



UNNM

UNIVERSITY OF NEW MEXICO
MAIN CAMPUS

TITLE V EDUCATIONAL INITIATIVES

ANNUAL REPORT
2009-2010



UNM's Title V project is 100% funded through a grant from the U.S. Department of Education
in the amount of \$2.8 million.

Division of Student Affairs
Title-V Educational Initiatives Annual Report 2009-2010
Submitted by Jennifer Gomez-Chavez, Director

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MISSION STATEMENT

The mission of the University of New Mexico's Title V program is to build a community of engagement between students, staff, and faculty, and to promote innovative programs leading to increased retention and graduation rates of Hispanic and low-income students. Title V will:

- Provide quality and professional services to the University and its departments
- Promote visibility and awareness throughout the University and community about its programs
- Create an environment supporting student engagement and success
- Collaborate with faculty and staff for training and professional development
- Measure and assess its programs for student engagement and success
- Develop and institutionalize programs for the betterment of the University

EXECUTIVE SUMMARY

About Title V

Over the past few years, the University of New Mexico engaged in several campus-wide assessment activities that enabled us to present a comprehensive and accurate picture of the University. These activities included:

- 2001 UNM Strategic Plan
- 2005-6 Task Force on Hispanic Issues
- 2005-6 BEAMS, Building Engagement and Attainment for Minority Students Focus Group
- National Survey for Student Engagement, (NSSE)

From the above findings, the University of New Mexico applied for Title V funding with a proposal titled, "Improving Campus Climate for Hispanic Students." In September 2006, the University was awarded a 2.8 million dollar Title V grant through the Department of Education. Title V is a division of UNM Student Affairs and is directly overseen by Jennifer Gomez-Chavez. The goal of UNM's Title V program, "Improving Campus Climate for Hispanic Students," is increased persistence and graduation rates of Hispanic and low-income students by collaborating with faculty and staff in creating student engagement. Title V focuses on three initiatives: Student/Development and Engagement, Faculty/Staff Development and Engagement, and Multiple Academic Pathways for Students, (MAPS).

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Multiple Academic Pathways for Students (MAPS) is designed to increase student engagement with academic support programs, faculty engagement with student learning, and student-to-student engagement through mutual support for academic activities.

Activities: MAPS provides students with a tool to navigate the academic, social, and cultural support programs available on and off campus. Current MAPS projects include the continued development and upkeep of two interactive sites: MAPS and MyPage, and the LOBO Trax project that replaced the old Student Audit Report. The MAPS project increases awareness and utilization of academic support services by making those services more visible and accessible campus-wide.

Student Development and Engagement consists of the peer mentoring programs as well as supplemental instruction through the Center for Academic Program Support (CAPS).

Activities: The Peer Mentor Program places mentors within English 101 and Math 121 gateway courses to assist students in their studies. The Supplemental Instructor Program provides supplemental instruction leaders in gateway courses. SI is a form of academic support in which learning skills and content mastery are both facilitated in group settings. The leaders are trained by CAPS and can earn certification.

Faculty/Staff Development and Engagement delivers training and professional development opportunities to help faculty and staff help all UNM's students succeed and graduate.

Activities: Focus is on providing professional development opportunities for faculty and academic advisors. Title V sponsors various workshops, trainings and institutes throughout the year to enhance faculty and staff understanding about UNM's students. The main goals of this component are to develop advising standards, train academic advisors, implement faculty diversity workshops/ training and increase Hispanic faculty by 10%.

Title-V employs:

5 Full time professional staff	1 Graduate assistant
2 Student assistants	40 Mentors
22 Supplemental Instructors	

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YEAR 4 GOALS AND ASSESSMENTS

MULTIPLE ACADEMIC PATHWAYS FOR STUDENTS, MAPS

Goal	Progress
6,000 Visitors to MAPS Site	Goal exceeded, 10,587 Website visitors
8 Trainings for Faculty/Staff	Goal exceeded, 19 Trainings for Faculty/Staff
95% of incoming students receive MAPS training	Goal exceeded, 100% all freshman and transfer students completing either CEP or UNM orientation received MAPS training 4,973 total.
100% Advisors Trained on MAPS	Goal met, All advisors received training on LOBO Trax, M.A.P.S, and MyPage
100% Students in courses linked to SI programs will interface w/M.A.P.S. via WEB-CT	Goal met. M.A.P.S. link in WEB-CT was created and is available to all students who use WEB-CT/Blackboard and all SI, (TITLE-V Supplemental Instructors), received M.A.P.S. training.

