## Student Affairs 07-08 Annual Report Data

**Important:** Please submit by August 20, 2008 and be sure to read the form instructions. As you prepare this be sure to refer to last year’s division report and the departmental reports by clicking the link below (will open up in new window).

2006-2007 Division of Student Affairs Annual Report (http://saweb.memphis.edu/studentaffairs/annualreport0607.htm)

<table>
<thead>
<tr>
<th>Department/Sub-Department Name:</th>
<th>Minority Affairs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Location:</td>
<td>800 Wilder Tower</td>
</tr>
<tr>
<td>Phone Number:</td>
<td>678-2054</td>
</tr>
<tr>
<td>Web Site:</td>
<td><a href="http://saweb.memphis.edu/minorityaffairs">http://saweb.memphis.edu/minorityaffairs</a></td>
</tr>
<tr>
<td>Department Annual Report web link (if applicable):</td>
<td></td>
</tr>
<tr>
<td>Director Name:</td>
<td>Lonnie Latham</td>
</tr>
<tr>
<td>Director Email:</td>
<td><a href="mailto:llatham@memphis.edu">llatham@memphis.edu</a></td>
</tr>
<tr>
<td>Number of Full-Time Staff:</td>
<td>3</td>
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**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.

1. **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.

2. **Up to 3 student learning objectives and outcomes for 07-08:**

<table>
<thead>
<tr>
<th>Student Learning Objective #1</th>
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<tbody>
<tr>
<td>Gain knowledge of available services and minority student organizations at the University.</td>
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Minority students were invited to attend the Minority Student Mixer in order to ascertain knowledge of the different minority organizations and services. Each student was given a check sheet, listing each service and student organization represented. They were asked if the mixer was valuable to their orientation to the University and in what ways. All returned check-sheets indicated that the mixer was helpful in their orientation to the U of M.

<table>
<thead>
<tr>
<th>Student Learning Objective #2</th>
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<tbody>
<tr>
<td>Effectively serve in an elected or appointed leadership position</td>
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</table>

<table>
<thead>
<tr>
<th>Outcome #2 (with supporting data)</th>
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<tbody>
<tr>
<td>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.</td>
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</tbody>
</table>
Some of the students who currently hold elected office positions include:

- Halima Alhassn - President, African Student Association
- Trenton Busby - President, African American Educators of Tomorrow, Frosh Camp Counselor, 2008, FRESH Mentor
- Gionni Car - Tennessee Board Student Regent
- Keosha Garner - Graduated, May 2008
- Carlissa Graham - SGA Senator
- Brittany Grey - Secretary, Black Student Association
- Chris James - Frosh Camp Counselor; Empowered Men of Color Treasurer; African American Educators of Tomorrow Treasurer
- Tim Jordan - Co-Chair 2009 Black History Month Committee, Frosh Camp Counselor, 2008
- Thomasina McMichael - Graduated, May 2008
- Tasha Merriweather - President, NAACP
- Erica Puryear - Graduated, May 2008
- Courtney Richardson - Frosh Camp Counselor
- Ashlee Roberts - Graduated, May 2008, Graduate School USC
- Joe Smith - Frosh Camp Counselor
- Sheron Taylor - Chief Justice, Student Court
- Orlandra Ward - President, Delta Sigma Theta Sorority, Inc., Frosh Camp Counselor, 2008

**Student Learning Objective #3**

Students will learn to create programming ideas.

**Outcome #3 (with supporting data)**

UM Celebrates Hispanic Heritage Month

This year, the Hispanic Student Association has strived to acquire campus-wide recognition by emphasizing Hispanic Heritage Month which began September 15th and continued to October 15th. To begin the celebration, HSA and Latino Memphis collaborated forces to sponsor the First Annual Hispanic Heritage Month Dinner. More than 200 Hispanic students enrolled in the University of Memphis and another 150 community members were invited to the event. The result was a huge success in which Community leaders and Hispanic students of all education levels united in fellowship to celebrate and appreciate Hispanic heritage. Furthermore, Dr. Pablo Davis, Latin American historian and Director of Latino Memphis enlightened the event with his eloquent assertions of circuits and archives in the Hispanic/Latino culture.
Following the great success of the dinner, HSA continued to commemorate Hispanic heritage via cultural fair in which Memphis students and community learned about the Spanish speaking countries of the world. The event was highlighted with festive food and live music. The cultural fair really focused on the objectives of HAS: to educate campus students and community of the Hispanic culture and to provide a foundation for Hispanic students to meet other Hispanic students and leaders of the Hispanic community.

