

**Office of Multicultural Student Affairs | Student Affairs Division**  
**Annual Report**  
Texas State University-San Marcos  
2010-2011

**Major Accomplishments/Retention Initiatives**

1. Support Programs & Services

- **18<sup>th</sup> Annual African American Leadership Conference** with keynote speaker Dr. Fred Bonner, Professor of Higher Education Administration and Associate Dean of Faculty at Texas A&M University-College Station
- **6<sup>th</sup> Annual All Male Conference** provided workshops on political, financial and social/personal development
- **Allies of Texas State Fall Biannual Meeting** featured Aaron Tax, Legal Director for Servicemembers' Legal Defense Network, and panel of veteran/LGBTQ students addressed political struggles that occurred as result of Don't Ask, Don't Tell
- **Allies of Texas State Spring Biannual Meeting** featured art context and bystander training which address violence committed against LGBTQ community
- **Veteran Friendly Office Program** provided VFO designation to over 10 campus departments and programs
- **Black History Month** celebration provided a Coffee-House on Social Justice Poetry Slam
- **Bobcat Alternative Spring Break** cultural and service trip to New Mexico (Zuni Reservation) and Arizona
- **Cesar Chavez Celebration Week** provided Worker Appreciation Breakfast for maintenance/grounds staff, and evening keynote speaker John Valdez, Producer of *The Longoria Affair*
- **Diwali: Festival of Lights** was attended by 550 students, faculty, staff and community members
- **Interruptions** increased anti-racism awareness by doubling the number of presentations from last year to this year
- **28<sup>th</sup> Annual Gospel Expression Association's** Gospel Fest featured Twinkie Clark of The Clark Sisters
- Celebrated the 2<sup>nd</sup> Annual Latino Empowerment Conference
- **Mama's Kitchen** (3) distributed 1,311 meals to Texas State students
- Celebrated the 25<sup>th</sup> Annual **Martin Luther King Jr.** Commemoration and Celebration
- Native American Students' Association hosted **6<sup>th</sup> Annual Native American History Month**
- Celebrated **5<sup>th</sup> Annual Native American Cultural Awareness Film Festival**
- Celebrated 8<sup>th</sup> Annual **Taste of Africa**
- **USAC** programming served 7,705 participants in 42 MSA leadership and diversity programs
- Increased the number of USAC organizations from 26 in 2010 to 40 in 2011

2. Retention & Degree Completion

- **Rural Talent Search (RTS) program was refunded for grant cycle 2012-2016 and received perfect grant score**
- **Educational Talent Search (ETS) was refunded for grant cycle 2012-2016 and received an near perfect score**
- **Lavender Graduation Celebration and Awards** recognized 25 student graduates
- **Multicultural Graduation Celebration** recognized 138 student graduates
- **LBJ Achievement Scholarship** assisted 64 students
- **Top Scholars Program**-70% of LBJ Scholarship recipients retained scholarship
- **ETS-165 seniors completed applications and were accepted** into institutions of post secondary education
- **ETS awarded 4 scholarships** totaling \$1,000 (1- \$400 and 3- \$200) to graduating seniors as a result of monetary donations from the staff during the University Fund Drive

