### STUDENT AFFAIRS 08-09 ANNUAL REPORT DATA

<table>
<thead>
<tr>
<th>IMPORTANT:</th>
<th>Please submit by July 20, 2009 and be sure to read the form instructions. As you prepare this be sure to refer to last year’s annual report and your department’s 2008-09 Planning Document.</th>
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<tbody>
<tr>
<td>Annual report, 2007-08</td>
<td><a href="http://www.memphis.edu/studentaffairs/annualreport0708.htm">http://www.memphis.edu/studentaffairs/annualreport0708.htm</a></td>
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**Department/Sub-Department Name:** Minority Affairs  
**Location:** 800 Wilder Tower  
**Phone Number:** 678-2054  
**Web Site:** [www.memphis.edu/minorityaffairs](http://www.memphis.edu/minorityaffairs)  
**Department Annual Report web link** (if applicable):  
**Director Name:** Lonnie Latham  
**Director Email:** llatham@memphis.edu  
**Number of Full-Time Staff:** 3

1. What is your BHAG? To increase the African-American first-time freshmen retention and graduation rate to 35% by 2012

2. Because different departments approach learning objectives in different ways, you can complete this section in one of two ways:

   1. You may list the primary plans and projects you undertook in 2008-09. For each project list outcomes, including at least one student learning outcome, along with assessment data.

   -OR-

   2. You may list your student learning outcomes for 2008-09. For each student learning outcome list primary plans and projects that supported that outcome, along with assessment data.
1st Initiative

Conexcion Program

The Conexcion Program provides students an opportunity to gain knowledge of valuable university resources, networking skills and develop cultural competency skills.

Learning Outcomes

Students Will:

- Establish and participate in a network among minority students
- Define available services at the university
- Demonstrate interpersonal skills
- Acquire a sense of connectivity to the university

Assessment: Observation of Student Participation

During the school year there were five Conexcion sessions held that invited all students to attend with emphasis on Hispanic students. The first meeting notified new students of available services on campus and solicited their perceptions of the welcoming experience to the campus. There were seven new students in attendance that expressed very positive experiences. Also, they inquired of activities which they could become involved. HSA members notified the new students of planned activities for school year 2008-09 and extended to the seven, an invitation to get involved by joining the Hispanic Student Association.

2nd Initiative: Commemorate the Memphis State Eight

Learning Outcomes:

Students Will:

- Learn about the desegregation of Memphis State University
- Meet those that are responsible for the current diversity of the University of Memphis
- Gain a deeper respect for their educational opportunities
- Demonstrate appreciation for the eight pioneering students
- Embrace diversity

Assessment: Observation

An estimated 250 students attended a Symposium held in the Rose Theatre that featured the Memphis State Eight. Seven of the eight was present for this event. Each one of the guests relayed their experience and entertained questions from students pertaining to the desegregation of Memphis State University. Following the Symposium a luncheon was provided that allowed the Memphis State Eight to have personal conversations with invited students, faculty/staff and guests that received an up close account of their
The invited students in attendance expressed great humility and appreciation to the guests for paving such a great path and opportunity for them to relish.

3rd Initiative: Outreach

Students Will:

- Define services and resources offered by the university
- Establish relationships with Minority Affairs staff
- Distinguish minority organizations on campus

Assessment: Reviewing the number of contacts

Information tables were set-up in six academic buildings on campus. All student visitors to the tables were informed of the mission and services provided by the office of Minority Affairs and given literature that highlighted student activities.

Number of student contacts: 125

Ball Hall-20
Engineering-10
Fogelman College of Business-35
Mitchell Hall-23
Clement-16
Patterson-21

4th Initiative: FRESH ACAD Class

The class will provide an opportunity for the FRESH students to gain academic, social and cultural experiences along with forming a support system of FRESH participants and FRESH Program Director.

