

## **2005-2006 :: Multicultural Center**

### **1. Mission Statement:**

The mission of the Multicultural Center is to provide a variety of quality cultural programs, educational resources and support services to the multicultural community of the University of Texas at Dallas.

Focus Areas:

- Participate in campus-wide recruitment and retention programs of African American and Hispanic students
- Develop multicultural student leaders
- Provide campus-wide diversity initiative
- Develop and provide quality cultural campus wide and community programs
- Research and develop new cultural programs and resources
- Continue to work with internal and external entities to provide academic, personal, and career guidance for multicultural students
- Provide support and resources to Multicultural student organizations
- Provide a comfortable environment for multicultural students

### **2. Objectives:**

#### **2.1 Provide Leadership dev. opportunities for students:**

Provide leadership development opportunities for students measured by increased attendance in the Leadership Speaker Series, Leadership Conferences, participation in the Multicultural Presidents Council and an increase the overall satisfaction scores of leadership programs.

**2.1.1 Related Strategic Plan Item(s):** II-1 The Education of Leaders; II-3 Investment in People; VI-4 Community Outreach

#### **2.1.2 Related Institutional Priority Item(s):**

SP-7 Enhance Graduation Rates; CPT-4 Enhance student diversity; CPT-5 Increase retention and graduation rates

#### **2.2 Increase student particip. in retention programs.:**

Increase student participation in retention programs. Programs currently identified and tracked as retention programs are the Mentor program, 2.3 letters, Operation BLACK, and Faculty, Staff and Student Networking Luncheons. The newly hired Coordinator of Student Success and Outreach will develop the overall retention program.

**2.2.1 Related Strategic Plan Item(s):** II-3 Investment in People; II-4 Enhancement of Diversity and Inclusion

#### **2.2.2 Related Institutional Priority Item(s):**

SP-4 Tell UTD's Story Better; SP-7 Enhance Graduation Rates; CPT-4 Enhance student diversity; CPT-5 Increase retention and graduation rates

#### **2.3 Increase number of quality, cultural ed. programs.:** Increase the number and types of quality, cultural education programs to promote culture and diversity awareness among students.

**2.3.1 Related Strategic Plan Item(s):** II-1 The Education of Leaders; II-4 Enhancement of Diversity and Inclusion

#### **2.3.2 Related Institutional Priority Item(s):**

SP-4 Tell UTD's Story Better; CPT-4 Enhance student diversity; CPT-5 Increase retention and graduation rates

### **3. Measures & Findings:**

#### **3.1 Program evaluations/attendance logs.:** Program evaluations and attendance logs/Leadership Series.(Annually-July 2006)

##### **3.1.1 Success Criteria:**

25% increase in attendance for Leadership Speaker Series. Increase overall satisfaction score from 80% to 90%.

**3.1.2 Related Objective(s):** Provide Leadership dev. opportunities for students

##### **3.1.3 Results Related To Success Criteria:**

Overall satisfaction score over 90%. Attendance increased by 80%. Staff to student ratio approx 50/50.

**3.1.4 Achievement Level:** Met

**3.1.5 Further Action:** Yes

#### **3.2 Conference attendance logs.:** Conference registrations and attendance logs/Connections.(Annually-July 2006)

**3.2.1 Success Criteria:** Increase student attendance at Leadership Conferences by 10%.

**3.2.2 Related Objective(s):** Provide Leadership dev. opportunities for students

##### **3.2.3 Results Related To Success Criteria:**

Number of students attending and participating in leadership conferences increased by 25%.

**3.2.4 Achievement Level:** Met

**3.2.5 Further Action:** Yes

**3.3 Attendance logs/MPC.:** Attendance logs/Multicultural Presidents Council. (Annually--July 2006.)

**3.3.1 Success Criteria:** 50% increase in organizations represented by Multicultural Presidents Council.

**3.3.2 Related Objective(s):** Provide Leadership dev. opportunities for students

**3.3.3 Results Related To Success Criteria:**

80% increase in organizations represented on Multicultural Presidents Council.

**3.3.4 Achievement Level:** Met

**3.3.5 Further Action:** Yes

**3.4 Mentor program participation logs.:** Registration and participation logs/mentor program. (Annually-July 2006.)

**3.4.1 Success Criteria:**

Increase number of students participating in mentor programs by 50%. Increase overall satisfaction score to 80%.

**3.4.2 Related Objective(s):** Increase student particip. in retention programs.

**3.4.3 Results Related To Success Criteria:**

50% decrease in participation in mentor program. Participants did not respond to evaluation survey.

**3.4.4 Achievement Level:** Not Met

**3.4.5 Further Action:** Yes

**3.5 Retention programs attendance logs.:** Program attendance logs and registration records.(Annually-July 2006.)

**3.5.1 Success Criteria:** Increase overall participation in retention programs by 10%.

**3.5.2 Related Objective(s):** Increase student particip. in retention programs.

**3.5.3 Results Related To Success Criteria:**

Participation in identified retention programs (Operation BLACK, Luncheons and Mentor program) decreased by 13%.  
Need to better define what constitutes retention activities.