<table>
<thead>
<tr>
<th>3. 3 main departmental goals and related accomplishments/results for 07-08:</th>
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<tbody>
<tr>
<td><strong>Goal #1</strong></td>
</tr>
<tr>
<td>To improve retention and matriculation of minority students</td>
</tr>
<tr>
<td><strong>Results/Accomplishments #1A</strong></td>
</tr>
<tr>
<td>The University was awarded a TBR Access and Diversity Initiative grant in the amount of $38,178. The grant funded 75 students in the Focusing Resources to Change Students in Higher Education (FRESH) Peer Mentor Program. The major goal of the program is to prepare students intellectually, socially, culturally to acclimate to the college environment. To that end, the program provided mentorship, co-curricular programming and other educational opportunities to enhance student success and improve the retention of underrepresented students. 75 out of the 75 FRESH participants returned for the Spring semester. The Spring semester yielded FRESH participants with an overall G.P.A. OF 2.81.</td>
</tr>
<tr>
<td><strong>Results/Accomplishments #1B</strong></td>
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<tr>
<td>The Empowered Men of Color had thirty three paid members in their organization. During the year, they attended workshops and programs designed to assist them in their personal development and academic success. Also, they brought Judge Glenda Hatchett to address the student body on “The Cost of Urban Crime and Violence”.</td>
</tr>
<tr>
<td><strong>Goal #2</strong></td>
</tr>
<tr>
<td>To provide minority students with leadership skills development.</td>
</tr>
</tbody>
</table>
Results/Accomplishments #2A

Thirty-eight current student 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. These workshops served to inspire and motivate young Black Collegians to become productive leaders. Twenty of these students were elected or appointed to leadership positions.

Results/Accomplishments #2B

Leadership Under Construction

Thirty-eight student leaders gathered at the Holiday Inn Select- Downtown on August 22-23, 2007 for the 6th Annual Minority Student Leadership Retreat. The theme was “Leadership Under Construction” and students learned how to construct a leadership style that would bring success in their new role.

After the students got acquainted with each other, they were enlightened by Memphis Convention and Visitors Bureau Calvin Taylor, VP- Bureau Development and Community Affair and Maurice Williams, Director of Development and Education Programs. Mr. Williams advised the students that “Planning is key” to being a successful leader. Mr. Taylor further gave the students the insight, “You are never yourself”. He contended that a person represents his or her organization, family and school. Thus, one must develop his or her character in order to become an effective leader.

To further equip the students for their leadership roles, Dr. Yolanda Harper presented “Building for Eternity”. During the workshop, students were able to learn how to develop organizational goals. Dr. Harper urged the students to construct objectives, whose outcome could later be assessed. She then supplied the students with a formula to reach organizational goals.

Goal #3

To facilitate the personal development of students

Results/Accomplishments #3A

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 during panel discussions. There were a total
of thirty-seven student driven programs created. Effective networking skills were
learned through successful presentation for funding, given before the Student Event
Allocation Committee and Student Government Association Allocation Committee.
Total funds awarded exceeded $70,000.

Results/Accomplishments #3B

Students from the University of Memphis presented a workshop at the 20th Annual
Southwestern Black Student Leadership Conference, 2008 at Texas A & M, College
Station, TX.

The workshop entitled, “Running The Yard” focused on African American students
holding key positions or roles on a predominately white campus. The presenters were:
Sheron Taylor, President of the Black Students Association, Ashlee Roberts, President
of NAACP and Student Advocating Service, and Terez Wilson, School Mascot. The
students told how important it was for students of color to get involved in a variety of
organizations, not just minority organizations. The students emphasized the need to
work toward these goals as freshmen by building their skills in these minority
organizations and then branching out into mainstream organizations.

4. Individual staff and student accomplishments:

Ms. Linda Hall was nominated to receive the pyramid award.

Mr. Gionni Carr was selected to the Tennessee Board Student Region.

Ms. Andrea Fletcher received a Master’s Degree in Sports Science Management.

Ms. Ashlee Roberts, Mr. Desmond Robinson and Ms. Dominique Maples were selected
to the Donald K. Carson fellows.

5. 3 main bragging points for department – What top administrators should
know about your area:

Bragging point #1

Black Scholars Unlimited Retention from Spring 2003 to Summer 2008. There were
540 Inductees from 2003-2008. Of these students, 241 graduated, 249 are currently
enrolled and 50 withdrew prior to degree completion. A further breakdown reveals the
2003-2008 induction classes yielding the following results:
Data Expressed as Percentages

<table>
<thead>
<tr>
<th></th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Withdrew Before Degree Completion</td>
<td>11%</td>
<td>15.3%</td>
<td>10.8%</td>
<td>12%</td>
<td>1.2%</td>
<td>0%</td>
</tr>
<tr>
<td>Currently Enrolled</td>
<td>5%</td>
<td>12.4%</td>
<td>24.6%</td>
<td>67%</td>
<td>90.5%</td>
<td>100%</td>
</tr>
<tr>
<td>Graduated</td>
<td>84%</td>
<td>72.3%</td>
<td>64.6%</td>
<td>21%</td>
<td>8.3%</td>
<td>0%</td>
</tr>
</tbody>
</table>

*Persistence to Graduation 89% 84.7% 89.2% 88% 98.8% 100%

* Persistence to Graduation includes both those students currently enrolled and graduated.

**Bragging point #2**

The 2008 Black History Month was considered to have been better than ever before. The "Life Time Achievement Award" was presented to Mr. Mark Stansbury, Assistant to President Shirley Raines. Mr. Stansbury was honored for his contribution to the City of Memphis, University of Memphis and to the Civil Rights Movement. There were many City, County, State and National officials, educators, students, faculty, and staff in an estimated crowd of 700 well wishers. Also, we welcomed acclaimed writer, actor, and activist Hill Harper to headline the month long activities.

