# 2009-2010 ANNUAL REPORT

Department: MULTICULTURAL AFFAIRS

<table>
<thead>
<tr>
<th>GOAL</th>
<th>STRATEGIES</th>
<th>INTENDED OUTCOMES</th>
<th>EVIDENCE OF OUTCOMES</th>
<th>FUTURE STRATEGY</th>
<th>VISION SUPPORT</th>
<th>Strategy Not Taken</th>
</tr>
</thead>
<tbody>
<tr>
<td>To assist minority students in acclimating to college life.</td>
<td><strong>Minority Awareness Mixer:</strong> Introduce students to services, organization and University personnel that can be of assistance during their matriculation.</td>
<td>Students will become knowledgeable of available University services. Students will engage in networking opportunities among minority students. Students will become familiar with Minority Affairs' staff. Students will establish and maintain peer relationships. Students will articulate knowledge of minority student organizations. Students will engage in activities which enhance social, intellectual and cultural development.</td>
<td><strong>Minority Awareness Mixer:</strong> Student checklist of organizations and service tables visited at Mixer. Students received a checklist of organizational and service tables visited. 75 checklists were returned, which depicted 90% of table visitations. There was an estimated attendance of 400 students at the Minority Mixer. Freshman students were engaged with upper classmen learning about organizations, services and information about college life. <strong>Number of student contacts made at Outreach activity.</strong> <strong>F.R.E.S.H. Mentor/Mentee Update Sessions:</strong> 10% increase in membership of the major minority student organizations. Sign-in attendance sheets of students that attend and plan social, intellectual and cultural events. 93 FRESH Mentees and their mentors met with the Office of Minority Affairs staff to discuss their acclimation to the university. The major minority organizations increased by 10% or more. EMOC, Black Scholars Unlimited, BSA, NAACP and PAUSE. <strong>FRESH participants attended the following social, cultural and intellectual events:</strong> Colored Girls Only - 59 Clean-Up Woman - 81 Madaea’s Happy Family - 75 Civil Rights Museum - 33 Incredible Pizza - 129 Fun Quest - 43 Buffalo Wild Wings - 49 Chili’s - 136 Grizzlies’ Basketball - 43 Slave Haven – 26</td>
<td>Engaging others in a diverse world: 1. Establish a connection to the University of Memphis 2. Develop effective social change skills. Succeeding as a professional: 1. Understanding the importance of life-long learning. 2. Demonstrate effective leadership skills.</td>
<td>Outreach Program was not initiated this year due to an upscale of activities and programs undertaken by the department.</td>
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<td>To provide minority students with leadership skills development</td>
<td>Host annual minority student leadership retreat. Attend the Southwestern Black Student Leadership Conference. Employ mentoring activities for current students. Encourage students to sign on as Orientation Guides, Frosh Camp Counselors, Student Ambassador Board, Math Academy and F.R.E.S.H. Mentors.</td>
<td>Students will refine their abilities to conduct meetings, resolve conflicts, enhance social and leadership skills and visualize their organizations’ purposes and outcomes. Students will encompass self-improvement techniques, leadership and networking skills, value clarification and motivated to become productive leaders. Students will serve effectively in leadership positions.</td>
<td>Minority Affairs staff observed the growth and development of student leaders in each of the six organizations by the following criteria: 1. Ability to conduct meetings 2. Growth in utilizing their resources and officers. 3. Ability to get things done. 4. Ability to delegate 5. Accomplish the organization mission 6. To undertake a vision 7. Accomplish stated goals. It was determined after advisors consulted with student leader throughout the year that all met and succeeded criteria. <strong>Leadership retreat open-ended questionnaire:</strong> 40 student leaders attended the retreat where presentations on organization’s leadership, vision, mission and Robert’s Rules of Order were presented. A questionnaire was given and the results indicated 100% satisfaction of material covered. Students elected to leadership positions by their peers. <strong>Reflection paper</strong> Number of students selected as Orientation Guides, Frosh Camp counselors, Student Ambassador Board, Math Academy and F.R.E.S.H. Mentors.</td>
<td>Future assessment will continue as reported due to success of the leaders and their organizations.</td>
<td>Demonstrate effective leadership skills. Develop and apply knowledge of self. Develop integrity and ethical decision making. Possess appropriate self efficacy.</td>
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<td>To increase students’ understanding of cultural diversity.</td>
<td>Student organizations will plan and implement the programming for Multicultural Festival.</td>
<td>Students will appreciate and understand other cultures.</td>
<td>Cultural Awareness survey given to festival attendees: A cultural knowledge Questionnaire Activity was passed out to 100 participants, of which 25 were retrieved. The results yielded 75% of correct identification of cultural recognition. <strong>10% Increase of minority student organization participation in SOS and Up ‘Til Dawn:</strong> EMOC and Black Scholars Unlimited participated with Service on Saturday for the first time in 2009-10. This increased the minority organization participation by 25%.</td>
<td>There will be a greater effort to have students from different cultures to assist and participate in the heritage celebration of other cultures than their own.</td>
<td>Engaging others in a diverse world: Develop an inclusive and interactive community focusing on understanding and respect of individual and group differences. Develop effective social change skills.</td>
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<td>To facilitate the personal development of students and equip them to become civically engaged and responsible citizens in adverse society.</td>
<td><strong>Black History Month Programming:</strong> The Black Student Association will select a chairperson to develop programming for Black History Month. The Office of Minority Affairs will steer the planning.</td>
<td>Students will create programming ideas. Students will demonstrate proper protocol. Students will present program proposals. Students will deliver effective presentations to large audiences. Students will delegate responsibilities. Students will complete tasks according to established timelines. Students will work effectively with diverse groups. Students will demonstrate citizenship through volunteering in the community. Students will verbalize their welcome experience at the U of M.</td>
<td>Black History Month, Black Scholars Unlimited Breakfast and Hispanic Heritage Month programming by students were assisted by staff persons who advised and guided students through the proper protocol of planning and actual presentation. There were 16 programs that were created and presented by students. EMOC, BSA and HSA were the only three organizations that successfully defended their presentation and receive funding. After each program, students met to critique the planning and presentation to assist them in future programming. There were approximately 12 new students to the university that expressed their welcoming experience through the Conexcion Program.</td>
<td>Succeeding as a professional. Identify, develop and articulate competencies necessary to succeed in one’s chosen field. Demonstrate effective leadership skills. Demonstrate civility. Become engaged citizens locally and globally</td>
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2. Please include results from programs/services not included in your 2009-2010 Planning Document below:

