

**Office of Multicultural Student Affairs  
Annual Report**

Student Affairs Division  
Texas State University  
2007-2008

**Major Accomplishments/Retention Initiatives for 2007-2008**

1. Support Programs & Services
  - MSA created and established the **Leadership Institute for Minority Males (LIMM)** which serves underrepresented males.
  - **Mamas Kitchen** Annual Welcome Back Social and monthly Mama's Kitchen events distributed 1202 meals to attendees
  - USAC Post Event Evaluation Forms reported an estimated total of 4626 participants in **Leadership and Diversity programs**
  - Underrepresented Student Advisory Council (USAC) **added 3 new organizations, IMPACT** an African American inspired religious organization, **Hombres Unidos** a support group for Hispanic males and **Hillel** a Jewish religious and cultural organization.
  - RTS collaborated with the Texas State's Psychology and Criminal Justice Departments to establish an **Internship Program**
  - The **Student Support Services (SSS) Student Advisory Board** became a recognized student organization.
  - **UB** Collaborated with **Social Work** and **Secondary Education Departments** and hired 10+ interns to work exclusively with UB students.
  - Applied for 4-year continuation of **Upward Bound Grant**, received perfect score
  - ETS's Jenny Gebert worked with Travis High School and served as lead for the **Dual Credit Initiative** with Austin Community College and a significant portion of the students enrolled in dual credit courses were ETS participants.
  - The Native American Students Association (NASA) successfully hosted the **Third Annual Native American History Month Celebration and the 2<sup>nd</sup> Annual Cultural Awareness Conference** & Received Scholarship from the Chickasaw Community Councils of Central and South Texas.
  
2. Retention & Degree Completion
  - **Hombres Unidos** formed to meet the needs of underrepresented Latino males.
  - MSA developed & established the **R. E. A. L. Retreat** (Respectable Educated Accomplished Ladies) to serve underrepresented freshmen women.
  - Developed the **Leadership Institute for Minority Males** which included: Black and Latino Initiative, male leadership forums, Grown Man Discussions (a bi-monthly empowerment group)
  - Rural Talent Search co-sponsored the San Marcos area **First Generation Dialogue Series**, with presentations for parents and students on Preparing for College, Financial Aid, and College Life.
  - Over **1100 hours of tutoring** provided to Student Support Services participants.
  - Three-hundred sixty students attended Student Support Services **workshops on College Success**.

- Student Support Services held **509 success sessions** with participants September 2007 through April 2008.
- **ETS awarded two \$500 scholarships** to graduating seniors as a result of donations from the staff during the University Fund Drive.
- Multicultural Graduation Celebration
- **Restructured Lavender Graduation** to include an awards ceremony.
- SSS Held 176 academic **goal-setting sessions** with participants.

### 3. Life Long Success

- MSA sponsored the **3<sup>rd</sup> All Male Conference for underrepresented males**
- MSA & Texas State TRiO Programs sponsored the **4<sup>th</sup> Annual Hip-Hop TRiO Student X-Change** for middle and high school students
- Hip Hop Congress: **Congress Kidz W.O.R.D. U.P. and C.R.E.A.M.** programs presented to over 500 elementary and intermediate students.
- Hip Hop Congress redesigned the “**Diversity**” presentation to a “**Cultural Competency**” model for participants in the PAWS Preview Program.
- MSA awarded grant from the Texas Higher Education Coordinating Board to establish a G-force Mentoring Program with San Marcos High School.
- MSA sponsored the **15<sup>th</sup> African American Leadership Conference.**
- MSA sponsored the **25<sup>th</sup> Gospel Expressions Association Gospel Fest** 600+ attendees.
- MSA sponsored the **19<sup>th</sup> MLK celebration** which included a “dinner” theatre.
- UB Secured P-16 funding (\$10,000) to conduct a pre-college first-generation dialogue series.
- Student Support Services (SSS) sponsored *The Seven Habits of Highly Effective College Students* (funding from the Exxon Mobil Corp secured by Career Services)

### **Progress on 2004-2009 Administrative Support Plan (Strategic Plan)**

- MSA developed and maintained a variety of retention and support programs for underrepresented students.
- MSA enhanced Technology Resources for students and staff.
- MSA sponsored a higher level of quality programming in an effort to retain first-generation and underrepresented students.
- MSA provided first-generation and underrepresented students with services that supported and promoted degree completion.
- MSA provided first-generation and underrepresented students opportunities to gain skills for achieving lifelong success.