Assessments for the Multiple Academic Pathways for Students is based on:

- Websites: Assessment for websites is based on usage of the site. The number of hits to the sight as in the MAPS site. This number is reset at the beginning of the grant year. The MyPage site is based on membership numbers to the site.
- Trainings and other activities are based on the numbers of each held through the reporting year. Each event is recorded on an activity form. Each month a monthly summary is completed for the department summarizing all MAPS events.
- LOBO Trax is assessed using reports from Information Technology department to Enrollment Management detailing the monthly number of students using the audit and the number of students using the student planner within LOBO Trax.

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STUDENT DEVELOPMENT & ENGAGEMENT

Goal	Progress
Recruit and train a minimum of 22 upper-class students to serve as “Supplemental Instruction” Leaders	Total of 26 hired based on money available to hire SI Leaders, letter sent to Program Officer.
Implement SI Program in 85% of Gateway Courses	88% of gateway courses covered
Gateway Courses linked to the “Supplemental Instruction” Program will decrease the failure rate by 30%:	In progress, (5 year goal)
Recruit and train a minimum of 40 upper-class students to serve as Peer Mentors	44 students employed as peer learning facilitators (new name given to our peer mentors)
Implement the PM Program by placing at least 40 Peer Mentors in entry level Math and English Courses	44 students are placed in math, English and Chemistry, Biology, E&PS, PolySci Classes (Funding from Title V grant was leveraged with Wal-Mart Grant initiative)
75% of students enrolled in courses linked to PM will receive a minimum of 5hrs mentoring	Every student in class obtains at least 5 hours of mentoring because the mentors are in the classroom interacting with the students on a daily basis

Assessments for Student Development and Engagement

Supplemental Instruction

- Survey Monkey
- Tutor Track

Peer Learning Facilitators

- Student Voice
- Office of the Registrar
- Qualitative/Quantitative Assessments

Students in PM Program Linked Classes

- In Class Surveys
- Online Surveys
- Office of the Registrar

Instructors in PM Program Linked Classes

- Student Voice

Departments linked to PM Program (Students scheduled here to do Office Hours)

- Student Voice

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FACULTY & STAFF DEVELOPMENT & ENGAGEMENT GOALS

Goal	Progress
350 faculty participants in educational workshops	Goal exceeded, 459 participants
Increase Hispanic faculty by 10%	Goal in progress, (5 year goal)
Develop advising standards	Goal met, Advisor's Passport
Host 2 Advisor Institutes w/95% Advisor Attendance total	Goal met, hosted2 Advisor Institutes
Train 100% of Advisors	Over 319 trained
Implement 8 faculty workshops during year	Goal exceeded, 9 faculty workshops completed

Assessments for Faculty & Staff Development & Engagement:

Each event is recorded on an activity form. Each month a monthly summary is completed for the department summarizing all departmental events. Events are also assessed by Faculty or Staff depending on who hosted and all participants critique the event and the specific discussion. Also the department uses:

- Activity reports
- Student Voice surveys for Advisor's Institute
- Surveys for New Faculty Orientations, Faculty Institutes, and Faculty workshops

PROGRAM NOTES

Faculty and Staff Development and Engagement completed its fourth year of the grant meeting or exceeding all requirements and identified its institutionalization partners. Throughout the year Faculty and Staff Development and Engagement was involved in the planning and implementation of workshops for over 450 faculty and over 300 advisors including very successful discussions on Navigating Tenure and Promotion for underrepresented faculty. The 2010 Advisors Institutes had record-breaking attendance and great feedback was received on the quality of the sessions. Faculty and Staff Development and Engagement enters Year 5 with focus on the recruitment and retention of faculty from Underrepresented groups focusing on institutionalization of the component with the Office for Equity and Inclusion. Currently participating in a revamping of the Exit Survey faculty leaving the university are required to participate in. The data will be instrumental in shaping faculty programming for Year 5. The Advisors component will transition to the Provost's Committee on Advising with additional resources committed to diversity initiatives to be supplied through the Office for Equity and Inclusion. In October 2009, Title V hosted the Teaching, Learning, and Working Across Differences series featuring a nationally renowned speaker, Dr. Laura Rendon of Iowa State