<table>
<thead>
<tr>
<th>Program/Service</th>
<th>Intended Outcomes</th>
<th>Evidence of whether or not outcomes were achieved</th>
<th>How will your assessment data shape this program/service in the future?</th>
</tr>
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<tbody>
<tr>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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3. Report any additional data that demonstrates how your department supports the persistence and graduation of students. Tables or charts are appreciated.

Focusing Resources to Enhance Students in Higher Education - Peer Mentoring Program.

RETENTION

The following chart reflects data from the F.R.E.S.H. Peer Mentoring Program from Fall 2006 to Spring 2010. There were 337 mentees from Fall 2006 to Spring 2010. Of these students, 4 graduated, 252 are currently enrolled, and 81 withdrew prior to completion of Spring 2010. This yields a 75.9% retention of F.R.E.S.H mentees.

<table>
<thead>
<tr>
<th>Year</th>
<th>Retention</th>
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<tbody>
<tr>
<td>2006 – 2007</td>
<td>52%</td>
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<tr>
<td>2007 – 2008</td>
<td>86.6%</td>
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<td>2008 – 2009</td>
<td>65.4%</td>
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<tr>
<td>2009 – 2010</td>
<td>90.4%</td>
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Black Scholars Retention: 2004-2009

The following chart reflects data from Black Scholars Unlimited from Spring 2004 to Spring 2009. There were 571 Inductees from 2004-2009. Of these students, 337 graduated, 192 are currently enrolled, and 65 withdrew prior to degree completion. A further breakdown reveals the 2004 induction class yielding the following results: 80% graduated, 7.3% currently enrolled, and 2% withdrew. Of the 2005 inductees, 89.2% graduated, 9.2% are currently enrolled, and 1.5% withdrew. Induction Class 2006 had 72.8% to graduate, 8.6% to return and be currently enrolled, and 18.4% to withdraw from the university prior to degree completion. The 2007 class returned these numbers, 69.4% graduated, 21% are currently enrolled, and 9.4% withdrew. Of the 2008 inductees, 22.8% graduated, 73.4% are currently enrolled and 3.8% have withdrawn. The 2009 inductees returned these numbers, 14% graduated, 76% are currently enrolled and 10% have withdrawn.

Persistent Rate
2004 – 98% Retention
2005 – 98% Retention
2006 – 82% Retention
2007 – 91% Retention
2008 – 96% Retention
2009 – 90% Retention
4. What is your BHAG? List evidence that supports that you are making progress toward it.

BHAG: To increase the graduation rate of African-American students by 10 percent by 2012. (Refer to number 3.)