**Bragging point #3**

The FRESH program was able to provide students with programming and assistance that would have not occurred without the TBR Access and Diversity Grant. The following is a list of activities provided to the FRESH students:

1. Visit to the Civil Rights Museum
2. Visit to the Clinton Presidential Museum
3. Visit to the Stax Museum
4. Tyler Perry’s Plays “What’s done in the dark” & “The Marriage Counselor”
5. Memphis Grizzlies Basketball Games
6. Mentees/Mentors Social Outings
7. FRESH Banquet

Along with the aforementioned activities, the program also provided free tutoring and writing lab. The creation of the writing lab offered a number of willing services: brainstorming sessions for topic selections, development of thesis statements, organization of materials and thoughts, proofreading for grammar and mechanics, and
assistant with document formatting and document revision.

We believe the activities programmed, tutoring, writing lab and social gatherings strongly attributed to the 3.00 Fall GPA and Cum GPA of 2.83 for the FRESH participants.

6. **Revenue Producing Initiatives and Results:**

   - Minority Student Leadership Retreat Fund- $3,800.00 (Memphis Convention and Visitors Bureau and Alumni)
   - TBR Access and Diversity Grant- $38,138.00
   - Arthur Holman Scholarship Donation- $1,500.00
   - Total Amount- $43,438.00

7. **Community Involvement and Partnerships:**

   Memphis Convention and Visitors Bureau and Alumni partnered with Minority Affairs to host the Minority Student Leadership Retreat. Black Scholars Unlimited continued their involvement with a community service project with the Lester Community Center. Memphis Grizzlies donated tickets to FRESH Peer Mentor Program. Scottish Society, Vietnamese Society, Greek Society, Native American Association, Korean Culture, Japanese Culture, Cuban Culture and Latino Memphis participated at the Multicultural Festival.

8. **Collaborative Efforts:**

   Minority Affairs Collaborated with the African and African American Studies Program to bring awareness of its course offering to students. The department collaborated with SSS programs, Career Services, Music Department, University Libraries, Office of Diversity, Adult and Commuter Services, and the English Department in the planning for Black History Month.

9. **If applicable, 3 major 07-08 events/programs/etc. with description and assessment data (attendance info, funds raised, etc.):**

   **Event #1**

   Black Scholars Unlimited hosted a twenty year reunion for all past members of the organization. In attendance was the first President, Eric Smith, who presented awards
to the University faculty, staff members that were founders of the organization.

**Event #2**

The Minority Affairs Office along with NAACP student organization presented “State of Race”. This was a panel discussion on race relations. Participants were Congressman, Steve Cohen, Mr. Pablo J. Davis, Executive Director Latino Memphis, Mrs. Veronica Coleman-Davis, CSO National Institute for Law and Equity and Moderator, Mr. Joseph Kyles, Vice President, Rainbow Push Coalition.

The event drew an approximate crowd of 180 students and staff including Dr. Shirley Raines.

**Event #3**

Taylor Alexander Bradford’s Memorial Tribute was entitled “Celebrating the spirit of a Tiger”. The speakers on the program represented the entire University community including Taylor’s father, who spoke on behalf of the family. A very emotional picture tribute entitled “It’s hard to say goodbye” was put together that displayed the life of Taylor Bradford. There were an estimated attendance of 800 individuals from the University and community.

10. **Detailed utilizations numbers (contact summaries) for 07-08 as applicable – headcount counseling sessions, cases, programs held, students housed, children cared for, tests administered, interviews hosted, internships posted and filled, etc.**

   The Office of Minority Affairs had the following estimated contacts:

   **Visitation:** 2,851
   
   **Counseling Sessions:** 220
   
   **Advisory Sessions:** 230
   
   **Perspective Student Contacts:** 175

11. **Last year we asked you, “In planning for 07-08, what intentional data can you collect to produce and analyze retention data and results?” If you have not already addressed this in your submission, did you do this? What did you collect and what retention and graduation data do you have?**
12. Please review your 07-08 planning document and discuss your achievement of your goals or any departures from your plans.

Achievements discussed within this document.

Due to programming conflict, the Office of Minority Affairs was unable to participate with the Orientation of International students.

13. Please reiterate from your 08-09 planning document your 3 main initiatives for 08-09 and explain any revisions made to your plans since your 08-09 planning meeting with the AVP group.

### Initiative #1

2008-2009 Conexcion Program

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

### Initiative #2

2008-2009 FRESH ACAD Class

FRESH Participants will be engaged in activities and programs that will enhance their acclimation to the University. Classroom participation will focus on new experiences that FRESH students are encountering. By engaging the students with other aspects of the FRESH program, the instructor will be more familiar with the students and have a better insight regarding the student’s adjustment and how to best connect them to appropriate resources.

### Initiative #3

2008-2009 Outreach Programs

Many minority students do not know the Office of Minority Affairs exists; consequently, they are uninformed of many services and opportunities available. This initiative will allow students to become aware of resources, services, and personnel that are
| available to assist them on campus. |