### **Assessments for 2007-2008**

- 1) “MSA User Non-User Survey”: Administered fall 2007 to 588 students from all racial and ethnic backgrounds.

#### Findings:

In general participants perceived Texas State as diverse and welcoming to students of various backgrounds; however participants had a limited understanding or knowledge of the services provided by MSA and how the university promotes diversity. Seventy-four percent of survey participants agreed that Texas State embraced diversity which was a 2% increase from last year. However, qualitative data revealed a critical mass of students had concerns about being underrepresented. Specifically, they reported a sense of

alienation, rejection from white students, preferential treatment for one racial or cultural group, and/or limited advertisement of programs of their specific interests.

A perceived lack of visibility and clarity of MSA services was consistently reported by respondents. Though a large number of students were aware of MSA's presence on campus, 60% reported that they weren't knowledgeable about the physical location of the office, which is 7% decrease from last year.

Areas for Improvement in Response to Assessment Results:

MSA will need to develop promotional strategies for existing programs and services that enhance visibility and develop non-traditional methods while enhancing strategies reported as effective. Additionally, a strategy for enhancing students' knowledge of Texas State diversity would be to include Texas State diversity facts in promotional materials. While MSA will continue providing services to underrepresented populations on campus, the office will need to develop strategies to address cultural issues related to white students and continue to enhance cross-cultural approaches to future programs as qualitative responses suggested that the MSA expand services specifically to meet the needs of White, Indian, and Asian students.

2) "MSA Graduation Life Skills Assessment": Administered spring 2008 to 66 graduating seniors in attendance at the MSA Graduation.

Findings:

Ninety-eight percent of respondents reported acquiring Critical Thinking and Advanced Problem Solving skills while enrollment at Texas State. With regard to Critical Thinking and Advanced Problem Solving, respondents reported that they applied those skills in the following areas: 90% Planning, 97% Interpersonal Interaction, and 92% in the area of cultural competency. Additionally, 98% of respondents indicated that their Texas State educational experience had adequately prepared them to achieve their career goals.

Areas for Improvement in Response to Assessment Results:

MSA staff will review finding at summer retreat

3) "Post-Event Evaluation Forms" (PEEFs)

Administered fall 07/spring08. PEEF's completed by event/organization representatives.

Findings:

PEEFs provided both quantitative and qualitative data and reported a total of 4626 participants in Leadership and Diversity programs which included students, faculty, staff, family, and community members. Of the 4626 participants, 861 participated in Leadership programs and 3765 in Diversity programs. Students reported experiencing an improvement in awareness and appreciation of cultural diversity on campus and acquisition of leadership skills. Qualitative responses indicated an improvement in the application of leadership skills and the coordination, development, and implementation of programs.

Areas for Improvement in Response to Assessment Results:

Continue to assess appropriate learning outcomes attributed to multicultural programming and develop additional leadership skills training inclusive of event promotions and recruitment of faculty and staff as participants or presenters.

4) “Top Scholars Survey”: Administered spring 2008

Findings:

Top Scholars Survey was administered to students who received an LBJ Achievement Award through the MSA office. The Top Scholars Program provides support to participants toward academic success. An overwhelming majority of Top Scholars participants reported that meeting with the Top scholar advisor helped them succeed. Another overwhelming majority reported that the scholarship was used for academic-related costs.

On average, the majority of participants met with the Top Scholars Advisor (GRA) once a month while 20% met 3 or more times per month. Sixty percent responded that the middle of the semester meetings were valuable, 20% responded the beginning of the semester meetings were valuable while 20% felt that the end of the semester meetings were the most valuable. Time management, study skills and career development were the top three concerns for the participants while financial aid, cultural activities and student involvements are rated as secondary concerns.

Participants responded, concentrating on course work, involvement in lectures, library access, support from friends, organizations, mentors, and having someone to talk to who understands their experience positively influenced their GPAs. Experiences that negatively influence GPA were reported as going out on school nights, not getting enough sleep, procrastination, too many parties, poor study skills and ill-preparedness.