- ETS-Crockett High School, an ETS target high school was ranked **#1 in Central Texas** for Apply Texas University Submissions; over 94% of Crockett High School Seniors submitted their Apply Texas College Application in December 2010
  - **25 ETS senior participants** received scholarships for a combined total of over \$600,000
  - **97% of ETS** participants were promoted to the next grade level in middle or high school
  - **98% of ETS** senior participants successfully graduated from high school
  - **85% of ETS** senior participants enrolled in post secondary education in the fall semester
  - Upward Bound (UB)-**8 out of 14 seniors were accepted to Texas State** University-San Marcos
  - UB-6 out of 14 seniors participated in the Summer Bridge Program
  - **UB-9<sup>th</sup>-11<sup>th</sup> grade Upward Bound** participants yielded a retention rate of 95.6%
  - **UB-85% of 9<sup>th</sup>, 10<sup>th</sup>, and 11<sup>th</sup> grade participants** served during each school year will continue to participate in the project in 2012
  - SSS-fall 2010, **33 SSS members made the Dean's List**, 13 of these students earned a 4.0 GPA; spring 2011, **16 SSS members made the Dean's List**, 5 of the students earned a 4.0 GPA
  - SSS-served **207 students** in 2009-2010, exceeding its goal of serving 200 students for the program year
  - More than 600 Texas State students attended SSS workshops
  - **SSS provided 1200+ hours of tutoring** to its members during 2010-2011
  - **88% of SSS participants** were in good academic standing (2009-2010)
  - **95% of all active participants served by the SSS** project persisted from the 2009-2010 to the 2010-2011 academic year or graduated
  - **RTS served over 600 students in San Marcos and Seguin, TX** providing over 6,000 service contacts to students attending Goodnight Middle School, San Marcos High School, and Seguin High School during the 2010-2011 academic year
  - **98% of RTS** non-senior participants were promoted to next grade level
  - **100% of RTS** seniors graduated from high school
  - **82% of RTS** seniors enrolled in post secondary education fall 2009
3. Life Long Success
- 18<sup>th</sup> Annual African American Leadership Conference **matched 50 incoming freshmen with mentors**
  - 6<sup>th</sup> Annual **All Male Conference** provided workshops on political, financial, and social/personal development
  - **Allies of Texas State conducted 12 Trainings for 297 participants**
  - **Black and Latino Initiative** provided a workshop on development of professional and interviewing skills
  - MSA, TRIO and Hip Hop Congress sponsored **7<sup>th</sup> Annual Hip Hop TRIO Student X-Change**
  - MSA and Hip Hop Congress provided **2 Congress Kidz presentations** to 500 elementary students in San Marcos and Austin, Texas
  - **Interfaith Student Advisory Council** hosted *Coexist*, a panel discussion about various faiths and beliefs
  - **PAWS Preview Diversity Presentation** for freshmen students was ranked second highest of all Paws Preview sessions
  - SSS-successfully implemented a service-learning component. 15 students **partnered with Southside Community Center and the Kids Against Drugs Program**
  - SSS-sponsored the presentation of **“The Seven Habits of Highly Effective College Students” for the sixth year**
  - ETS-established **partnership with Randolph Brooks Credit Union** to provide financial literacy workshops and education for program participants and parents for 2011-2016

- **ETS-established new partnership with AISD program** Homeless Education and Learning Program, “Project Help” to collaborate and serve the needs of program participants that are in temporary living situations

### **Progress of 2004-2010 Administrative Support Plan**

1. Progress of MSA Objectives
  - MSA provided quality programming for first-generation and underrepresented students
  - MSA supported an increase number of first-generation and underrepresented students
  - MSA provided opportunities for life-skills building of first-generation and underrepresented students
  - MSA sponsored high quality diversity programs for the university and surrounding communities
2. Progress on Department Strategies
  - Hired Graduate Research Assistant for LGBTQ programs and services
  - Utilized MSA retreat to re-evaluate programming in order to increase quality and efficiency
  - Restructured and reformatted leadership programming to model a Cultural Conference reflective of the National Conference on Race and Ethnicity (NCORE)
  - Coordinated efforts to produce Hip Hop Congress Mixtape Volume III
  - Produced and hosted 7<sup>th</sup> Annual Hip Hop Trio Student Exchange
  - Received funding for Educational Talent Search and Rural Talent Search programs for 2012-2016
  - Distributed 64 LBJ Scholarships
  - Continued to implement Welcome Back Mama’s Kitchen
  - Submitted and received approval for establishing a position for a Student Development Specialist II to assist with departmental programming i.e. LGBTQ and student veterans
  - Reiterated the importance of Support Groups (Latinas Unidas, Hombres Unidos, Black Men United, Black Women United) by reallocating additional funding
  - All Male Conference included Group Oriented and Achievement Learning (GOAL Program) and Ties of Solidarity Program
  - Restructured the Cultural Representatives leadership roles in order to form a USAC Executive Board
  - Increased the number of USAC organizations from 26 in 2010 to 40 in 2011
  - Interruptions increased anti-racism presentations by slightly more than 50%
  - Student Development Coordinator continued to provide co-leadership to Allies of Texas State Program Team to sponsor and implement existing LGBTQ programming
  - Continued to support of **Interfaith Student Advisory Council** through USAC programming by hosting *Coexist*, a panel discussion about various faith and beliefs
  - Hip Hop Congress continued to coordinate and host TRIO exchange
  - Revamped and streamlined facilitators application and training process; training curriculum was condensed to be reflective of students needs
  - Updated the Allies training Power Point presentation and training videos
  - Scheduled bi-annual MSA User Non-User Survey
  - Continued to implement outreach to underrepresented males
  - Support SSS implemented Bridge Program
  - Continued to support Interruptions programming and MSA Director served as Advisor

