

Office of Multicultural Student Affairs | Student Affairs Division
Annual Report
Texas State University-San Marcos
2011-2012

Major Accomplishments/Retention Initiatives

1. Support Programs & Services

- **19th Annual African American Leadership Conference** featured keynote speaker Beverly Wheeler, founder of the African American Leadership Conference
- **7th Annual All Male Conference** provided workshops on political, financial and social/personal development
- **Allies of Texas State Fall Biannual Meeting** featured film maker Tiffany Davis and film “What Now? The Aftermath of Coming Out” which addressed the anxiety, identity crises and painful depression that can occur in LGBTQ communities of color
- **Allies of Texas State Spring Biannual Meeting** featured Janice Langbehn (Social worker, American Activist for LGBTQ rights, and Presidential Citizens Medal recipient) who highlighted the importance of eliminating discrimination based on sexual orientation and gender identity/expression in public policy
- **Veteran Friendly Office Program** provided VFO designation to 6 additional campus departments and programs and offered VFO workshops as professional development
- MSA distributed **Graduation Cords to 80 Texas State student Veterans** for fall and spring commencement
- **Black History Month** was celebrated with a Mama’s Kitchen Kick-Off
- **Cesar Chavez Celebration Week** provided Worker Awards Breakfast for maintenance/grounds staff, and featured evening keynote speaker Bobby Lefebre, spoken word artist
- **Interruptions** delivered five additional anti-racism presentations than were presented the previous year
- **Interruptions** sponsored **Faces of Colorism**, a panel of professional women and men discussing the issue of colorism
- **Coalescence** multiracial student organization was added to MSA empowerment groups
- **29th Annual Gospel Expression Association’s** Gospel Fest featured Zacardi Cortez
- **Mama’s Kitchen** distributed 2,250 meals to Texas State students: 900 during Black History and Hispanic Heritage Months and 1,350 meals “On the Go” in the quad.
- Sponsored the **26th Annual Martin Luther King Jr.** Commemoration and Celebration
- Native American Students’ Association hosted **7th Annual Native American History Month**
- Co-sponsored **9th Annual Taste of Africa**
- **USAC programming served 5,765** participants through 63 MSA leadership and diversity programs
- **USAC** co-sponsored Trayvon Martin **Hoodie Day**, with Sociology and ASG
- **ETS received award** for grant cycle 2011-2016
- Crockett High School (one of our target schools) was **ranked 1** in central Texas for Apply Texas University Submissions for **second year in a row**
- **RTS received award** for grant cycle 2011-2016
- **RTS hosted the Parent Summit** at Texas State University-San Marcos to provide parents of RTS middle school with information regarding preparation for college planning
- **RTS hosted College and Career Summer Camp** for Goodnight Middle School students to assist in the transition from middle school to high school
- **SSS offered 39 workshops with a total of 331 students** in attendance with 6 new workshops added to the schedule
- **SSS sponsored TI-84 calculator** loan program for SSS students
- **UB received Grant Award** for grant cycle 2012-2017 for Texas State and a new grant award for Del Valley

- All of the Upward Bound **seniors were successful in applying** to one or more colleges or universities
 - Upward Bound **provided 10 rising seniors** with an experience to participate in the Disney Youth Education Series Program in Orlando, FL. Students participated in the Dynamics of Technology and Disney's World of Physics - Properties of Motion
 - Upward Bound students participating in **the National TRiO Quest DigiText competition** received an honorable mention. The award was presented during the Southwest Association of Student Assistance Program's 40th Annual Conference in Oklahoma City, OK.
2. Retention & Degree Completion
- **Lavender Graduation Celebration and Awards** recognized 14 student graduates
 - **LBJ Achievement Scholarship** assisted 58 students
 - In the **Top Scholars Program**, 50% of LBJ Scholarship recipients retained scholarships
 - In fall 2012, **ETS will be awarding two (2) scholarships** totaling up to \$1,000 to two (2) graduating high school seniors
 - **SSS provided 1416 hours of tutoring** to its members
 - SSS Success Coaches **conducted 700+ success sessions** (goal setting/monitoring of academic progress)
3. Life Long Success
- **18th Annual African American Leadership Conference** matched **100 incoming freshmen with mentors**
 - **7th Annual All Male Conference** provided workshops on political, financial, and social/personal development
 - **Allies of Texas State** conducted **14 Trainings for 429 participants**
 - **Black and Latino Initiative** provided a workshop on incarceration rates, educational attainment rates and the academic achievement gap for underrepresented males
 - MSA, TRIO Programs, Hip Hop Congress and Interruptions sponsored **8th Annual Hip Hop TRIO Student X-Change**
 - MSA and Hip Hop Congress provided **2 Congress Kidz presentations to 750** elementary students in Austin and San Antonio, Texas
 - **Interfaith Student Advisory Council** co-sponsored Gospel Expressions Association and Muslim Students Association events
 - **PAWS Preview Diversity Presentation** was ranked highest among Paws Preview sessions
 - ETS established new **partnership with Texas Guaranty** to provide financial literacy education services for ETS participants and their parents
 - **RTS collaborated with the Center for P-16 Initiatives, Texas Guaranty (TG) and Randolph Books** to host two financial literacy events in November for its 640 participants and families
 - SSS sponsored **graduate school assistance program** (GRE prep books and Grad school prep workshop)
 - An **SSS student received a 2012 Fellowship from Woodrow Wilson-Rockefeller** Brothers Fund for Aspiring Teachers of Color and was accepted to Stanford to pursue a Master's in Education
 - Added Internationalization Intern Program to MSA