**3.5.4 Achievement Level:** Not Met

**3.5.5 Further Action:** Yes

**3.6 Review university retention data.:** Review University Retention Data. (Annually-July 2006.)

**3.6.1 Success Criteria:**

Establish base line figures for retention of African American and Hispanic students and increase retention by 10%.

**3.6.2 Related Objective(s):** Increase student particip. in retention programs.

**3.6.3 Results Related To Success Criteria:** Unable to retrieve official retention data from University sources.

**3.6.4 Achievement Level:** Not Met

**3.6.5 Further Action:** Yes

**3.7 Individual program evaluations.:** Individual cultural program evaluations.(Annually-July 2006.)

**3.7.1 Success Criteria:** Maintain high satisfaction scores of 80%-90%.

**3.7.2 Related Objective(s):** Increase number of quality, cultural ed. programs.

**3.7.3 Results Related To Success Criteria:**

Overall satisfaction scores for programs remain high (80%-90%), the nature of some events made assessment difficult.

**3.7.4 Achievement Level:** Met

**3.7.5 Further Action:** Yes

**3.8 Program calendar summary.:** End of year program calendar summary. (Annually-July 2006.)

**3.8.1 Success Criteria:** Evenly distribute cultural programs throughout the year.

**3.8.2 Related Objective(s):** Increase number of quality, cultural ed. programs.

**3.8.3 Results Related To Success Criteria:**

There was a heavy concentration of programs in Feb. and a low concentration of programs in Nov.

**3.8.4 Achievement Level:** Partially Met

**3.8.5 Further Action:** Yes

**3.9 End of year program summaries.:** End of year report program summaries.(Annually-July 2006.)

**3.9.1 Success Criteria:**

Increase GLBT and Native American programming to 10% of total programs and increase Asian events to 25% of total programs.

**3.9.2 Related Objective(s):** Increase number of quality, cultural ed. programs.

**3.9.3 Results Related To Success Criteria:**

18% of total programs were Asian. 12% of total programs were Native American and GLBT. Created European Heritage Celebration.

**3.9.4 Achievement Level:** Partially Met

**3.9.5 Further Action:** Yes

## 5. Closing the Loop:

### 5.1 Increase participation and maintain quality.:

Increase participation in Leadership Series by adding one additional event to Series, Maintain program quality at 90% satisfaction level.

**5.1.1 Related Objective(s):** Provide Leadership dev. opportunities for students

**5.1.2 Related Measure(s):** Program evaluations/attendance logs.

**5.1.3 Responsible Person:** Danny Cordova, Arthur Gregg

**5.1.4 Target Date:** September 2006

**5.1.5 Priority:** Medium Priority

### 5.2 Increase number of participating students.:

Increase number of students able to participate in leadership conferences by finding more local conferences, workshops and seminars for students to attend.

**5.2.1 Related Objective(s):** Provide Leadership dev. opportunities for students

**5.2.2 Related Measure(s):** Conference attendance logs.

**5.2.3 Responsible Person:** Arthur Gregg, Danny Cordova, Netroia McNulty

**5.2.4 Target Date:** September 2006

**5.2.5 Priority:** Medium Priority

### 5.3 Develop more incentives for participation in MPC.:

Develop more incentives for organizations to participate in Multicultural Presidents Council.

**5.3.1 Related Objective(s):** Provide Leadership dev. opportunities for students

**5.3.2 Related Measure(s):** Attendance logs/MPC.

**5.3.3 Responsible Person:** Netroia McNulty

**5.3.4 Target Date:** September 2006

**5.3.5 Priority:** Medium Priority

### 5.4 Increase participation by restructuring programs.:

Increase student participation by restructuring program and recruitment methods.

**5.4.1 Related Objective(s):** Increase student particip. in retention programs.

**5.4.2 Related Measure(s):** Mentor program participation logs.

**5.4.3 Responsible Person:** Danny Cordova

**5.4.4 Target Date:** September 2006

**5.4.5 Priority:** Medium Priority

### 5.5 Identify retention prog. and dev. assessment meth.:

Define and identify additional programs and activities that serve as retention tools and develop methods of assessment.

**5.5.1 Related Objective(s):** Increase student particip. in retention programs.

**5.5.2 Related Measure(s):** Retention programs attendance logs.

**5.5.3 Responsible Person:** Netroia McNulty, Danny Cordova, Arthur Gregg

**5.5.4 Target Date:** September 2006

**5.5.5 Priority:** High Priority

**5.6 Increase availability of data/determine baseline.:**

Work with University administration to increase availability of retention data and determine base line figures.

**5.6.1 Related Objective(s):** Increase student particip. in retention programs.

**5.6.2 Related Measure(s):** Review university retention data.

**5.6.3 Responsible Person:** Netreia McNulty, Danny Cordova, Arthur Gregg

**5.6.4 Target Date:** September 2006

**5.6.5 Priority:** High Priority

**5.7 Develop methods for tracking/follow up on contacts:** Develop better tools for tracking and following up on contacts made at recruitment events.

