<table>
<thead>
<tr>
<th><strong>Department Name</strong></th>
<th>Minority Affairs</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Location</strong></td>
<td>University Center 417</td>
</tr>
<tr>
<td><strong>Phone Number</strong></td>
<td>678-2054</td>
</tr>
<tr>
<td><strong>Web Site</strong></td>
<td><a href="http://www.people.memphis.edu/~minority">www.people.memphis.edu/~minority</a></td>
</tr>
<tr>
<td><strong>Director Name</strong></td>
<td>Lonnie Latham</td>
</tr>
<tr>
<td><strong>Director Email</strong></td>
<td><a href="mailto:llatham@memphis.edu">llatham@memphis.edu</a></td>
</tr>
<tr>
<td><strong>Number of Full-Time Staff</strong></td>
<td>3</td>
</tr>
</tbody>
</table>

**Mission** The mission of the Minority Affairs Program is to promote and advance the personal development and academic success of minority students enrolled at The University of Memphis, with special emphasis on the African-American student body. Through a comprehensive plan, the Minority Affairs Program seeks to nurture the academic, cultural, economic, and social needs of its students.

**Major departments/functions/offices/responsibilities - brief listing**

The Office of Minority Affairs is dedicated to fostering the growth and development of minority students and empowering them to successfully compete in a global society.

Responsibilities of the Office:
1. Advise and assist minority organizations with programming and other needs.
2. Design and implement cultural and educational activities such as Black History Month, Hispanic Heritage Month, and the Multicultural Festival.
3. Assist the Office of Admissions with the recruitment of minority students.
4. Collaborate with other offices to insure that minority students are considered for selection to University Standing Committees.
5. Enhance opportunities for leadership and personal skills development.
6. Promote respect, awareness, and collaboration among the diverse University population.
3 main departmental goals and related accomplishments/results for 05-06

**Goal #1** To improve retention and matriculation of minority students

**Results/Accomplishments #1A** The Empowered Men of Color had thirty paid members in their organization. During the year, they attended workshops concerning plagiarism, study habits, and time management. Sessions were also conducted by different academic departments at The University of Memphis explaining the requirements for specific disciplines. As a result of these activities, the overall grade point average of members rose from 2.5 in the Fall semester to 2.61 by the end of the Spring semester.

**Results/Accomplishments #1B** Incoming minority students were notified through mail before moving on campus of The Minority Awareness Mixer that was held at the University Center on the second day of class. During the mixer, students became aware of Minority organizations and their purpose. University staff provided information tables of their specific area explaining some of the services available at the University. Incoming students were able to converse with administrators about any concerns or inquiries, giving them a feeling of connectivity with the University.

**Goal #2** To provide minority students with leadership skills development

**Results/Accomplishments #2A** Forty-two student leaders and future leaders attended the Southwestern Black Student Leadership Conference held at Texas A&M University at College Station, Texas. The conference presented workshops that focused on self-improvement techniques, leadership and networking skills, and values clarification. These workshops served to inspire and motivate young Black Collegians to become productive leaders. Ten of the attendees were elected to serve as president of their affiliated organization, including SGA’s President, Vice-President, and Speaker of the House.

**Results/Accomplishments #2B** A two day Minority Student Leadership Retreat was held at the Marriott Hotel in Downtown Memphis. There were thirty four students of various organizations in attendance. Presentations were given on Time Management, Conducting an Effective Meeting, Leadership Skills, and Event Planning. Lunch was planned with key administrators. The night consisted of dinner and bonding at Jillian’s games. The second day consisted of a lemon squeeze activity. Sixteen of the students were elected as organization officers for the 2006-2007 school year.

**Goal #3** To provide students with opportunities with program presentation and networking.

**Results/Accomplishments #3A** Students were able to demonstrate their abilities to create programming ideas during the planning and presentation of Black History Month, Black Scholars Breakfast, Hispanic Heritage Month, and during panel discussions. There was a total of twenty-nine student-driven programs created. Valuable networking skills were obtained through successful presentations for funding, given before the SAC Co-Sponsorship Committee and the Student Government Association Allocation Committee. Total funds awarded exceeded $70,000.
**Results/Accomplishments #3B**  The Black Student Association was able to attract thirteen students to work on the publication of The Torch Newspaper. Students were able to interview other students, faculty, and staff, gaining experience in networking. Also, they were able to write articles of interest to their readers. In addition, students gained networking experience by soliciting advertisements from student organizations, academic departments, and the community. There were four successful publications, which included a Black History Month edition.

