ISUcced program is targeting minority males and Latino students in an efforts to build participation among these groups.
\$5,000	Chicago Service Trip – service project in high schools and cultural excursions in Chicago. Trip to be taken this Fall or Spring 2016.
\$1,500	Summer Science Research trip to UIUC to participate in Summer Research Symposium and IU Medical Campus visit.
\$3,000	Funding to assist BOSS members to attend the National Student African American Brotherhood Conference in Michigan.
\$2,000	Indianapolis Service Trip – service project in high schools and cultural excursions in Indianapolis. Trip to be taken this Fall or Spring 2016.
\$7,000	Marketing – to purchase brochures, paper, copy machine rental, shirts for mentors, Summer Science Research participants and T-shirts for ISUcced students and give-aways (flashlight keychain, USB flash drives). The T-shirts and give-aways will be used as inducements for students for participating in the program.
\$2,000	Snacks for study tables. The ISUcced program will have regular, weekly study tables for students in different majors. Snacks will include popcorn, candy, chips, cookies, granola bars.