Learning Outcomes:

Students will:

- Define available services at the university
- Establish and participate in network among minority students
- Enhance their study habits, time management and interpersonal skills
- Engage in cultural awareness activities
### Assessment: Observation

Students engaged in activities and programs that enhanced their acclimation to the university. Classroom participation was focused on new experiences that FRESH students encountered. As a result of being engaged with the students in other aspects of the FRESH program, the instructor was more familiar with the students and had better insight regarding the student’s adjustment and best knowledge to connect them to appropriate resources. Each student and their mentor met in the office of the instructor for an update session during the semester. Each mentee was asked to provide feedback on their acclimation, mentee/mentor relationship and how much effect the class activities had on their adjustments. Twenty-six of the twenty-seven students successfully completed the class. On the last day of class a final reaction paper on the class experience was written by twenty-six students of which all expressed positive feedback.

| 3. | Address the reasons for any **primary plans and projects** in your 2008-09 planning document that were not undertaken or achieved. |
| 4. | If applicable, provide detailed utilisations numbers for 08-09 (e.g. counseling sessions, cases, students housed, children cared for, student visits, tests administered, students tutored, interviews hosted, internships posted and filled, etc.) |
| | The Office of Minority Affairs had the following estimated contacts: |
| | Visitation: 3010 |
| | Counseling Sessions: 241 |
| | Advisory Sessions: 190 |
| | Perspective Student Contacts: 320 |
| | FRESH Retreat: 126 |

| 5. | Report any additional data that demonstrates how your department supports the persistence and graduation of students. |
| | In fall 2008, there were sixty-nine FRESH Peer Mentor Program students to return, of the seventy-five that were in the program. This yielded a retention rate of 92%. With the extension of the grant period through the fall semester, remaining monies were used for the 100 new mentees accepted into the program. In order to provide an effective and innovative academic enrichment experience for fall 2008 FRESH participants, we planned and initiated a day |
and a half FRESH Peer Mentoring Retreat. There were 78 mentees and 48 mentors to attend. The retreat took place at For the Kingdom Retreat Center September 19th-20th. During the retreat, underrepresented freshman mentees participated in college survival skills workshops facilitated by U of M Educational Support Program staff members. Mentors also attended scheduled workshops on mentoring and when/how to refer students for assistance.

6. If your planning document for 08-09 included departmental goals apart from student learning outcomes, please list them and briefly discuss progress made toward each goal, along with any appropriate supporting data. Also address any departures from your plans.

Goal #1
To provide minorities with leadership skills development

Results/Accomplishments

Forty-one current students and future leaders attended the Southwestern Black Student Leadership Conference held at Texas A&M University in College Station Texas. The conference presented workshops that focused on self-improvement techniques, leadership and networking skills, and values clarification.

The following list of students are delegates that attended the conference and have been elected to offices of their respective organizations:

**Leadership Positions for 2009-2010**
Sylvester Payne- Vice President, Black Student Association, FROSH Camp Counselor
Tokela Smith- Black Scholars Unlimited Corresponding Secretary; Service on Saturday Chair
Ashley Garrison- President, Black Student Association,
Steven Transou- Student Ambassador Board
Greg Vann, Vice President of EMOC, Orientation Guide, FROSH Camp Counselor
Trenton Busby- Math Academy Counselor
Anthony Jones- President, NAACP
Markitta Garner- Secretary, NAACP
Clarence Simpson,- President, Kappa Alpha Psi Fraternity, Inc.; Vice President, SAS
Jessica Johnson-Vice President, Hispanic Student Association; Secretary- Black Scholars Unlimited
Tenesha Arnold- Vice President, NAACP
Jennifer Autman- President PAUSE, Secretary, Black Student Association
Jonathan Chandler- Student Ambassador Board, Co Chair Networking, Black Scholars Unlimited
Markeese Curry-Vice President Black Scholars Unlimited
Trey Easter-Orientation Guide; Cultural Arts Chair-SAC
Jameica Johnson-Publicity Chair, Habitat for Humanity,
James Johnson- President SGA, Student Ambassador Board
Cortney Richardson- President EMOC, FROSH Camp Activities Chair
Goal #2

To facilitate the personal development of students

Results/ Accomplishments

Students were able to facilitate their personal development by creating programming ideas during the planning and presentation of Black History month, Black Scholars Breakfast, Hispanic Heritage Month, and other programs.

Black History Month Events:

Opening Ceremony

The Opening Ceremony honored the Memphis State Eight with Authur S. Holmon Lifetime Achievement Award. Seven of the eight returned for the event.

Symposium

The symposium allowed the Memphis State Eight to relay their stories and answer questions from the audience.

Connecting the Past to the Present Luncheon

The luncheon allowed the Memphis State Eight to have a personal conversation with invited guests that included students and faculty/staff that got an up close account of the eight’s historical place in history.

Mahogany Awards and Freedom Ball

The event hosted by the NAACP featured Freedom Awards being given in the categories of Religion, Education and Community Service.

Knowledge Bowl

This event tested the Black History Month knowledge of teams made up of student organizations.

