

## **Summary Report and Request for Non Academic Units**

### **Annual Budget Hearings - 2015**

#### **Unit Name:**

Office of Diversity and Inclusion

#### **Unit Mission Statement:**

The Office for Diversity and Inclusion's mission is to support and encourage all students while preparing them for the challenges of living and studying in a diverse and inclusive University. The office facilitates diversity seminars, workshops, speaker requests, and programs and activities for students, faculty, staff, and community. As part of a comprehensive network of services, programs, and activities, The Office for Diversity and Inclusion makes every effort to enhance a student's ability to achieve personal success and participate fully in campus life.

#### **WTAMU Diversity Mission**

- develop and sustain an increasingly diverse and inclusive community of learners necessary to accomplish the institution's academic mission and position the University as a leader in diversity and inclusion;
- provide the infrastructure needed to support diversity in all its forms within and among the teaching, learning, research, scholarly, creative, and service environments that define our campus;
- develop an appreciation for and understanding of the benefits of diverse, inclusive, and cross-cultural perspectives;
- establish the rules, procedures, programs, practices, and resources necessary to achieve excellence, access, opportunities, and effectiveness in teaching and learning, research, service, leadership, and outreach activities of the University.

#### **Unit Key Performance Indicators (data for last three years):**

1. Academic persistence and retention in place to help with transition and academic persistence of Hispanic and Black/African American students.
2. Diversity Professional Development for faculty staff and students.

3. Opportunities for students, faculty, staff, programs, college campus units, Amarillo and Canyon communities to collaborate, develop, present, and participate in engagement activities.
4. Number of partnerships with community organization involving service learning and volunteer opportunities.

**Budget Requests for FY16:**

**1. Title of Request: Men of Honor Student Success Initiative Program**

Dollar Amount Requested: \$6,690.00

Item/Event	Parties/ Participant Impacted	Estimated Funds
Program Orientation Day which will include breakfast meet and greet Men of Honor initiatives, cover campus services, educational planning, student life, time management as it relates to college. Lunch with guest speaker.	20	\$300.00
Send two peer mentors and five Men of Honor Mentees to a statewide Men of Color College Success Student Leadership Conference.	7	\$2,000.00
Host Mentor workshop with guest speaker.	25	\$500.00
Shirts for Mentors and Mentees , and for faculty who collaborate with mentoring	40	\$350.00
Purchase approximately 30 Books of "We Beat The Street " for mentoring Discussions. Will collaborate with faculty to cover various chapters at mentor meetings.	30	\$360.00

Purchase ESPN 30 for 30 video series to be used as learning a discussion topics during meetings	10	\$80.00
Host Men of Honor mentees and mentor for a year end awards and dinner	20	\$700.00
Stipend for Peer Mentors \$150.00 x 4 months in fall and 4 months in spring	2	\$2,400.00
Estimated Totals		\$6,690.00

**To which imperative, goal, strategy of the WTAMU Five-Year Plan 2014-2018 is this request in support of?**

The Men of Honor Initiative supports the imperative, goal, strategy of the WTAMU Five-Year Plan 2014-2018 IMPERATIVE 2 to retain, and develop increasing numbers of students who will graduate from our programs, assume leadership roles in society, and meet the workforce needs of the region and state.

The Men of Honor Initiative also supports the WTAMU mission statement to:

- cultivate opportunities to develop critical thinking and problem solving skills, information literacy, and ethical behavior;
- directs resources in support of empowering co-curricular experiences;
- maintains focus on the development of future leaders for our community, the state, the nation, and the world.

**Is this request consistent with the WTAMU Five-Year Financial Plan – 2014-2018?**

This request is consistent with IMPERATIVE 2 of the WTAMU Five-Year Financial Plan: Increase access and opportunity to recruit, enroll, retain, and develop an increasingly diverse population of students who will graduate from West Texas A&M and successfully achieve their first destination goal to include service to family, employment, military, graduate school.

The goal of the WTMAU Men of Honor Initiative is to serve as a catalyst toward increasing the retention, academic persistence, and graduation rates of the Hispanic and African American male population.

**How is this request anticipated to impact a unit KPI referenced above?**

This request will provide the opportunity to help with the transition and academic persistence of Hispanic and Black/African American males with the goal of completing graduation. It will also provide the opportunity for these students to experience working, organizing, and collaborating with diversity experiences and programing that will provide educational skills which will provide them with tools to successfully compete professionally after graduation. Peer mentoring and professional mentoring will present these students with channels to navigate areas such as campus services, student development support, academic support, leadership skills, service learning and positive role models; areas that lead to student persistence.

**2. Title of Request: Maintenance and Operation**

Dollar Amount Requested: \$6,600.00

Item/Event	Parties/	Estimated Funds
	Participant	
	Impacted	
Printing posters/flyers/advertisement for LGBTQT History Month, Hispanic Heritage Month, Native America History Month, Black History Month, Diversity Days, International Students Celebration, Women's History Month, Social Justice, Miscellaneous Diversity Student Organization Programming.	All students, faculty , staff, and community	\$5,000.00
Registration for Students to attend Leadership Conference TACHE/TABPHE	<u>10@160.00</u>	\$1,600.00
Estimated Totals		\$6,600.00

**To which imperative, goal, strategy of the WTAMU Five-Year Plan 2014-2018 is this request in support of?**

The maintenance and operation request is consistent with IMPERATIVE 2 of the WTAMU five-Year Plan 2014-2018 to recruit, retain, and develop increasing numbers of students who will graduate from our programs, assume leadership roles in society, and meet the workforce needs of the region and state. Funds will be used to collaborate and support diversity programming for faculty, staff, and students, designed to assist the University in the development and implementation of programs, events, and activities requests, to promote diversity and inclusion and promote persistence and retention at West Texas A&M University.