**5.7.1 Related Objective(s):** Increase student particip. in retention programs.

**5.7.2 Responsible Person:** Arthur Gregg, Netreia McNulty, Darla Dougherty

**5.7.3 Target Date:** September 2006

**5.7.4 Priority:** Medium Priority

**5.8 Maintain quality/improve assessment methods.:**

Maintain current program quality for high overall satisfaction scores. Develop additional methods for assessing programs.

**5.8.1 Related Objective(s):** Increase number of quality, cultural ed. programs.

**5.8.2 Related Measure(s):** Individual program evaluations.

**5.8.3 Responsible Person:** Arthur Gregg, Netreia McNulty, Darla Dougherty, Danny Cordova

**5.8.4 Target Date:** September 2006

**5.8.5 Priority:** Medium Priority

**5.9 Change monthly distribution of programs.:**

Continue efforts to change monthly distribution of programs especially for Feb. and Nov.

**5.9.1 Related Objective(s):** Increase number of quality, cultural ed. programs.

**5.9.2 Related Measure(s):** Program calendar summary.

**5.9.3 Responsible Person:** Arthur Gregg, Danny Cordova, Netreia McNulty

**5.9.4 Target Date:** September 2006

**5.9.5 Priority:** Medium Priority

**5.10 Plan and present more Asian Cultural Programs.:** Plan more Asian programs around significant Asian Cultural Celebrations.

**5.10.1 Related Objective(s):** Increase number of quality, cultural ed. programs.

**5.10.2 Related Measure(s):** End of year program summaries.

**5.10.3 Responsible Person:** Danny Cordova

**5.10.4 Target Date:** September 2006

**5.10.5 Priority:** Low Priority

**6. Analysis:****6.1 Program/Unit Strengths:****6.1.1 Objectives/Outcomes Exceeded or Met:**

There was a significant increase in student participation in our programs. Also, student satisfaction with our programs was at the 80% range which is quite good.

**6.2 Program / Unit Weaknesses:**

**6.2.1 Objectives / Outcomes Partially or Not Met:** We need to have a more formal and structured retention program. We also need more information and assistance from the university to achieve our retention goals. We need to restructure our current mentoring program.

**7. Report:****7.1 Executive Summary:**

The Multicultural Center has had another great year. We worked very closely with the Admissions office and attended 11

recruitment events as well as worked with on campus recruitment and informational programs.

This year we were able to hire a Coordinator for Student Success and Outreach. This position is designed to assist in the development of our retention program as well as our community/outreach programs and student involvement.

The MC staff took 286 students to 11 different Leadership Conferences (local, state, regional and national levels). Several students and the advisor received awards at the Big XII Conference on Black Student Government. Also, the MC staff presented & or attended over 18 diversity and leadership workshops on and off campus and advised a total of 13 student organizations.

This year we saw the development of the Comet S.T.A.R.S Mentoring program for first year students which is composed of 35 mentoring partnerships between first year and upperclass students. This program is the beginning of the formation of our revised retention program.

During the course of the year we saw an increase in the number of Asian American and Native American programming as well as a collaborative effort to bring in a National Speaker with our GLBTQ organization. We were able to provide a total of 31 programs serving over 3900 students and support 11 programs serving 1,395.

We also noticed that the top reasons that the students visited the MC were: Computer usage, relaxation and to study. Also, we noticed a significant increase in our Asian, African American, Native American and Caucasian student populations.

The Multicultural Center continues to be a home and "hub" for many students on the UTD campus. Based on our "Student Satisfaction Survey", which is done each semester we have received scores of 85.7% and 90% in the category of "high" for overall Center satisfaction.

### **7.2 Top 3 Program/Unit Accomplishments:**

The Multicultural Center hired a Coordinator for Student Success and Outreach. The development and implementation of the new Comet S.T.A.R.S Mentoring program. We have increased the participation and diversity of the students who utilize the services offered by the MC. The MC has developed several new communication tools to reach our student populations such as: e-news letter, call-a-thons and event e-vites.

### **7.3 Research Activities or Publications:** No activity to report.

### **7.4 Instructional/Training Activities (presented or received):** No activity to report.

### **7.5 Public Service:**

The Multicultural Center Staff works with our students and student organizations to provide opportunities for public/community service. The MC currently is working jointly with the Texas Higher Education Coordinating Board on the College for Texan Campaign. The MC is working with a diverse group of students called the G-Force to provide college prep and readiness information to the community. Also, the MC staff serve on various committees in the community as well as present workshops and provide people power.

### **7.6 Other External Activities:** No activity to report.

### **7.7 Contributions to UTD:**

The Multicultural Center provides leadership training/opportunities for our diverse student population. Also, it provides quality and educational diversity programs, diversity education for classes and student organizations, retention programs and community outreach. The MC continues to work collaboratively with other departments for diverse campuswide programming as well as the recruitment of students of color with the Office of Admissions.

### **7.8 Top 3 Program / Unit Challenges:**

The MC is challenged by the lack of the university retention data to assist in our retention programs. We are also challenged by programs such as the G-Force which are handled beyond our control. As the diversity of the campus continues to grow the MC is physically changed by space for the numbers of students that we are able to service.