The Misconception of the Black Greek

Presenter interacted with the audience about the history of Greeks that are part of the
National Pan-Hellenic Council.

**Gospel Explosion**

The Annual Gospel Explosion featured local Gospel artist.

**Prayer Breakfast**

The Annual Prayer Breakfast featured speaker Pastor Brandon Porter and the University of Memphis Gospel Choir.

**State of Black Relationships in 2009**

Interactive discussion about relationships and the nature of relationships in this age.

**The Forgotten Root**

Film and dialogue regarding the role Hispanics played in the formation of this country.

**A Frank Discussion with Vickie R. Palmer**

This event featured alumni Vickie R. Palmer. She discussed her rise from a graduate of the University of Memphis Graduate School to the Vice President of Coca Cola.

**Closing Ceremony**

This event closed out the month activities. The guest speaker was Dr. Miriam DeCosta Willis the first African American instructor at the University of Memphis.

**Black Scholars Breakfast**

Honored minority scholarship recipients.

**Real Talk**

EMOC student organization depicted situations that students encounter on campus.

**Salute to 100 young men**

Award presentations to 100 outstanding Memphis City School male students.

**Hispanic Heritage Month**

**Opening Ceremony**
Guest speaker Jimmy Cabrera September 12, 2008, 20 people in attendance around 5 HSA members

**Hispanic Heritage Month dinner**

Mauricio Calvo and Aztec Dancers, also readings performed by HSA members

**Cultural Festival**

Informational booths, arts and crafts of Hispanic Culture and food set-up for everyone to enjoy

**Salsa Night**

Free lessons and free food

**Movie Night**

The Orphanage- In Spanish with English subtitles

**El dió de los muertos**

The Day of the Dead Alters, in remembrance of ancestors and friends.

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7. **List any revenue producing initiatives and results:**

   - Minority Student Leadership Retreat Fund- $2,900.00 (Memphis Convention and Visitors Bureau and Alumni)
   - TBR Access and Diversity Grant- $46,400.00
   - Arthur Holman Scholarship Donation- $1,600.00
   - **Total Amount- $50,900.00**

8. **Individual staff and student accomplishments:**

9. **Additional bragging points for department – list anything else that top administrators should know about your area:**
The 2009 Black History Month was considered the best BHM ever!!!

The honoring of the Memphis State Eight at Opening Ceremony by presenting them with Authur S. Holman, Lifetime Achievement Awards was most fitting for their unselfish feats.

10. You may paste any complimentary emails or other attributable quotes that reflect well on your department here.

Dear Ms. Hall:

Thank you for your important hands-on role when the Black Student Association honored me as a member of the Memphis State Eight with the 2009 Authur S. Holmon Lifetime Achievement Award.

The occasion was and will always be memorable for me because of your excellent coordination beginning with your initial letter and ending with your offer to take us back to the airport. I remember how you went out of your way to take Eleanor Gandy home.

I especially appreciated the limousine ride, the media coverage you arranged, the reception which followed the award ceremony and the symposium luncheon which allowed me to interact with student leaders and university administrators.

As I mentioned to Dean Latham, I thought the events were a huge success.

Thank you again for all you did.

Ms. Hall, you and Dean Latham are an outstanding team and the university is fortunate to have you both.

It was my pleasure to have met you and I look forward to seeing you again.

Kindest personal regards.

All the best,

Sincerely,

Ralph A. Prater
Dear Dean Latham:

Thank you for your extraordinary role when the Black Student Association honored me as a member of the Memphis State Eight with the 2009 Authur S. Holmon Lifetime Achievement Award.

It was and will always be a memorable occasion for me due in large part to your keen interest in its success and your unusual attention to detail.

I especially appreciated the reception which followed the award ceremony. This gave me a chance to talk with many students and invited guests one on one. The symposium luncheon offered me the opportunity to interact with student leaders and university administrators. In all, I think the events were a huge success.

Thank you also for the interesting and usable items you included in our care bag. I have already put to work the unique 2009 Minority Affairs Calendar of Diversity you included.

Thank you again for all you did.

The University of Memphis is fortunate to have you on its team and the students are blessed to have access to your wise counsel.

It was good to see you again and I’m already looking forward to the next time.

Kindest personal regards.

All the best.

Sincerely,

Ralph A. Prater

11. **Submit any photos that portray your department’s 2008-09 activities by placing them in your O Drive and notifying Rachel of the location.**