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

- Utilized MSA retreat to re-structure programming in order to increase quality and efficiency
- Staff and students collected information at National Conference on Race and Ethnicity (NCORE) in May 2012 in order to utilize information for planning year for 2013 Multicultural Conference
- Continued to disseminate Hip Hop Congress Mixtape Volume III
- Produced and hosted 8th Annual Hip Hop Trio Student Exchange
- Received continued funding for Upward Bound program and for additional UB program which will serve Del Valle (Austin, TX) 2012-2017
- Distributed 58 LBJ Achievement Award Scholarships
- Implemented Mama's Kitchen "On the Go"
- Hired Student Development Specialist II to assist with departmental programming, specifically LGBTQ and student veterans
- Hired Graduate Research Assistant to coordinate and assist with LGBTQ programs and activities
- MSA added Coalescence multiracial student organization to MSA empowerment groups
- All Male Conference (AMC) to be restructured and replaced by Black and Latino Male Initiative
- Restructured USAC to incorporate a social justice focus
- Interruptions increased anti-racism presentations (5 additional)
- Interruptions became co-sponsor along with Hip Hop Congress of Hip Hop TRiO Exchange program
- MSA restructured programs and services for LGBTQ students
- Conducted bi-annual MSA User Non-User Survey
- Continued to implement outreach to underrepresented males
- Supported SSS in implementation of Bobcat Bridge Program
- Continued to support Interruptions programming with MSA Director as primary advisor

Assessments

Assessment: PAWS Preview Diversity Presentation Questionnaire **Administered:** fall 2011

Findings: In 2011, the results from the pre and post questionnaires demonstrated that 27% (1,131) of students completing the questionnaire passed with averages of 75% (pre-score) and 86% (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 (86%) was an increase from the previous year's post-quiz pass-rate (85%). The 2011 presentation content provided participants with sufficiently challenging information and equal level of satisfaction and engagement as participants experienced in 2010.

Assessment: USAC Post-Event Evaluation Forms (PEEFs) **Administered:** FY2012

Findings: In 2011-2012, after implementing and incorporating a new measure to focus diversity leadership skill development (planning or coordination of a cultural program, activity or event), of the 36 USAC organizations that attended leadership training and completed the PEEF (43.75%), 100% of the 43.7% indicated that they successfully developed, planned and coordinated a cultural activity or event.

Improvements: Based on the results from 2011-2012, MSA has been effective in providing USAC organizations with opportunities to develop diversity leadership skills, however, a new focus will be incorporated into training for 2012-2013 which will specifically highlight social justice.

Assessment: MSA Peer Educator Team (Interruptions) **Administered:** FY2012

Findings: In 2011-2012 Interruptions presented a total of 12 programs on interrupting racism and race awareness. 93.5% of presentation participants indicated "Excellent and Good" when asked if presenters clearly communicated information. 85.1% answered "Excellent and Good" when asked if the information was informative and 89.4% 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. 92% of participants responded

“Excellent and Good” when asked if the information provided participants with something new to think about regarding race and racism. 84% 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: 1) the “Presenter Checklist” will be used, 2) the advisory board will continue to assist the peer educators teams in the development of presentations, 3) peer educators will continue learning how to train new peer educators with new materials 4) attendee assessments will continue be used, and 5) additional training components will be incorporated into the peer educator training modules to continue to improve effectiveness.

