

**Agendum
Oakland University
Board of Trustees Formal Session
April 1, 2009**

**OAKLAND UNIVERSITY
TRUSTEE ACADEMIC SUCCESS FUND PROPOSAL FOR 2009 – 10**

1. Division/Department: Student Affairs/Center for Multicultural Initiatives

2. Introduction: Recognizing that the quality of higher education is promoted by a diverse student body, in 1995 the Board of Trustees (Board) established the Oakland University Trustee Academic Success Fund (OUTAS Fund) utilizing the proceeds from the sale of land to the City of Auburn Hills. The OUTAS Fund enhances the goal of diversity by augmenting the resources available to support a diverse student population through scholarships and campus-wide programs.

When the OUTAS Fund was established, the Board directed that it be narrowly tailored and consistent with federal Department of Education Guidelines. The OUTAS Fund is administered by the Director of the Center for Multicultural Initiatives. All students are eligible for OUTAS Fund scholarships that are awarded based upon grade point average, ACT score and/or financial need, and participation in the campus-wide programs the OUTAS Fund sponsors.

Proposed OUTAS Fund expenditures are presented to the Board for approval on an annual basis. The proposed OUTAS Fund expenditures for Fiscal Year 2010 are \$280,000. As in past years, the Center for Multicultural Initiatives will also request \$100,000 from the University to support OUTAS scholarships. Please refer to the Attachment for a description of next year's OUTAS Fund programs and scholarships.

3. Previous Board Action: The Board of Trustees approved the establishment of the OUTAS Fund on June 8, 1995. To date, the Board has approved a total of \$3,245,343 for OUTAS scholarships and programs. In the first decade of the program, a total of \$2,645,343 was spent. Since 2006, the following annual expenditures have been approved.

- May 2, 2007: \$285,000 for the 2007-08 academic year.
- May 1, 2008: \$315,000 for the 2008-09 academic year.

4. Budgetary Implications: The use of up to \$280,000 from the OUTAS Fund to support initiatives for the 2009-10 academic year.

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5. Educational Implications: To date, the OUTAS Fund has supported 448 scholarships and over 60 campus-wide programs. The proposed 2009-10 funding will promote inclusiveness and cultural diversity and expose Oakland University students to programs that foster inter-group dialogue, cross cultural awareness and enhancement of their ability to function effectively in a diverse society. The OUTAS Fund program ranks as one of the top programs in the country for producing high achieving students and campus leaders. The average graduation rate of the scholarship students exceeds that of the general student body.

6. Personnel Implications: None.

7. University Reviews/Approvals: The OUTAS Fund proposal has been reviewed and approved by the Assistant Vice President for Student Affairs/Dean of Students and the Vice President for Student Affairs and Enrollment Management.

8. Recommendation:

WHEREAS, the Oakland University Trustee Academic Success Fund (OUTAS Fund) supports the University goal of diversity by augmenting the resources available to support a diverse student population through scholarships and campus-wide programs; and

WHEREAS, the OUTAS Fund also seeks to expand the cultural horizons of all students to prepare them for employment in an increasingly diverse world; and

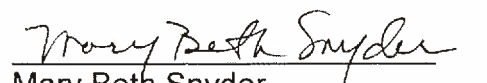
WHEREAS, the OUTAS Fund also instills respect for diversity throughout the University; now, therefore, be it

RESOLVED, that the Board authorizes the President to direct the Center for Multicultural Initiatives to expend up to \$280,000 from the Oakland University Trustee Academic Success Fund as described in the Attachment for the 2009-10 academic year.