5. List any awards or other notable accomplishments by the department, individual staff or students:

**External Funding**

<table>
<thead>
<tr>
<th>Funding Source</th>
<th>Amount</th>
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<tbody>
<tr>
<td>2010-2011 TBR Access and Diversity Grant</td>
<td>($39,043.00)</td>
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<tr>
<td>TBR Access and Diversity Grant</td>
<td>$46,604.00</td>
</tr>
<tr>
<td>Authur Holmon Scholarship Donations</td>
<td>$9,395.70</td>
</tr>
<tr>
<td>Minority Affairs Gifts</td>
<td>$12,154.30</td>
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**Total External Funding:** $68,154.00

**Office Visits**

The Office of Minority Affairs had an estimated 4,305 contacts, including:

- Counseling Sessions: 357
- Advisory Sessions: 301
- Prospective Student Contacts: 335
- FRESH Retreat: 120

**Programming**

The Office of Minority Affairs, along with organizations that are under our umbrella, hosted 45 programs during the 2009-2010 academic year. These programs include but are not limited to:

- Parliamentary Procedure Workshop
- FRESH Dinner
- FRESH Retreat
- Hispanic Heritage Month Opening Ceremony
- Hispanic Heritage Month Dinner
- Black Scholars Scholarship Breakfast
Black Student Association Fashion Show
EMOC’s Men’s Conference
Black History Month
Opening Ceremony (Honoring Mr. Fred Jones)
Prayer Breakfast (Stacey Spencer)
God’s Trombone
Gospel Explosion featuring “Ms. Elbertina “Twinkie” Clark
A Conversation with Rev. Run
Igniting Excitement
Honoring 100 Jr. Empowered Men of Color
Closing Ceremony (Featuring Judge George Brown)
EMOC’s Real Talk
PAUSE Women’s Conference
Night in Africa
Multicultural Festival

Minority Student Organizations Update

<table>
<thead>
<tr>
<th>Organization</th>
<th>Members</th>
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<tbody>
<tr>
<td>African Student Association</td>
<td>33</td>
</tr>
<tr>
<td>Empowered Men of Color (EMOC)</td>
<td>66</td>
</tr>
<tr>
<td>Black Student Association</td>
<td>185</td>
</tr>
<tr>
<td>NAACP</td>
<td>41</td>
</tr>
<tr>
<td>Professional Assertive United Sisters of Excellence (PAUSE)</td>
<td>101</td>
</tr>
<tr>
<td>Black Scholars Unlimited</td>
<td>106</td>
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</tbody>
</table>
The following is a list of student delegates that attended the conference and have been elected to leadership positions in their respective organizations:

Kevin Armstrong  
NAACP Membership Co-Chair

Ciara Arrington  
Black Scholars Activities Chair, Publicity Chair, Habitat for Humanity, FROSH Camp

Teneshia Arnold,  
President, NAACP, Orientation Guide

Leslie Berry  
Special Projects Chair: SAS

Roderick Brooks  
Treasurer, NAACP

Jonathan Chandler  
President, Student Ambassador Board, Financial Chair, Alpha Phi Alpha Fraternity, Co-Chair, Black History Month Committee

Mykila Cobb  
President, Black Student Association, Vice President, Student Ambassador Board

Darneshia Cotton  
Secretary, Black Student Association

C. Markeese Curry  
Student Ambassador Board

Briana Federick  
Vice President, P.A.U.S.E. Frosh Camp Counselor

Caitlin Fisher  
Secretary, NAACP, Co-Chair, Black History Month Committee

Kenderek Harris  
President, Phi Beta Sigma Fraternity, Vice President, NAACP

Kai Hill  
Frosh Camp

Jasmine Hockett  
Fashion Show Co-Chair, BSA

Xavier Jones,  
Fashion Show Co-Chair, BSA, Frosh Camp, President, Alpha Phi Alphas Fraternity Financial Secretary, SGA

Whitley Miller  
Frosh Camp, SGA, Recording Secretary, Black Scholars Unlimited

Eboni O’Neal  
Parliamentarian, Black Student Association, President, Delta Sigma Theta Sorority, Inc.

Friendella Overstreet  
Membership Co-Chair, NAACP

Sylvester Payne  
Frosh Camp

Jazmine Phillips  
Parliamentarian, Black Scholars Unlimited, Orientation Guide, Frosh Camp

Shannon Portis  
Orientation Guide

Alesia Putman  
Special Event Chair: S. A.C.

James Ransom  
Vice President, Student Activities Council

Cortney Richardson  
President, Empowered Men of Color, Frosh Camp Executive Director Chair, Student Event Allocation Committee

Steve Transou  
Frosh Camp, Student Ambassador Board

Greg Vann  
Head Frosh Camp Counselor, Math Academy Counselor
6. Photos suitable for publication should be placed in YOUR O Drive and notify Pat of the location.

Pictures for Multicultural Affairs are located in the O Drive under **Multicultural Affairs Pictures – 2009-2010 Annual Report**