Presentations presented by Department Staff

1. Dr. Sherri Benn, Jesse Silva & Hip Hop Congress - Fall/Spring *Diversity Presentation* - PAWS Preview, Texas State University
2. Dr. Sherri Benn & Jesse Silva - *Faces of Colorism* Panel - Interruptions, Texas State University
3. Dr. Sherri Benn, Dr. Stella Silva, Jonnie Wilson, Jesse Silva & Ruth Belapatino - *Advisor’s Panel* - Student Affairs Master’s Course, Texas State University
4. Dr. Sherri Benn, co-presenter with Dr. Angela Ausbrooks at the International Conference On Diversity in Organizations, Communities and Nations, “Trans-racial Conversations About Race”
5. Dr. Sherri Benn, Keynote for BSA Unity Dinner, “Leaving No One Behind”
6. Dr. Stella Silva – Session Chair presenter, Occupy Free Speech: Getting Women’s Voices Heard symposium
7. Jesse Silva & Ruth Belapatino - *Allies Training* - Allies of Texas State Program, Texas State University
8. Jesse Silva - *Hispanic Male Dialogue Series* - Male Programming, Texas State University
9. Jesse Silva & Hip Hop Congress - *HHC at Texas State* - Mass Comm Week, Texas State University
10. Jesse Silva - *The Purpose Driven Man* and *Student Power: Bridging the Achievement Gap* - All Male Conference, Texas State University
11. Jesse Silva & Hip Hop Congress - *Congress Kidz* - HHC, Oak Hill Elementary
12. Jesse Silva - *What is Allies?* - Allies of Texas State, University Seminar Courses (3) and School of Social Work
13. Jesse Silva - *Prisons for Profit* - Black and Latino Male Initiative, Texas State University
14. Jesse Silva - *True Colors: Personality Assessment* - Career Services Retreat, Kyle, TX
15. Jesse Silva - *The Purpose Driven Man* - Phi Iota Alpha Spring Retreat, Texas State University
16. Jesse Silva & Hip Hop Congress - *About that Life: Getting Ready for College Life and Culture Shock, Ballin’ on a Budget: Hip Hop, Financial Aids, and Needs vs. Wants, and High School to College: Creating and Maintaining a College-going Culture at Home and in the Classroom* - 8th Annual Hip Hop TRiO X-Change, Texas State University
17. Jesse Silva - *Hip Hop Congress at Live Oak Academy* - HHC, Live Oak Academy
18. Ruth Belapatino - *Transition from Combat to Classroom: Helping Student Veterans Succeed at Texas State* (3) - Professional Development, Texas State University

Special Recognitions for Department and/or Staff

1. Dr. Stella Silva & Ms. Jonnie Wilson - 15 years of Services
2. Jesse Silva - Outstanding Contributions to Student Affairs
3. Dr. Sherri Benn-Co-Authored refereed article “Trans-Racial Conversations about Race” in the International Journal of Diversity

Major Objectives for 2012-2013

1. Support culturally diverse student programs and activities
2. Support professional development of MSA Staff
3. Support cultural/graduation programs
4. Advise and sponsor diverse student empowerment groups and initiatives

5. Support and promote TRiO Programs
6. Support cultural and international student development

Major Trends/Obstacles for 2012-2013

1. Increased use of technology by staff and students (ie. social media-Facebook, twitter) as a major form of communication
2. Increase in needs, programs and services for students aging out of foster care system
3. Increased awareness of homeless youth attending college
4. Increase in Veteran population on campus
5. More awareness about LGBTQ students on campus
6. Intersection with multiple identities i.e. race, religion, sexuality
7. Increased awareness of the plight of undocumented students
8. Increase in number of bi-racial and multi-racial students
9. Serving LGBT students of color
10. Incorporating spirituality in student programs and services
11. Understanding the needs and issues of international students
12. Increased awareness of HSI status and what this means for Texas State as an institution
13. Implementing social justice methodology into curriculum and diversity programs
14. Working with second-year students
15. Consistent threats to TRIO funding
16. With uncertainty about financial aid, families are finding it difficult to invest in long term education, particularly when it involves accumulation of debt
17. New financial aid requirements of achieving at least a 2.00 GPA at the end of the spring semester; and the completion 70% of attempted coursework may negatively impact underrepresented students who are transitioning into college
18. Reduced Pell and Texas Grant and other forms of federal and state educational funding
19. The current state of the economy
20. Increase in tuition and fees.
21. Students coming to Texas State from inequitable educational systems, leaving them academically underprepared for college
22. Less on-campus housing available to students after freshman year
23. Decrease in school matched funding for SSS scholarships
24. TRIO funding continues to be a major obstacle for the Upward Bound program.
25. With high turnover in school districts served by TRIO programs maintaining effective communication and good working relationships with pre-college school staff is increasingly difficult.
26. With a high turnover in the Principal positions at target urban schools, TRIO there is increasing difficulty establishing consistent operations based on each Principal's vision.
27. Each year, with TAKS scores becoming more of a pressing issue and the implementation of the new STARR test, TRIO there is increasing difficulty to gain access to students during the school day. This hinders program operation as it relates to recruitment effectively serving needs of students based on grant requirements