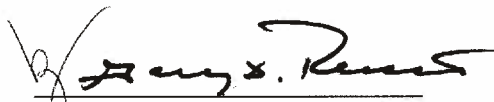
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9. Attachment: A. Summary of Oakland University Trustee Academic Success Fund
Proposal 2009 – 10

Submitted to the President
on March 24, 2009


Mary Beth Snyder
Vice President for Student Affairs
and Enrollment Management

Recommended on 3/25, 2009
to the Board for Approval by


Gary D. Russi
President

Program Costs:

Scholarships.....	\$220,000
Peer Mentor Program.....	\$ 50,000
Student Retention Fund.....	\$ 5,000
Diversity Programming Fund.....	\$ 5,000
Total Proposal Request.....	\$280,000

2009 – 10 OUTAS Fund Program Descriptions

Scholarships

Program Cost:	\$320,000
Less OU general fund support (designated for OUTAS scholarships)	<u>\$100,000</u>
	\$220,000

Program Description: The OUTAS Fund scholarship program began in the fall of 1994 to further the University's goal of diversity by augmenting the resources available to support a diverse student population through scholarships. The philosophy of the OUTAS Fund scholarship program is that by attracting a culturally diverse group of high-achieving students, the University will enroll students with academic potential to improve the retention and graduation rates of the total student body. The OUTAS Fund scholarship program offers counseling, mentoring and referrals to campus resources to enhance the probability of the student's academic and psychosocial success and graduation.

After fourteen years, the OUTAS Fund scholarship program continues to be one of the most successful programs of its kind in the country. The program maintains an average first-year student participant retention rate of 91%. The five year graduation rate for OUTAS students is 51% compared to 32% for the general student population. The average number of years for OUTAS students to graduate is 4.5 years.

OUTAS Fund scholarship students continue to assume a disproportionately high number of campus leadership positions as resident advisors, orientation group leaders, academic tutors and executive officers in many student organizations. Students in the program have also received many national, regional, and campus scholarships and awards.

OUTAS Fund scholarship award amounts are based on high school academic performance, financial need, and leadership potential. Scholarships are awarded for one year, renewable for three additional one year scholarships, and are limited to a maximum of \$3,000 per year per recipient. In 2008-09, 113 scholarships were awarded at a cost of \$255,000.

The goal is to recruit a diverse class of up to 35 new students for the Fall 2009.

Peer Mentor Program

Program Cost:.....\$50,000

Program Description: The goal of the OUTAS Fund peer mentor program is to retain students. The program is a systematic process designed to help students develop their academic and social coping skills through interaction with an assigned mentor. New students are matched with a peer mentor. Weekly meetings between mentors and students provide a basis for assessing and monitoring student's academic and social progress.

Beyond their scope of providing direct mentoring to students, peer mentors serve as a link between the Center for Multicultural Initiatives and various University committees and units. Each peer mentor must participate on a University committee.

The OUTAS Fund peer mentor program cost includes wages for 16 peer mentors, and training sessions for the summer, fall and winter semesters. The hourly wage rate ranges from \$7.50 - \$8.50.

Student Retention Fund

Program Cost:.....\$5,000

Program Description: The Student Retention Fund is an alternative to traditional scholarships and aid packaging approaches that tend to frontload aid to entering freshmen without provision for future expenses. The focus of the student retention fund is to provide aid to upper-class students who have demonstrated a serious commitment to their academic pursuits, but experience an unforeseen financial hardship. Since the fund was established in 1996, 158 scholarships have been awarded. The scholarship eligibility requirements are a cumulative GPA of 2.5 or better, a minimum of 24 earned credit hours and a demonstrated unmet financial need as determined by the financial aid office. The scholarship is a one-time award and is not renewable.

Diversity Programming Fund

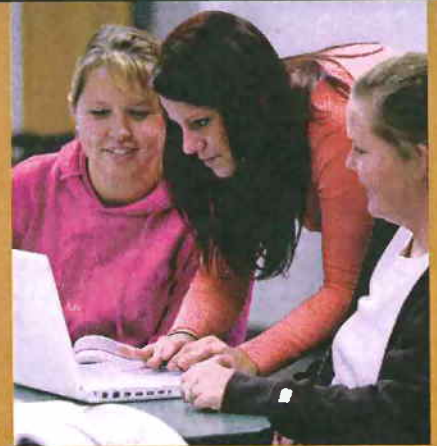
Program Cost:.....\$5,000

Program Description: The diversity programming fund is utilized to support the goal of broadening our students perspectives through programming on issues related to ethnic, religious and cultural diversity. As in past years, the OUTAS mission remains collaboration with students, faculty and staff on diversity programs that promote inclusiveness and foster inter-group dialogue and cross cultural awareness.