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University. Dr. Rendon spoke about her mentoring methodology. In February 2010, Title V hosted the First Annual Culture and Identity Showcase which displayed best practices regarding culture and identity currently being used at UNM. Departments, programs, offices and student organizations presented and exhibited on best practices being used to improve campus climate through recruitment and retention for students, staff and faculty of all heritages, backgrounds and identities. Presentations and exhibits included teaching methods, scholarly research, training modules within departments, recruitment and support of students, staff and faculty from underrepresented groups, or any other ways in which programs or individuals have embraced diversity and produced inclusive learning and working environments.

YEAR 4 PROGRAM HIGHLIGHTS

Multiple Academic Pathways for Students, MAPS

- LOBO Trax replaced the old Student Audit Report on February 22, 2010. The LOBO Trax report is used by 100% of the students and their advisors. The LOBO Trax project was a collaboration between Title V, Enrollment Management, and Information Technologies departments.
- M.A.P.S. to be institutionalized during fifth year by University College Advisement Center
- 100% of new incoming students received M.A.P.S. training
- 100% of advisors received M.A.P.S. and LOBO Trax training
- M.A.P.S. was used as the website for the dedication of the new Advisement and Enrichment Center
- Completed external program evaluation
- Participated in HACU conference in Orlando, FL
- Participated in the LULAC conference in Albuquerque, NM
- Presented LOBO Trax to St. Mary's University
- Presented LOBO Trax to UNM Regents
- Presented LOBO Trax to ASUNM Senate

Student Development and Engagement

- Trained 26 upper-class students to serve as "Supplemental Instruction" Leaders.
- Implemented SI Program in 88% of Gateway Courses.
- All mentors have transitioned to Peer Learning Facilitators (PLF's) to serve students in Math, English, Biology, Chemistry, Earth & Planetary Sciences and Political Science.
- The expansion to subjects outside of Math & English was made possible through funding from Title V grant leveraged with Wal-Mart Grant initiative.

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- 75% of students enrolled in courses linked to PM will receive a minimum of 5 hours mentoring: Every student in class obtains at least 5 hours of mentoring because the mentors are in the classroom interacting with the students on a daily basis.
- PLF's provide support inside of the classroom but also serve as a resource to students throughout the university with increased engagement among university departments. PLF's have also built capacity with students during events on campus.

Faculty Development and Engagement

- Increased attendance and participation at the Advisors Institutes to over 300 advisors including advisor/counselors from Central New Mexico Community College and Albuquerque Public Schools
- Involved in the planning and implementation of workshops for over 450 faculty including very successful discussions on Navigating Tenure and Promotion for underrepresented faculty.
- Increased participation of Faculty Committee members at monthly meetings
- Hosted the Teaching, Learning, and Working Across Differences series featuring a nationally renowned speaker, Dr. Laura Rendon of Iowa State University
- Sponsored 1st annual Diversity Showcase, bring awareness to diversity initiatives on campus

Graduation Express

Graduation Express is a new UNM initiative to institutionalize Title V's overall mission of increasing retention and graduation rates. The program's goal is to increase graduation rates within the next two academic years and will report in 2012. Specifically it will focus on raising UNM's six-year graduation rate from its current level of 42.7% to 46% for the cohort of students who entered UNM in the Fall of 2005 and increasing to 50% for the cohort of students who entered in 2006. The director of Title V has been institutionalized at 80% under the Office of the Provost to lead this important university wide project.

