

**OFFICE OF MULTICULTURAL STUDENT AFFAIRS
ANNUAL REPORT**

**Student Affairs Division
Texas State University
2008-2009**

Major Accomplishments/Retention Initiatives

1. Support Programs & Services

- Mamas Kitchen** events distributed 1536 meals
- Post Evaluation Forms reported 6835 participants in **leadership and diversity programs**
- Collaborated with 4 academic areas to bring nationally acclaimed anti-racism speaker **Tim Wise**.
- Restructured MLK programming** to include a week of community and university events.
- **UB** collaborated with **Social Work** and **College of Education** to place 10 interns with program.
- The Native American Students Association successfully hosted the **4th Annual Native American History Month Celebration and 3rd Annual Cultural Awareness Conference**.
NASA received 5K Scholarship from Four Winds Society.
- MSA, in collaboration with VPSA, Hip Hop Congress, and University Marketing, facilitated the production of *A Texas STATEment: Volume II* mixtape. The album is used to recruit underrepresented students and promote school pride and spirit.
- RTS assisted senior-level program participants secure over **1 million dollars in scholarships** for the third year in row.
- The UB Director advised **1st Generation Student Org**, restructured org website, held 6 social and service-learning events.
- UB Director helped organize **1st Generation panel discussion** for area High Schools.
- 25 SSS book vouchers were awarded** to offset textbooks expenses. Funding provided by Parent's Association.
- ETS hosted 2009 **Senior Ceremony** over 150 students and family members attended the event.

2. Retention & Degree Completion

- SSS provided over **1400** hours of tutoring to the students served.
- SSS success coaches conducted **595 success sessions** over the course of the year.
- ETS awarded two \$500 scholarships** to graduating seniors as a result of donations from ETS staff during University Fund Drive.
- Fall 2008 MSA sponsored **Multicultural Graduation Celebration**.
- RTS staff developed the **Senior Handbook**, an all-in-one resource guide of college admission and financial aid information.
- RTS Collaborated with Sigma Lambda Gamma to offer the **SLG Scholarship** to increase college awareness and retention of underrepresented HS students.
- UB Director secured P-16 funding** (\$10,000) from Office of the Provost to conduct pre-college 1st generation dialogue series.
- The UB offered **8 parent night opportunities** for families to learn about the college and financial aid process.
- ETS partnered with Project Advance** to assist 84% of the senior level participants in completing applications for admission to post secondary education.

3. Life Long Success

- MSA sponsored the **4th All Male Conference (AMC) for underrepresented males**
- MSA, Hip Hop Congress & TRiO Programs sponsored the **5th Annual Hip-Hop TRiO Student X-Change**
- Congress Kidz W.O.R.D. U.P. and C.R.E.A.M.** programs were presented to over 450 elementary and intermediate students by Hip Hop Congress

- The **Diversity presentation** for freshmen participating in the **PAWS Preview Program** tied 1st place as the highest rated presentation at PAWS Preview fall 2008.
- MSA sponsored the **G-Force Mentoring Program** at San Marcos High School. A total of 10 collegiate mentors served 93 high school students. The program was refunded for 2nd year.
- MSA sponsored the **16th Annual African American Leadership Conference, 26th Annual Gospel Expressions Association Gospel Fest, and the 20th Annual MLK celebration.**
- SSS launched **Mentoring Program** with 25 members participating in the program.
- A total of **653 students attended SSS-sponsored workshops.**

Progress on 2004-2012 Administrative Support Plan

Progress of MSA objectives

- MSA sponsored higher quality programming in an effort to retain 1st generation and underrepresented students.
- MSA provided 1st generation and underrepresented students with services that supported and promoted degree completion.
- MSA provided 1st generation and underrepresented students opportunities to gain skills for achieving lifelong success.
- MSA sponsored diversity programs for the university and surrounding communities

Progress of Department Strategies

- MSA will expand the Leadership Institute for Minority Males in response to stake-holder meeting. Expansion will include college-prep and mentoring to high school students in FY10.
- MSA expanded the number of days, workshops, speakers, and resources for the All Male Conference.
- MSA did not use MSA Advisory Council for feedback on department programs and services.
- MSA will work toward hire of 50% FTE to assist with LGBTQ students in FY10
- Decision made to enhance MSA website to provide more descriptive information about programs and initiatives rather than creating a newsletter.
- MSA recruited and trained diversity peer educators: *Interruptions Anti-Racism Peer Educators*
- In lieu of a multicultural conference, MSA collaborated with Multicultural and Gender Studies to bring in a national speaker.
- MSA did not develop a graduate school how-to guide for underrepresented students.
- 2008 PAWS Preview Diversity presentation was modified. Program rated 1st place by students.
- Hip Hop Congress produced second mixtape focusing on diversity and civic engagement.
- Underrepresented male programming continued with implementation of support group meetings and leadership development activities.
- MSA developed, implemented and supported cross-cultural “edu-tainment” programs in collaboration with Hip Hop Congress.
- MSA sponsored programs that promoted social justice concepts, i.e. power and privilege, anti-racism, equality (Tim Wise, Dr. Valerie Bridgeman-Davis, Dr. Joseph Lowery, Interruptions)

