Task Force on Black/African American Access and Retention Interim Report

2/3/16
Background

• Decline in enrollments among students who self-reported as Black/African Americans, even though the number of applicants and admissions fairly stable

• Commitment to diversity focuses not only on overall numbers, but also on the success of individual students

  – From charge to Task Force by Kathy Johnson
Charge

• Review current recruitment and retention initiatives at Indianapolis
• Identify opportunities to enhance enrollment and retention
• Be data-driven
• Focus on link between admissions characteristics and retention to graduation
• Couple recommendations with cost estimates for opportunity for ROI analysis.
• IUPUI established a goal to have Black/African American students compose 15% of the undergraduate students at the Indianapolis campus by 2020.
  – Requires increasing Black/African American enrollment by approximately 230 students per year
Selected Initial Findings

• Campus is losing students during period from admission → enrollment
• Competing institutions offer 4 year scholarships and housing support
• We need to do better in connecting the students to campus by offering 4 year programming support
• We should build on what has been successful
Initial Recommendations

• Recognize that while these recommendations are designed to increase the enrollment and success of Black/African American students, scholarships, housing support, and programming cannot be restricted based on race/ethnicity and must be available to any student that enhances the diversity of IUPUI
Initial Recommendations-- Recruiting

- Improve support of prospective & admitted students through the admission and initial enrollment process.
- Provide scholarship funding to attract highly sought-after prospective students through expansion of current diversity scholarships and housing support.
- Create high ability transfer diversity scholarship
Initial Recommendations--

Recruiting

• Enhance diversity recruiting program including expanding the number of and providing funding for targeted middle school and high school visits.

• Develop recruitment campaigns targeting Black/African American audiences.
Initial Recommendations--
Retention

- Expand direct student financial support though additional scholarships including housing stipends.
- Improve the support of continuing students throughout their academic career by expanding the current Diversity Enrichment & Achievement Program (DEAP) in size, scope, and duration.
Initial Recommendations--Retention

• DEAP’s mission is to enhance the transition and success of IUPUI students from populations that have been traditionally underrepresented in higher education by addressing academic, social, and personal matters that have an impact on student persistence. Through connecting, affirming, guiding, and engaging students, DEAP helps to ensure their success at IUPUI. DEAP offers intensive retention programming and a supportive community.

• Note: Strong retention initiatives=strong recruitment initiatives
Next Steps

• Commit to the ongoing financial support necessary to implement and sustain the recommendations
• Determine the group(s) charged with developing a more welcoming and supportive campus environment
• Further develop the utilization of high impact practices to engage Black/African American students, including exploring how to increase the enrollment of the students in high impact practice courses and co-curricular experiences
• Continue to enhance the engagement of the campus with the Black/African American community
Potential Implementation Timeline
AY 2016-17

• Expand funding to attract highly sought after prospective students to existing programs in a recruitment mode ($471,200)
  – Diversity Scholars Research Program
    • $9K scholarship/$8K housing + meals for 17 students
  – Norman Brown Diversity & Leadership Scholars Program
    • $5K scholarship/$5K housing + meals for 25 students
  – Olaniyan Scholars Program
    • $9K scholarship/$5K housing + meals for 5 students
Potential Implementation Timeline
AY 2016-17

• Expand DEAP (Diversity Enrichment & Achievement Program)
  – Retention focus--expand # students, provide/coordinate mentoring & advising support for 4 years/student
    • Program Coordinator salary + FB = $62,400
    • Academic Coordinator salary + FB = $62,400
    • Graduate Assistant for Housing salary + FB = $20,000
    • 6 new Student Peer Mentors (ratio 1:20) = $18,000
    • 8 additional Bridge/1st year seminar instructors = $32,000
    • 8 additional Bridge/1st year seminar mentors = $6,400
    • Office Operations = $7,600
Potential Implementation Timeline
AY 2016-17

• Costs to expand DEAP
  – Expand # students, provide/coordinate mentoring & advising support for 4 years/student
    ($278,800 new + $1 M need based)
  • Address unmet need up to $8K/student = $1 M (estimate)
    – Funding from campus increase in need based aid
  • $2K Housing Stipends for 35 students = $70,000
    – Develop DEAP living-learning community
Total Investment Year 1

- High Ability Scholarship Programs
  - $471,200
- DEAP
  - $278,800
  - Estimated $1 M from need based aid increase
- TOTAL Investment in Year 1 = $750,000
Members of the Task Force

Recruiting Subcommittee
• Kim Stewart-Brinston *chair*
• Terry Brown
• Michele Hansen
• Scott McIntyre
• Yohlunda Mosely
• Nicole Oglesby
• Becky Porter *liaison, Task Force co-chair*

Retention Subcommittee
• Eric Williams *chair*
• Vicki Bonds
• Cathy Buyarski
• Michele Hansen
• Stephen Hundley
• Tralicia Lewis
• Pamella Shaw
• Joseph Tucker Edmonds
• Karen Dace *liaison, Task Force co-chair*