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YEAR 5 GOALS

MULTIPLE ACADEMIC PATHWAYS FOR STUDENTS, MAPS

Goals
10,000 visitors to the MAPS website
Hold 10 MAPS trainings for Faculty and Staff
100% of incoming students to receive MAPS training
100% of Advisors trained on MAPS
100% of students in courses linked to SI programs will interface with MAPS

STUDENT DEVELOPMENT AND ENGAGEMENT

Goals
Recruit and train a minimum of 22 upper-class students to serve as “Supplemental Instruction” Leaders.
Implement SI Program in 85% of Gateway Courses.
Gateway Courses linked to the “Supplemental Instruction” Program will decrease the failure rate by 30%.
Recruit and train a minimum of 40 upper-class students to serve as Peer Mentors.
Implement the PM Program by placing 40 Peer Mentors in entry level Math and English courses.
75% of students enrolled in courses linked to PM will receive a minimum of 5hrs mentoring.

FACULTY & STAFF DEVELOPMENT AND ENGAGEMENT GOALS

Goals
Implement 10 faculty educational workshops through the school year
400 faculty participants in educational workshops
Increase Hispanic faculty by 10% over the five year period
100% of advisors will implement standards- based advisement practices
100% of advisors will attend bi-annual Advisors Summit
Host 2 Advisor Institutes/Summits

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Title V Program Implementation and Institutionalization

MULTIPLE ACADEMIC PATHWAYS FOR STUDENTS, MAPS

Activity	Designated Department	Progress
MAPS	Dean of Students College Enrichment Program Multi-departmental	-New Student Orientations -UNM main website -PCA Training for Advisors -New Faculty Orientation
LOBO Trax, Interactive Degree Audit	Enrollment Management	-Completed February 22, 2010 & Institutionalized on completion
Graduation Express (New program to institutionalize Title V's mission and goals)	Office of the Provost	-In progress -Identified goals & mission -Develop website & brochures
MyPage	University wide social network	-UNM main web page

STUDENT DEVELOPMENT AND ENGAGEMENT

Activity	Designated Department	Progress
Peer Mentoring	Mentoring Institute	-Staff assigned 20 hours to MI -Title V mentors are being trained by MI -Assigned Mentors to Departments
Peer Learning Facilitators	Mentoring Institute	-Math, English, E&PS, & Biology -Partnering with OSET
Supplemental Instruction	CAPS	-CAPS since Fall 2006 SI has increased from 7 Leaders to 40 (26 are funded by Title V)

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Title V Program Implementation and Institutionalization

FACULTY STAFF DEVELOPMENT AND ENGAGEMENT

Activity	Designated Department	Progress
Advisor Training	Office of the Provost – PCA	-2009 University restructuring advisement -Increased professional development opportunities
Faculty Development	OSET Office of Equity & Inclusion	-Faculty Institutes -Annual kick-off professional development -New Faculty Orientation
Retention & Hiring of Minority Faculty	Office of Equity & Inclusion	-Hiring tool kits -Research on best practices

GRADUATION EXPRESS

Activity	Designated Department	Progress
Graduation Express (New program to institutionalize Title V's mission and goals)	Office of the Provost	-Developed goals & objectives -Identified Graduation Express advisors within each college -Developed webpage -Developed Facebook link -Identified student cohorts to work with; 2005 with 90 or more credit hours & 2006 with 80 or more credit hours; current UNM degree seeking students

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Title V Partnerships

Title V is building capacity by developing innovative programs and partners with the following UNM organizations and departments:

Student Development and Engagement Partners:

Mentoring Institute	English Department
Math Department	College Enrichment Program
Center for Academic Program Support	Athletic Department
Biology Department	Geology Department
University College Advising Center	Arts & Sciences Advising Center
Career Services	Transfer Team
Office of Support for Effective Teaching	El Centro de la Raza

Faculty Development and Engagement Partners:

Provost's Committee for Advising	Office of Support for Effective Teaching
Division of Equity and Inclusion	Faculty Steering Committee
UNM Health Science Office of Diversity	

Multiple Academic Pathways for Students Partners:

- Provost's Committee for Advising
- University College
- Enrollment Management
- New Student Orientation Program
- College Enrichment New Student Orientation Program