OAKLAND UNIVERSITY TRUSTEE ACADEMIC SUCCESS (OUTAS) PROGRAM **15 YEARS OF ACHIEVEMENT**

Oakland University Center for Multicultural Initiatives



A message from the director...

OUTAS REACHES A MILESTONE OF STUDENT ACHIEVEMENT

"It is amazing how much this program has helped me with my education. Being a part of this program has really helped me to stay focused and on track. There is so much encouragement from those involved, it feels like I have my very own support team - cheering me on to do well. It is a nice feeling knowing that if I have any questions there are people who I can call who want to help me. Like most freshmen, I want to get more involved in school but it has been hard to find opportunities. Through this program I have been introduced to many new and exciting opportunities that I would not have pursued otherwise. I am very grateful to be a part of such an amazing program at Oakland University."

*- Danielle Sommer
Scholarship recipient*

The Oakland University Trustee Academic Success (OUTAS) program has a legacy of innovation, excellence, leadership and service. Established by (the then) Office of Minority Equity in 1994, OUTAS is nationally recognized for building on cultural diversity, academic and personal student achievement and student retention. For 15 years OUTAS has helped students stay in school, achieve their educational goals, and prepare for a bright and promising future... it's something for which we are extremely proud and gratified.

Within this document you will find examples of the OUTAS program's success. OUTAS students excel in their coursework, know how to be campus leaders, have deep respect for cultural differences and are fully prepared to work in a global economy. Their achievements are recognized throughout the campus and the community. They've received numerous awards including the Matilda Wilson Award, the Alfred G. Wilson Award and 45 other external and internal honors. More than 40 OUTAS students have received the Keeper of the Dream scholarship for their efforts at promoting cultural diversity. Forty percent of students are student organization presidents. Their grade-point average tops 3.27.



In addition, students are involved in a multitude of diversity programs, arranged by CMI, in support of the OUTAS model, with guidance from peer mentors and CMI staff to ensure an awareness-building experience.

But most important, OUTAS students are the type of individuals who give back. They serve as mentors, as leaders in their campus life and as graduates who contribute to society.

We're proud of the first 15 years of OUTAS, and look forward to many more years of helping OU students be the best they can be.

*Omar Brown-El, director
Center for Multicultural Initiatives*



"CMI is a big family that supports students and promotes life on campus. As a peer mentor, I enjoy meeting with students and acting as an extra resource and friend on campus."

- Amanda Benjamin, peer mentor



OUTAS Mission

To directly engage ethnically and culturally diverse scholars in a teaching and learning environment whereby the enriching nature of diversity fosters academic excellence and produces leaders with effective cross-cultural functioning skills.

What is OUTAS?

The Oakland University Trustee Academic Success (OUTAS) program is a nationally recognized program setting the standard for academic excellence and leadership development in the 21st century. Launched in 1994, the award-winning OUTAS program has provided comprehensive support services to a diverse group of Oakland University students.

The program differs from many other student retention programs because it focuses on providing scholarships to a diverse group of students who experienced academic success in high school and met the university's admission requirements but need support adjusting to campus life. Many student retention programs focus solely on non-regularly admitted (at-risk) students. OUTAS also fosters cross-cultural interaction by encompassing Caucasian, African-

American, Native American, Asian Pacific Islander and Latino students.

Students who meet the OUTAS program requirements receive scholarships (\$1,000 to \$3,000) that are renewed annually. Components of the scholarship program include:

- **Peer Mentoring** CMI peer mentors are campus leaders. From New Student Orientation on, CMI mentors provide guidance and model academic and social success to their mentees and to the campus community. OUTAS students work with mentors who "know the ropes" and can provide goal setting guidance as well as information about campus activities, resources and student organizations.