**Initiative #1:** Raise funds for the Minority Student Leadership Retreat:

Efforts were made to contact alumni and community agencies to raise funds for the retreat. Letters were mailed out describing the retreat and its purpose. Due to this endeavor, we were able to raise $4450. Some donors attended the evening session of the retreat and had dinner with the students.

**Initiative #2:** Increase ethnic culture participation:

Planning for the Multicultural Festival involved Student Affairs, Academic Affairs, Religious Life, Student Organizations, and culturally diverse groups in the community. The cultural groups consisted of the Memphis Scottish Society, Korean Association of Memphis, Greek Association, Hispanic Association, Greater Memphis United Chinese Association, and Native American Intertribal Association. Student groups enlisted were the African Student Association, Hispanic Student Association, Black Student Association, Alpha Kappa Alpha Sorority Inc., Pakistan Association, Muslim Student Association, and International Student Organizations. This initiative was well planned but was cancelled due to the University closing the day of the event.

**Initiative #3:** Reach out to displaced students:

The Minority Affairs staff felt that it had a special duty to reach out to displaced students. We counseled and advised these students with updates on their respective universities and referred them to local and national relief organizations. We advised the minority student groups to embrace these students and be empathetic. The Black Student Association and Alpha Kappa Alpha Sorority Inc. were able to raise funds to assist displaced students. Black Scholars Unlimited pledged $1000 to the Red Cross.

**Up to 3 student learning objectives and outcomes for 05-06**

**Student learning objective #1**  Gain knowledge of available services and minority student organizations at The University of Memphis.

**Assessment Method #1:**
Minority Student Awareness Mixer Survey:
Students were invited to attend the Minority Student Mixer in order to learn about the different minority organizations and services provided at the University. Each student was given a survey, listing each organization and student service. They were then asked if the mixer was helpful and in what ways.

**Outcome #1** The checklist of 30 individuals was collected. Of the thirty, there were at least ten or fifteen of the organizations checked. Some comments were:
1. It allowed me to see what the campus has to offer.
2. Helped me to become familiar with the various organizations.
3. Gave me insight on some minority organizations.
4. Yes, it allowed me to learn more about the different student organizations. I am more informed.

**Student learning objective #2** Learn to interact with people of different backgrounds and work effectively with them to reach a common goal.

**Assessment Method #2:** Minority student organizations received knowledge of why it is important to work with organizations representing students from different backgrounds. Organizations were encouraged to participate with Up-Til-Dawn. To assess this learning objective we determined the number of minority organizations that participated beyond the one organization from last year.

**Outcome #2** There were eight student minority organizations to participate in Up-Til-Dawn, including Black Student Association, Black Scholars Unlimited, Hispanic Student Association, NAACP, and PAUSE.

**Student learning objective #3** Effectively serve in an elected leadership position.

**Assessment Method #3:** Students who attended the Minority Student Retreat and Southwestern Black Student Leadership Conference gained certain leadership skills. Students were encouraged to run for leadership positions by the Office of Minority Affairs Staff. To assess this learning objective we determined the number of students elected into office.

**Outcome #3** Some of the students who currently hold elected office positions include:
- Maegan Ratliff- SGA President
- Kimberly Jones- SGA Vice President
- David Jones- SGA Speaker of the House
- Dominique Maples- NAACP President
- Desmond Robinson- BSA President, Alpha Phi Alpha Fraternity President
- Bridgett Stiggers- Black Scholars Unlimited President
- Ashley Roberts- SAS President, NAACP Vice President
- Tonya Woodson- Alpha Kappa Alpha Sorority President
- Giovni Carr- Phi Beta Sigma Fraternity President
- Michael Prince Thomas- Kappa Alpha Psi Fraternity President
- Sheron Taylor- BSA Vice President
- Kristian Davis- BSA Executive Board Member
- Thomasina McMichael- NAACP Treasurer
- Noel Moore- Sankofa Vice President
- Joshua Perkins- Black Scholars Unlimited Treasurer
- Dana Purnell- Omega Psi Phi Fraternity President
- William Terrell- EMOC Executive Board Member

**3 main bragging points for department - Optional**

**Bragging point #1** The Minority Affairs staff is elated and proud of the Black Student Association, Black Scholars Unlimited, and the NAACP student organizations for rallying
together and reaching out to the displaced HBCU students. Upon these students' arrival, they were welcomed to campus and encouraged to become members of organizations. A Clothes Drive was held for the less fortunate, fundraising efforts were made by students and Black Scholars Unlimited pledged $1,000 to the Red Cross.