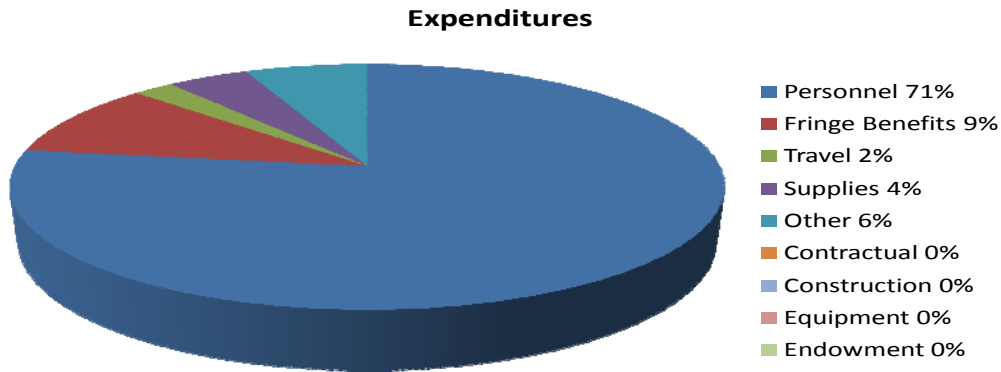
Graduation Express:

- Office of the Vice Provost

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FISCAL UPDATE

Year 4 Budget Allocations



Budgeted costs for Y4: **\$603,297**
 Expended costs for Y4: **\$562,466**
 Carry-forward from Y4 to Y5: **\$40,831**

Narrative:

Title V expenditures for year four, (Y4), are listed in the table below. The majority of Title V expenses are on personnel, which includes professional staff, and student employees. There was a carry forward of \$40,831 at the end of the budget year that will be applied to Y5 budget.

Year 4 Budget Allocations	Year 4 Expenditures
Personnel	\$428,637
Fringe Benefits	56,828
Travel	14,360
Supplies	23,890
Other	38,751
Contractual	0
Construction	0
Equipment	0
Endowment	0
Total	\$562,466

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DIRECTOR PARTICIPATION ON COMMITTEES

- Graduation Express Team Leader
- Graduation Taskforce for Student Engagement
- UNM Lobos for Legislation
- De Colores, Board Member
- Psychology of Hope, Instructor
- Provost Committee on Advisement
- UNM Homecoming Committee
- Department of Student Affairs Grant Writing Team
- Multiple Sclerosis, Rio Grande Chapter Board Member
- Hispanic Heritage Committee for City of Albuquerque, Chair
- Title V Regional Conference Planning Committee
- UNM Diversity Leadership Council

STAFF PARTICIPATION ON COMMITTEES

Henry C. Gonzalez, MAPS Program Specialist:

- UNM Veterans Association
- Enrollment Management Program Encoding Team
- UNM Marketing Committee
- UNM Web Users Group
- Chairman, New Mexico Human Rights Commission
- National Association of Hearing Officials
- Navy League
- Military Officers Association of America

Lorena Blanco-Silva, Faculty and Staff Engagement, Training & Development Consultant:

- Provost Committee on Advising
- Hispanic Heritage Committee
- UNM Diversity Leadership Council
- Big Brothers Big Sisters National Hispanic Advisory Council
- Hispanic United Federation Board Member
- Latino Round Table Summit on Higher Education Planning Committee

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Renee Delgado, Student Engagement, Coordinator for Curriculum Development:

- Raza Graduate Student Association
- The Project for New Mexico Graduates of Color
- Psi Chi Psychology Honor Society
- Ronald E. McNair Alum
- Our Lady of Rosary Church Council Member
- Albuquerque Interfaith Leadership Member
- El Centro de La Raza Graduate Fellow

STAFFING UPDATE

Staff Appointments

<u>Name</u>	<u>Date of hire</u>
Lorena Blanco-Silva, Training & Development Consultant	April 26, 2010
Renee Delgado, Coordinator for Curriculum Development	August 16, 2010

Staff Separations

<u>Name</u>	<u>Date</u>
Armando Bustamante, Program Specialist, Student Engagement	May 1, 2010

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TITLE-V ORGANIZATION CHART