Peer mentors, who hold 3.0 or better GPAs, help new students become accustomed to college life and develop their academic and leadership skills. Assigned mentors meet weekly in one-on-one sessions with scholarship recipients to assess and monitor academic and social progress. Mentors provide scholarship recipients with information about classes, support services, academic programs and counseling. Students must meet

with their mentors weekly for at least their first two years at the university. Beyond their scope of peer counseling, mentors serve as a link between CMI and the university community.

- **Professional Counseling** Professional counselors provide guidance on psychosocial development, academic enrichment, financial opportunities and career exploration.
- **COM 101: Collegiate Communications** COM 101 classes increase student awareness, communication skills, and personal and academic success.
- **Early Academic Warning System** Designed to monitor and track the students individual academic progress, the system includes faculty feedback, tutorial services and staff monitoring.
- **Leadership Development** Students work with professional staff and mentors to develop strong leadership abilities.
- **Career Exploration** Mentors, CMI staff and counselors provide guidance and insights as OUTAS students explore career interests and options.
- **Diversity Programs** Students are involved in a multitude of diversity programs, arranged by CMI, in support of the OUTAS model.



"I'm an OUTAS scholar and hope to serve as a mentor soon. The program has helped me greatly. When I was slipping, they helped me get back on track. All of the people in the office are great people with kind hearts. They're very concerned and optimistic."

*- Roderick Caldwell
OUTAS program student*

Who are OUTAS students?

OUTAS students:

- Have a higher cumulative GPA
- Are more likely to stay enrolled
- Are involved in student organizations
 - 74 percent as members
 - 40 percent as officers
- Have received the most prestigious awards granted at OU: Keeper of the Dream (40 recipients), Matilda R. Wilson Awards (five recipients), Alfred G. Wilson Awards (two recipients), OU Human Relations Awards (5 recipients), and more than 45 other prestigious internal and external awards
- Graduate within five years (51 percent) compared to all OU students (33 percent)
- Are ambassadors for diversity on campus and in the community
- Are successful in the classroom but also in the community

How does an individual become an OUTAS student?

Requirements for students to become part of the OUTAS program include:

- Entering freshmen must have a cumulative GPA of 3.0 or higher, a minimum 21 ACT score and demonstrated leadership skills
- Transfer students require a minimum 3.0 GPA
- Once accepted, students must:
 - Complete 24 credit hours per academic year
 - Enroll in COM 101
 - Meet bi-weekly with a professional counselor
 - Meet weekly with a peer mentor
 - Maintain a GPA of 2.5 or better