**Is this request consistent with the WTAMU Five-Year Financial Plan – 2014-2018?**

This request is consistent with IMPERATIVE 2 of the WTAMU Five-Year Financial Plan: Increase access and opportunity to recruit, enroll, retain, and develop an increasingly diverse population of students who will graduate from West Texas A&M and successfully achieve their first destination goal to include service to family, employment, military, graduate school.

**How is this request anticipated to impact a unit KPI referenced above?**

The collaborations of the Office for Diversity and Inclusion with faculty, staff and students are a commitment designed to ensure persistence and retention for all students. This commitment is actualized through programs, activities, and services which promote the growth and development of the “whole person”. This initiative supports the themes of creating a positive learning environment, student success, and outreach as identified in the WTAMU Strategic Plan.

# Goals

- Enhancement of diversity in all its forms
- Improvement of campus climate – aligned with one or more of the University's Core Values
- Educational and training opportunities – state and federal issues, best practices, and research that recognizes, values, and effectively manages different cultural perspectives
- Responsibility, accountability, and recognition and sustaining a culturally diverse community
- Internal and external collaborations and partnerships-diversity and inclusion and education-related research
- Endowment two \$500 scholarships
- Programs, activities, and services in all University units- a culture of inclusion

# Success and Challenges

- Programs
- Activities
- Services
- Reporting

# **WTAMU Men of Honor**

**Hispanic and African American Male Initiative**



# Challenge

- There is a consensus across the United States that Hispanic males and African American males (men of color) are under- performing in colleges and universities and as a result are not being retained and are not persisting through graduation.
- The WTAMU Men of Honor Initiative will attempt to bridge the wide gap regarding men of colors' academic performance, retention, persistence, and graduation rates.

# First Year Retention Rates from Fall 2013 to Fall 2014

Race/Ethnicity	Sex	Not Retained	Retained	Total	Retention Rate
African American	F	16	27	43	62.80%
	M	31	25	56	44.60%
American Indian	F	2	1	3	33.30%
	M		3	3	100.00%
Asian	F	4	10	14	71.40%
	M	2	6	8	75.00%
Hispanic	F	60	125	185	67.60%
	M	59	99	158	62.70%
International	F		6	6	100.00%
	M	2	8	10	80.00%
Multiple Races Reported	F	7	10	17	58.80%
	M	10	7	17	41.20%
Unknown	F	1	4	5	80.00%
	M	8	4	12	33.30%
White	F	118	318	436	72.90%
	M	107	203	310	65.50%

# 4-Year Graduation Rate

Race/Ethnicity	Sex	Not Graduated	Graduated	Total	4-Year Graduation Rate
African American	F	19	6	25	24.00%
	M	54	3	57	5.30%
American Indian	F	3		3	0.00%
	M	3		3	0.00%
Asian	F	2	2	4	50.00%
	M	3	2	5	40.00%
Hispanic	F	119	39	158	24.70%
	M	146	18	164	11.00%
International	F	2	1	3	33.30%
	M	5	2	7	28.60%
Multiple Races Reported	F	6	2	8	25.00%
	M	11	3	14	21.40%
Unknown	F	3	2	5	40.00%
	M	7		7	0.00%
White	F	248	183	431	42.50%
	M	257	76	333	22.80%

# 6-Year Graduation Rate

Race/Ethnicity	Sex	Not Graduated	Graduated	Total	6-Year Graduation Rate	
American Indian	F		6		6	0.00%
	M		3		3	0.00%
Asian Or Pacific Ind	F		5	2	7	28.60%
	M		5	2	7	28.60%
Black Non-hispanic	F		18	8	26	30.80%
	M		31	8	39	20.50%
Hispanic	F		78	52	130	40.00%
	M		91	36	127	28.30%
International	F		3	4	7	57.10%
	M		3	2	5	40.00%
White Non-hispanic	F		202	221	423	52.20%
	M		235	134	369	36.30%

# Project Objective and Plan

- Our plan is to have WTAMU eventually institutionalize this initiative so as to afford more consistent and dedicated resources geared toward making a positive connection by a wide variety of methods, including but not limited to the following:

# Making a positive connection

- Early Academic Intervention
- Peer Mentoring
- Group Interaction
- Professional Mentoring
- Active Study Hall
- Community Service Projects
- Group Presentations
- Graduation

# Encompasses the WT Mission

- cultivates opportunities to develop critical thinking and problem solving skills, information literacy, and ethical behavior;
- directs resources in support of empowering co-curricular experiences;
- maintains focus on the development of future leaders for our community, the state, the nation, and the world; and
- development and enhancement of the quality of life for the region.

# Significance of project and rationale

- The Goal of the WTMAU Men of Honor Student Success Initiative is to serve as a catalyst toward increasing the retention, persistence, and graduation rates of the Hispanic and African American male population.



# Estimated Budget

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