Areas for Improvement in Response to Assessment Results:

Evaluate sessions to ensure effectiveness. Provide adequate numbers of opportunities for student to meet with the program advisor during time of the month most valuable to participants. Additionally, include an assessment at the beginning of the scholarship cycle in order to effectively determine and meet student’s needs. Include workshops on time management, procrastination, study skills, financial literacy, stress management and transferrable life skills for next year.

**Educational Outreach/Presentations by Staff to Institutions and Communities for 2007/08**

1. Dr. Benn, Jesse Silva, and Hip Hop Congress presentation at the Texas Association for Black Personnel in Higher Education
2. Dr. Benn, Jesse Silva, and Hip Hop Congress *Congress Kidz* presentation at De Zavala (500+ students)
3. Dr. Benn, Jesse Silva, and Hip Hop Congress presentation for Lone Star College-Montgomery Hip Hop Congress Chapter
4. Jesse Silva, and Hip Hop Congress presentation for Davis Middle School in San Antonio – Math Test
5. Staff presentation on professionalism at Sigma Lambda Beta Fraternity, Inc. Regional Summit
6. Jesse Silva, and Hip Hop Congress presentation at Cedar Park High School MSA
7. Jesse Silva, and Hip Hop Congress presentation for a High School Guidance Counselor Show Case as hosted by Texas State Admissions Office
8. Staff at the 4<sup>th</sup> Annual Hip-Hop TRiO Student X-Change (TRiO participants)
9. Upward Bound Director, Sonya Lopez trained the Government of Bermuda Officials on a Child and Family Violence Prevention/Intervention program.
10. Jesse Silva, Alpha Phi Alpha Fraternity, Inc: Colorism Forum

11. Jesse Silva guest speaker for University Seminar classes as L IMM Coordinator
12. Ms. Wilson presentation for the Social Work Department panel
13. Dr. Benn and Ms. Wilson Presentation at the REAL retreat
14. ETS Director and Advisors conducted outreach presentations to target middle and high school faculty, staff, students and parents in Travis County.
15. ETS Director and Advisors provided college awareness, admission and financial aid presentations to students and program participants at: Bedichek MS, Fulmore MS, Dobie MS, Garcia MS, Manor MS, Crockett HS, Travis HS, LBJ HS, and Manor HS.
16. Rural Talent Search staff presented 6 community outreach presentations for college awareness and 4 financial aid and FAFSA submittal presentations to San Marcos and Seguin community members and high school, Parents, students and Target School Administrators.
17. UB Lead advisor and Director presented in New York at Youth Conference.

### **Diversity Initiatives for 2007-2008**

All of MSA's programs and services focus on diversity; however the following are considered diversity initiatives for the office:

1. Dr. Barbara Trepagnier featured speaker on White Privilege at USAC Leadership Retreat & Ms. Toyia Stewart on LGBTQ issues.
2. Native American Scholarship, Sakura Festival, and Diwali Festival of lights.
3. Diversity Team Distributed Diversity Calendars to res halls and university buildings.
4. Diversity Team & MSA sponsored: Making Whiteness Visible video and discussion with facilitator Sharon Miley from Sociology. Over 400 attended.
5. Dr. Benn, Jesse Silva, and Hip Hop Congress created *A Texas STATEment: Vol I.* to promote Texas
6. Student Affairs Diversity Team hosted **Rivers as Borders Panel** on the topic of immigration which tied into the university's Common Experience theme.

### **Major Objectives/Retention Initiatives for 2008-2009**

1. Expand on Leadership Institute for Minority Males: include High School to College component designed to provide college-prep and mentoring to high school students;
2. Expand on All Male Conference;
3. Utilize MSA Advisory Council for feedback on department programs and services;
4. Hire GRA to assist with LGBTQ students, marketing, planning and conferences;
5. Enhance the newsletter portion of the MSA website;
6. Recruit, train and advise diversity peer educators for MSA;
7. Implement a multicultural conference with Multicultural and Gender Studies;
8. Develop how-to guide for graduate school for underrepresented students on webpage