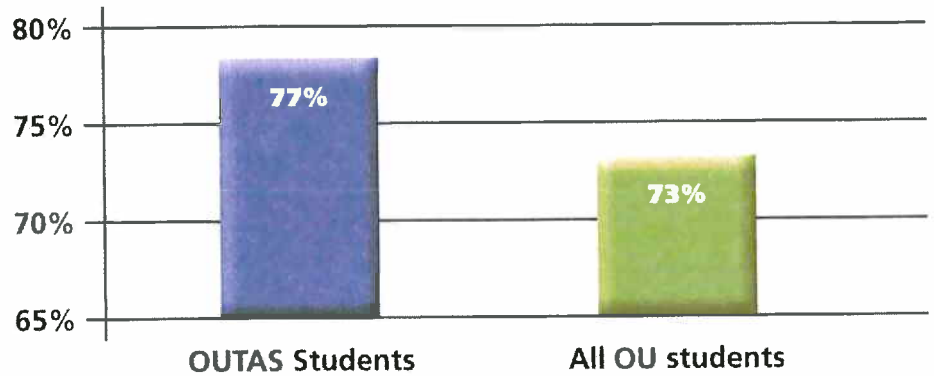


OUTAS: A success story

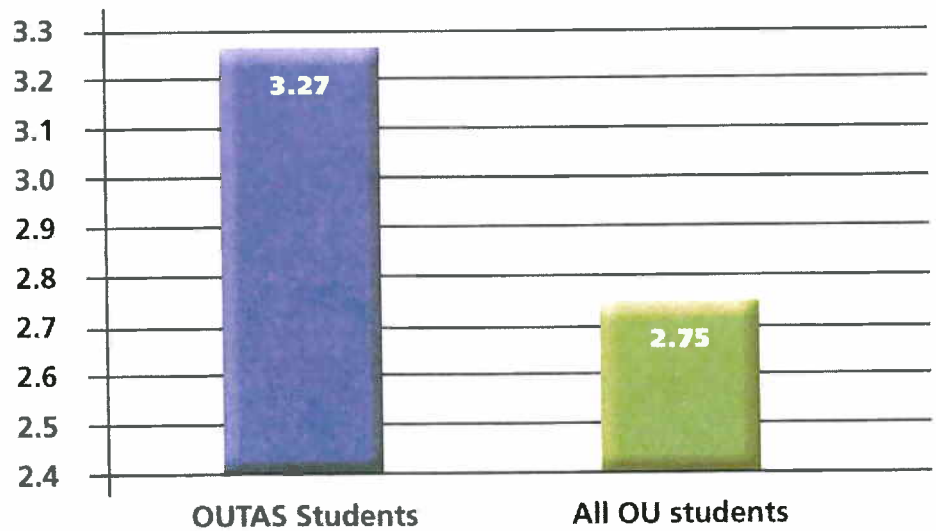
OUTAS makes a difference in students' lives. During the 2007-08 academic year, 30 program scholarships were awarded and 16 OUTAS scholarship recipients graduated, bringing the total to 185 graduates since 1994.

Since its beginning, OUTAS has helped students achieve academically. OUTAS students, on average, achieve a cumulative GPA of 3.27 compared to 2.75 for all OU students.

Cumulative Grade Point Average above 3.0



Cumulative Grade Point Average



The OUTAS program is a proud recipient of:

- The 2003 Michigan Association of College Registrars and Admissions Officers (MACRAO) Equal Educational Opportunity Award
- The Noel-Levitz 2001 Retention Excellence Award. This national award places OUTAS among the top seven most successful, state-of-the-art retention programs at American colleges and universities
- The 2000 Michigan Counseling Association Diversity Award
- The 1999 National Association of Student Personnel Administrators Noteworthy Program Award

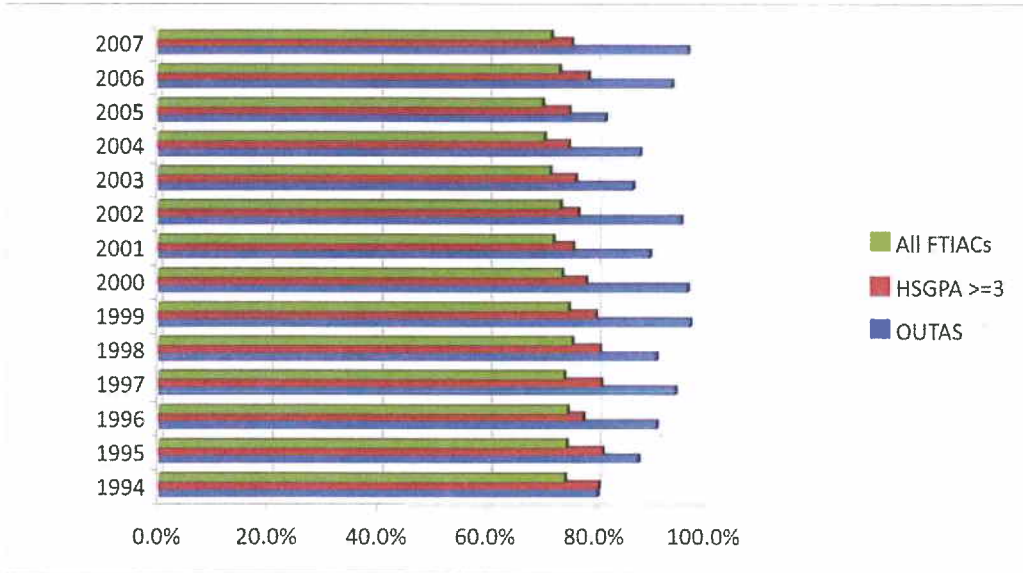
First Year Retention and Graduation Rate by OUTAS

This chart lists the retention and graduation rates of OUTAS students and OU students with comparable GPA and ACT requirements.