Assessments

Assessment: MSA User non-User Survey **Administered:** N/A

Findings- In fall 2008 the decision was made to administer the user survey on a biennial rather than an annual basis. There was an unsuccessful attempt to schedule the distribution of the survey in spring 2009. The survey will be distributed to a random sample of students from various racial and ethnic backgrounds fall 2009. The data gathered from the spring 2008 distribution provided information for the development of student learning outcomes as well as a programmatic focus highlighting power and privilege, social justice, underrepresented males, and the GLBTQ community.

Improvements: Steps will be taken to distribute the MSA User Survey in fall of 2009.

Assessment: MSA Graduation Life Skills **Administered:** N/A

Findings: In fall 2008 the decision was made to administer the survey annually rather than each semester. Although the distribution of this survey was planned for distribution in spring 2009, the university's emergency plan related to the H1N1 virus required the minimization of all non-essential large gatherings. The MGC was cancelled; instrument will be administered spring 2010.

Improvements: This initiative will also be reviewed at the MSA summer retreat in order to discuss effective ways to gather data concerning the acquisition of specific life skills.

Assessment: USAC Post-Event Evaluations (PEEF) **Administered:** FY09

Findings: 6,853 students attended USAC student organization events. FY08 and FY09 PEEFs data indicated the following: students lack understanding and knowledge regarding program/event marketing and promotions, there was greater participation in the African American Leadership and All Male conferences, and the need for redistribution of USAC funds.

Improvements: In FY09 the number of students served by MSA through these types of initiatives increased by 2,384 (from FY08) despite unexpected cancellations of several major year-end events due to the university's emergency plan related to the H1N1 virus. The FY08 PEEFs data demonstrated an increase in the Latino student population and organizations activities. MSA staff met with Latino student leaders and encouraged them to submit funding proposals to increase programs. As a result, additional funding was requested and allotted to these student groups, thereby increasing the number of Latino student organization events held in FY09.

Assessment: Top Scholars Survey **Administered:** Fall 2008 & Spring 2009

Findings: Students met with program advisor a total of 14 meetings during the academic year; 6 in fall and 8 in spring. Respondents indicated overall satisfaction with the Top Scholars program. A satisfaction survey distributed to the Top Scholars participants in FY09 provided the following information: respondents strongly agreed that the TS Advisor was accessible when needed; 96% preferred to meet more than once per month; 75% of the strongly agreed that they benefitted from their participation in the program; 75% strongly agreed, and 25% agreed they were provided valuable and reliable information from the advisor. The spring 2009 survey indicated 90% of the respondents strongly agreed that they had benefitted from their participation in the program.

Improvements: A key concern expressed by the students was an interest in having more group meetings and/or social opportunities to become better acquainted with the other Top Scholars. In order to address this concern, actions taken will include incorporating group/social opportunities and components into FY10 TS program.

Assessment: African American Leadership Conference Survey **Administered:** Sept. 2008

Findings: 28% of the attendees indicated they received information and participated in discussions regarding issues of social capital and privilege via workshops. Respondents indicated that the presentations gave them a greater insight on income disparity, issues related to women in the media, and discrimination experienced by people of color. 42% of attendees indicated that presentations helped them learn more about themselves and explore complex life-skills. 30% of attendees reported receiving information about Career Services, challenges and strategies for workplace interactions, business etiquette, the field of fine arts, and information about graduate school. Attendees relayed a desire that more hands-on activities be included within some of the presentations but that overall the presentations met their expectations.

Improvements: Actions will be taken to increase exposure to issues dealing with privilege and social capital in conference workshops and providing interactive presentations.

Assessment: All Male Conference Evaluation **Administered:** November 2008

Findings: 31.6% of participants indicated they gained critical thinking skills, 15.8% problem

solving skills, 68.4% interpersonal skills, 36.8% planning skills and 47.4% of participants reported that cultural competency was another skill gained. Future workshop interests included team-building, entrepreneurship, career development, technology, cultural and historical information, networking, internships, academics, and scholarship opportunities. Written responses indicated workshops, conference organization and punctuality, speakers and presenters, conference mission, and the conference's male-focused approach were the most favorable aspects of the conference. Data from the AMC evaluations demonstrate an overall satisfaction with the conference.

Improvements: All Male Conference Coordinators will re-evaluate the survey instrument, make adjustments to collect more comprehensive data, review data collection processes, and revise marketing strategy to increase visibility and participation.