Revenue Producing Initiatives and Results:
Minority Student Leadership Retreat Fund- $4450.00 (Monies were sought from concerned alumni)
Arthur Holmon Scholarship-$759.00

Total Amount- $5209.00

Community Involvement and Partnerships: Memphis Convention and Visitors Bureau, Memphis Chamber of Commerce, and Alumni partnered with Minority Affairs to host the Minority Student Leadership Retreat. Scottish Irish Society, Vietnamese Society, Greek Society, and Korean Association agreed to be participants at the Multicultural Festival.

Collaborative Efforts: Minority Affairs collaborated with Friends of the Library to bring Ernest Withers, known Civil Rights photographer, to campus during Black History Month; assisted Trio Program with the production of its recruitment pamphlet; teamed with Lifeblood to create a major blood drive during Black History Month.

What students learn from Student Affairs:
Students have learned:
How to become effective leaders.
How to show compassion toward others.
How to work as a team.
How to interact with people from diverse backgrounds.
How to conduct an effective meeting.
How to respect the differences of others.

If applicable, 3 major 05-06 events/programs/etc. with description, attendance info, money raised

Event #1 During Black History Month, the Office of Minority Affairs hosted a diversity workshop facilitated by Mr. Lee Mun Wah of Stir-Fry Seminars and Consulting. There were 31 staff, 8 faculty, 8 students, and 3 guests in attendance. A safe environment was created for all the participants to dialogue about how diversity can be achieved without blame, ridicule, or devaluation of another's self worth. Consequently, an open and honest dialogue transpired which lead to the consideration of a follow-up workshop by the Division.

Event #2 The Office of Minority Affairs hosted a forum on October 28, 2005 in the Faulkner Lounge. This program presented an opportunity for The University of Memphis students, faculty, and staff to hear about experiences and engage in discussion with minority student evacuees from New Orleans. The students discussed their departure from New Orleans and the differences observed here at The University of Memphis. Eighty individuals attended the forum, including administrators from Southern University to give their students an update of the situation. A reception followed the question and answer session.

Event #3 The Black Scholars Unlimited Breakfast was held on October 29, 2005. The main
speaker was Mr. Eddie Jones, former Black Scholar and current Supervisor of Human Resources for Shelby County Schools. His message was on "The Talented 10". He encouraged scholars to continue in their scholarly ways. One hundred and forty three African-American scholarship recipients were recognized and approximately 400 students, family members, and university staff attended.

**Contact summaries for the 05-06 year as applicable - headcount counseling sessions, cases, programs help, students housed, children housed, children cared for, tests administered, interviews hosted, etc.**

The Office of Minority Affairs had the following:
- Visitations- 1,793
- Counseling Sessions- 53
- Advisory Sessions- 210
- Perspective Students Contact- 231

### 3 Main initiatives for 06-07

**Initiative #1**  FRESH: The Office of Minority Affairs will be offering Focusing Resources to Enhance Students in Higher Education (FRESH). FRESH is a mentoring program that matches freshmen students with upperclassmen to assist with their acclimation to college life. The mentor will serve as a friend, advisor, or simply a contact person when questions or problems arise. FRESH will encourage personal, academic, and professional growth and increase cultural awareness.

**Initiative #2**  Hispanic Student Association Visibility: We are planning to steer the Hispanic Student Association in the direction of becoming more than just a cultural enlightenment group by creating programming that is built around current issues that affect the Hispanic community. Moving in this direction will provide education and greater awareness to the University community.

**Initiative #3**  Friends of Minority Affairs: An advisory board of alumni and concerned citizens of Memphis will come together and address the needs, concerns, and welfare of minority students at The University of Memphis.