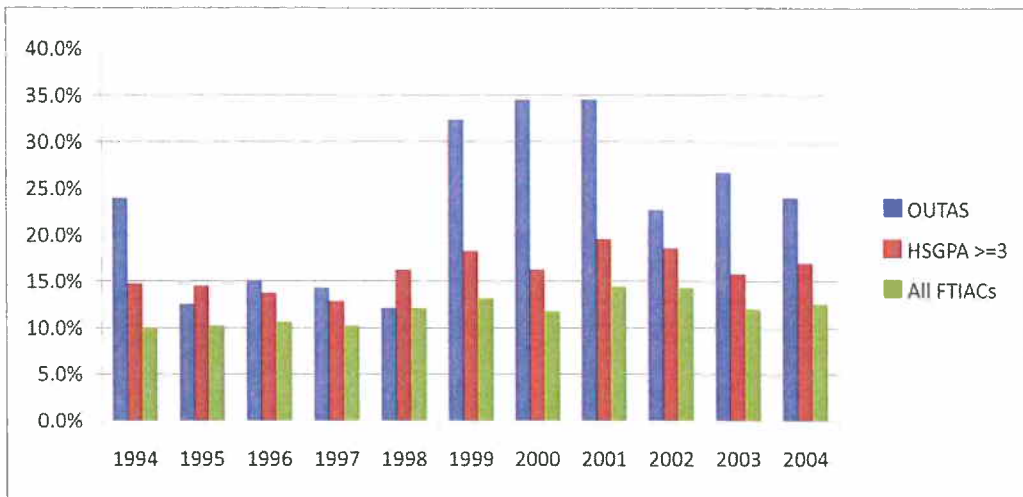
		OUTAS		Not Received		Total	
1994 Cohort	First Yr Retention	20	80.0%	878	74.0%	898	74.1%
	Four Yr Graduation	6	24.0%	114	9.6%	120	9.9%
	Five Yr Graduation	9	36.0%	348	29.3%	357	29.5%
	Six Yr Graduation	13	52.0%	479	40.4%	492	40.6%
	Total	25		1187		1212	
1995 Cohort	First Yr Retention	21	87.5%	985	74.2%	1006	74.4%
	Four Yr Graduation	3	12.5%	134	10.1%	137	10.1%
	Five Yr Graduation	5	20.8%	416	31.3%	421	31.1%
	Six Yr Graduation	9	37.5%	549	41.3%	558	41.3%
	Total	24		1328		1352	
1996 Cohort	First Yr Retention	30	90.9%	963	74.2%	993	74.7%
	Four Yr Graduation	5	15.2%	136	10.5%	141	10.6%
	Five Yr Graduation	17	51.5%	403	31.1%	420	31.6%
	Six Yr Graduation	20	60.6%	525	40.5%	545	41.0%
	Total	33		1297		1330	
1997 Cohort	First Yr Retention	33	94.3%	1054	73.6%	1087	74.0%
	Four Yr Graduation	5	14.3%	145	10.1%	150	10.2%
	Five Yr Graduation	20	57.1%	468	32.7%	488	33.2%
	Six Yr Graduation	24	68.6%	618	43.1%	642	43.7%
	Total	35		1433		1468	
1998 Cohort	First Yr Retention	30	90.9%	1075	75.2%	1105	75.5%
	Four Yr Graduation	4	12.1%	173	12.1%	177	12.1%
	Five Yr Graduation	16	48.5%	495	34.6%	511	34.9%
	Six Yr Graduation	21	63.6%	662	46.3%	683	46.7%
	Total	33		1430		1463	
1999 Cohort	First Yr Retention	33	97.1%	1246	74.4%	1279	74.9%
	Four Yr Graduation	11	32.4%	215	12.8%	226	13.2%
	Five Yr Graduation	23	67.6%	587	35.1%	610	35.7%
	Six Yr Graduation	24	70.6%	741	44.3%	765	44.8%
	Total	34		1674		1707	
2000 Cohort	First Yr Retention	28	96.6%	1286	73.4%	1314	73.7%
	Four Yr Graduation	9	31.0%	200	11.4%	209	11.7%
	Five Yr Graduation	17	58.6%	574	32.7%	591	33.2%
	Six Yr Graduation	19	65.5%	770	43.9%	789	44.3%
	Total	29		1753		1782	
2001 Cohort	First Yr Retention	26	89.7%	1282	71.8%	1308	72.1%
	Four Yr Graduation	10	34.5%	251	14.1%	261	14.4%
	Five Yr Graduation	21	72.4%	586	32.8%	607	33.5%
	Six Yr Graduation	23	79.3%	781	43.8%	804	44.3%
	Total	29		1785		1814	
2002 Cohort	First Yr Retention	21	95.5%	1290	73.2%	1311	73.4%
	Four Yr Graduation	5	22.7%	251	14.2%	256	14.3%
	Five Yr Graduation	11	50.0%	593	33.6%	604	33.8%
	Six Yr Graduation	13	59.1%	767	43.5%	780	43.7%
	Total	22		1763		1785	
2003 Cohort	First Yr Retention	26	86.7%	1416	71.3%	1442	71.5%
	Four Yr Graduation	8	26.7%	234	11.8%	242	12.0%
	Five Yr Graduation	13	43.3%	629	31.7%	642	31.8%
	Total	30		1986		2016	
2004 Cohort	First Yr Retention	22	88.0%	1353	70.3%	1375	70.5%
	Four Yr Graduation	6	24.0%	238	12.4%	244	12.5%
	Total	25		1925		1950	
2005 Cohort	First Yr Retention	31	81.6%	1458	70.0%	1489	70.2%
	Total	38		2083		2121	
2006 Cohort	First Yr Retention	30	93.8%	1571	73.0%	1601	73.3%
	Total	32		2153		2185	
2007 Cohort	First Yr Retention	29	96.7%	1564	71.4%	1593	71.8%
	Total	30		2189		2219	