### **Assessments**

**Assessment:** PAWS Preview Diversity Presentation Questionnaire **Administered:** Fall 2010

**Findings:** In 2010, the results from the pre and post questionnaires demonstrated that 65% (2,343) of students completing the questionnaire passed with averages of 87% (pre-score) and 85% (post-score). The goal for the outcome was reached.

**Improvements:** The data conveys that participants retained presentation information by responding correctly to questions related to the specific learning outcomes. However, this year’s post-quiz pass-rate (85%) was a

decrease from the previous year's post-quiz pass-rate (96%). This indicates that the more complex diversity-related material which was incorporated into the 2010 presentation did provide participants with a more challenging presentation.

**Assessment:** USAC Post-Event Evaluation Forms (PEEFs)                      **Administered:** FY2011

**Findings:** In fall 2010 after implementing and incorporating a measurement of skill, to develop, plan or coordinate a cultural program, activity or event rather than program collaboration, of the 32 USAC organizations that attended leadership training, 11 (34%) completed a PEEF. 100% of those 11 organizations who completed a PEEF indicated that they successfully developed, planned and coordinated a cultural activity or event.

**Improvements:** Based on the results from fall 2010, MSA will continue to provide leadership training to USAC organizations in order to ensure USAC organizations obtain skills to develop, plan and coordinate cultural programs, activities or events.

**Assessment:** MSA Peer Educator Team (Interruptions)                      **Administered:** FY2011

**Findings:** In fall 2010 Interruptions presented a total of 7 programs on interrupting racism and race awareness. The data collected from 7 sessions conducted by Interruption Peer Educators during 2010-2011 will be used as a baseline for 2011-2012. In 2010-2011, 84% of presentation participants indicated "Excellent and Good" when asked if presenters clearly communicated information. 86% answered "Excellent and Good" when asked if the information was informative and 89% answered "Excellent and Good," when asked if information was presented in a logical format. The group met its outcome goals, exceeding it by 5 presentations. 80% of participants responded "Excellent and Good" when asked if the information provided participants with something new to think about regarding race and racism. 83% of participants responded "Excellent and Good" when asked if the information provided participants with things that they could do to become more race-aware.

**Improvements:** As a result of the information gained via the data collected, 1) a "Presenter Checklist" will be used, 2) the advisory board that oversees the peer educators will continue to assist in development of presentations, 3) peer educators will continue to train new peer educators, and 4) new research findings will be incorporated into the peer educator training modules to improve effectiveness.