Assessment: USAC Leadership Retreat Pre- and Post-Surveys **Administered:** Fall 2008 On

Findings: Retreat participants included but were not limited to Asian, Native American, Latino/Hispanic, African-American, GLBTQ, Hip Hop, and religious organizations. In general participant responses indicated that budgeting, proposal and resume writing, task delegation and multitasking workshops were most helpful. Duplicating retreat workshops from last year was a concern for returning participants from the 2007 retreat; however, the majority of retreat participants indicated a higher level of satisfaction with the 2008 retreat.

Improvements: Fall 2008 retreat offered more concise workshops that provided very direct information on more topics. Student responses regarding the retreat in 2008 reflected an overall positive experience and a willingness to share their feedback.

Assessments: PAWS Preview Diversity Presentation Quiz **Administered:** August 2008

Findings: 3,074 student participants completed post-event quizzes which measured acquired knowledge of 3 learning outcomes developed for the presentation. The data demonstrated that participants retained information pertaining to presentation content, specifically, a general knowledge of diversity concepts and the role of MSA. 98.9% of participants correctly defined diversity. 92.8% of participants' responses revealed that they understood what valuing diversity means. 96.5% of participants demonstrated knowledge of specific ways to value diversity. 98.0% of participants were able to identify at least one way to learn about diversity. 93.1% of participants could identify one or more of benefits of diversity. 97.6% of participants could indicate one way diversity is valued at Texas State. 97.4% demonstrated knowledge of the diverse groups of people within the university's community. 94.5% of participants understood the challenges of living in a diverse community. 92.3% of participants were able to identify multicultural programs and activities in which they could participate or attend.

Improvements: As a result of this assessment, the PAWS Preview Diversity Presentation will continue to be conducted in its current format. However, one recommended change is a random sample administration of pre-presentation instruments to collect data for comparative analysis.

Presentations presented by Department Staff

1. Dr. Sherri Benn, Jesse Silva, and Hip Hop Congress; PAWS Preview Diversity Presentation;
2. Jonnie Wilson, Women and Self Esteem, Texas State
3. Jesse Silva, *Congress Kidz* Presentation to San Marcos ISD Counselors
4. Dr. Sherri Benn, Jesse Silva, and Hip Hop Congress; *Congress Kidz* presentation, Travis and De Zavala elementary schools
5. Dr. Sherri Benn, Dr. Joanne Smith and Ray Cordero, *Hip Hop as a Recruitment and Retention Tool*, Race Ethnicity and Place Conference in Florida
6. Jesse Silva; 5th Annual Hip-Hop TRiO Student X-Change, Texas State
7. Jesse Silva; 4th Annual All Male Conference; Texas State University

8. Jesse Silva; University Seminar classes as L IMM Coordinator
9. Dr. Sherri Benn and Jesse Silva, Collegiate G-Force Mentoring Program, San Marcos High
10. Dr. Sherri Benn and Jesse Silva, True Colors Inventory at USAC Leadership Retreat
11. Dr. Stella Silva, Jesse Silva; Hometown Bobcat Initiative (panelists); Texas State University
12. RTS Staff, *The College Financial Aid Process Step by Step: a FAFSA walk through.*
13. ETS, 33+ presentations on college readiness, study skills, SAT and financial aid information.
14. Sonya Lopez, *Structuring Successful UB and UBMS Programs*, National TRiO staff, 36th Annual Texas Assoc of Student Special Services Program Conference, Austin, Texas
15. SSS, 61 presentations on study skills, test taking, learning styles, time management, organization skills, and study habits.
16. Sonya Lopez, Dorelia Silva, Shawn Noordam, Johnathon Sample and UB Interns/Student Workers, 2nd Annual Pre-College First Generation Dialogue Series, San Marcos CISD.

Special Recognitions for Department and/or Staff

1. MSA -Jonnie Wilson, Mariel M. Muir Mentoring Award, Advisor of year (BSA)
2. MSA-Jesse Silva, Advisor of the year (BSA), Allies Quarterly Team Award
3. ETS-Keylan Morgan - Partner in Education for Garcia Middle School, Recognized Counselor for the National Student Leadership Congress in Washington, D.C.
4. UB-FGSO and Advisor, Sonya Lopez, awarded CASO's recognition for outstanding dedication and service for over 188 hours of community volunteerism
5. SSS-April Barnes – Elected to Staff Council, PAWS Preview Den Namesake

Major Objectives for 2009-2010

1. Expand Leadership Institute for Minority Males: include High School-to-College component to provide college-prep and mentoring to high school students.
2. Re-focus of program development to stream-line major department programs and services on learning outcomes, the strategic plan and assessment data.
3. Restructure (USAC) Leadership Retreat to serve as a multicultural conference.
4. Work toward 50% FTE staff support for LGBTQA student population needs.
5. Develop Advisory Council for Interruptions peer educator program coordination.
6. Continue to restructure and maintain MSA Website to include social networking component.
7. Develop, implement, and support workshop initiatives for underrepresented students
8. Implement Interruptions
9. Develop assessment tools applicable to all MSA sponsored, hosted, or related events