How OUTAS Retention and Graduation Rates Compare

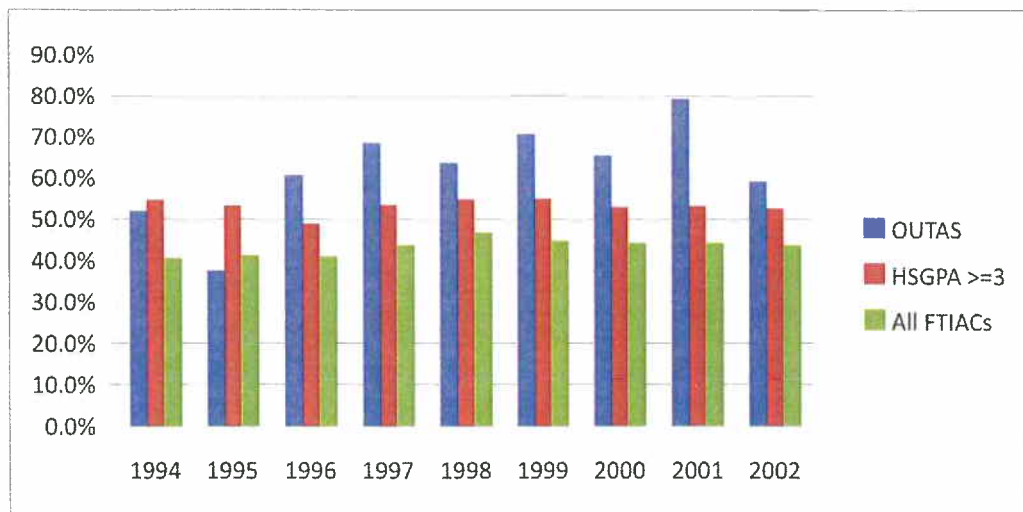
First Year Retention



Four Year Graduation



Six Year Graduation





Center for Multicultural Initiatives

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