### **Presentations presented by Department Staff**

1. Dr. Sherri Benn-Dr. Gregory Snodgrass & Dr. Katherine Selber: *Transition from Combat to Classroom: Helping Student Veterans Succeed at Texas State*, Professional Development; Hip Hop Congress - *Congress Kidz*, DeZavala Elementary School; PAWS Preview Diversity Presentation; Race Awareness: Communication Disorders, Senior Level Professional Class; Things Every Young Woman Should Know, Black Women United; Interruptions - Racism 101, University Seminar; Interruptions - Starting an Anti-Racism Peer Educator Group, TABPHE Conference; True Colors Personality Assessment, Texas State University; Hip Hop Congress Presentation, TABPHE Conference;
2. Dr. Stella Silva-Welcome for Upward Bound Annual Banquet; Welcome for Student Support Services Rites of Passage program
3. Jonnie Wilson-Women and Self-Esteem, Gary Job Corps
4. Jesse Silva-Allies of Texas State Training, Texas State University; TRiO Rite of Passage, Texas State University; 6<sup>th</sup> Annual All Male Conference, Texas State University; 7<sup>th</sup> Annual Hip Hop TRiO X-Change, Texas State University; Hip Hop Congress; *Congress Kidz*, Oak Springs Elementary School; Hays-Caldwell Women's Center, Panelist for Video Screening of *Hip Hop: Beyond Beats and Rhymes*; Multicultural Graduation Celebration, Texas State University; Black and Latino Initiative: How to Get Hired, Texas State University; SSS Participants on Romantic Relationships, Texas State University; Diversity Presentation and True Colors, TASSSP Conference

### **Special Recognitions for Department and/or Staff**

1. Jonnie Wilson-Outstanding Staff of Year (BSA); Michelle Aguilar-Service Award for 15 Years of Service; Jesse Silva-Certificate of Appreciation, The EmpowerMenToday Roundtable, Masters of Arts with Major in Applied Sociology, spring 2011

## **Major Objectives for 2011-2012**

1. Continue to initiate and support the formation of a bi-racial student organization through USAC
2. Incorporate an Undoing Racism workshop into newly established Multicultural Conference
3. Implement MSA Program/Event Logistics Check List to assure MSA sponsored and collaborated programs are in-line with MSA strategic plan (methods and outcomes)
4. Develop, plan and coordinate Multicultural Conference that will take place in 2012-2013
5. Prepare 100% FTE on Allies of Texas State Program LGBTQ programs and trainings
6. Merge goals and activities of Leadership Institute for Minority Males with Black Men United and Hombres Unidos (empowerment groups for underrepresented males)
7. Incorporate MSA social networking websites (Facebook & Twitter)
8. Reevaluate assessment tools to accurately measure quantitative and qualitative outcomes
9. Restructured and reformatted leadership programming to model a Cultural Conference reflective of the National Conference on Race and Ethnicity (NCORE)
10. Administer MSA User/Non-User Survey October 24, 2011
11. Restructure programming to focus on cultural conferences and programming
12. Implementation of a Mama's Kitchen as an outreach program to include two campus sites
13. Implement the use of the MSA Advisory Council
14. Update and enhance MSA website to reflect newsletter and a calendar

## **Major Trends/Obstacles for 2011-2012**

1. Dominant culture students are interested in exploring whiteness concepts, anti-racism and continue to seek inclusion in MSA program and services
2. Continued interest in LGBTQ student and community needs
3. Bi-racial student population growth
4. Due to decreases in financial aid packages an increased number of Trio students are starting out their educational careers at community colleges
5. Economic factors impacted TRIO funding resulting in a 3% budget cut for the next funding cycle
6. Students continue to be more socially conscious regarding the first amendment environment, sustainability, service, gender expression & sexual orientation, and social justice
7. Awareness of MSA's programs & services greatest through direct contact, with staff, student organizations and program attendance
8. Students are seeking services and programs for RRHEC
9. Students continue to contact MSA for individual assistance with services not directly provided by MSA (i.e. housing, disability services, counseling, parking services, academic advising and religious classes)
10. Greater interest in faith-based and gender-focused programming
11. TRIO programs continue to encounter difficulty with staff turn-over and operations
12. TAKS testing continues to be problematic for ETS when trying to access students during the school day
13. More financial aid packaging with loans versus grants is an issue for first-generation & low income students
14. MSA continues to receive a high volume of requests for collaboration/funding
15. Interest in highlighting HSI status - provide quality programs for larger Hispanic/Latino populations
16. Limited financial aid including student-work opportunity provided to underrepresented student population
17. Continued growth in number of undocumented students seeking assistance
18. Increased awareness of student veteran needs
19. Increased awareness and participation in Veteran Friendly Office Program
20. Increased interest in Allies Training
21. Increased requests from students to establish more campus wide safe offices through Allies Training program