

**Governors State University**  
Student Affairs and Enrollment Management: Reaching Vision 2020

Focus Area: Diversity Education and Leadership Development

Leader(s): Robert Clay, Interim Director of Student Life & Intercultural Student Affairs

Implementation Year: 2018 - 2019

<b>GOAL 3: Establish and promote the Male Success Initiative as the premiere pathway to increase the enrollment, retention and graduation rates of first year and transfer men of color.</b>	
<b>Objective 1:</b>	<b>Develop effective programming for the Male Success Initiative to impact participant engagement, retention, and academic success.</b>
<b>Action Items</b>	<ul style="list-style-type: none"> <li>• Expand current and previous programming to attract and engage more eligible students</li> <li>• Establish the MSI on campus as a formidable group of impactful students committed and proud of their accomplishments and pursuit of excellence</li> <li>• Identify and secure engaging and impactful speakers to facilitate or reinforce topics associated with program tenets, for monthly meetings and workshops</li> </ul>
<b>Indicators and Data Needed</b> (Measures that will appraise progress towards the strategic objective)	<ul style="list-style-type: none"> <li>• Post-program surveys to assess participant satisfaction and level of knowledge increase</li> <li>• Number of attendees at each program, and trend of attendance throughout the term</li> <li>• Program attendees' end-of-term academic results (GPA achievement) compared to previous terms and compared to program non-attendees.</li> <li>• Persistence data analysis of MSI participants and program attendees, compared to non-MSI participants and non-program attendees.</li> </ul>
<b>Responsible Person and/or Unit</b> (Data collection, analysis reporting)	<ul style="list-style-type: none"> <li>• Sean Smith, Coordinator – Male Success Initiative</li> <li>• Robert Clay, Interim Director of Student Life &amp; Intercultural Student Affairs</li> </ul>
<b>Milestones</b> (Identify Timelines)	<ul style="list-style-type: none"> <li>• Develop programming calendar for the fall and spring terms</li> <li>• Secure fall and spring program topics and workshop facilitators</li> <li>• Coordinate and finalize all fall and spring off-campus excursions</li> <li>• Create program and semester feedback surveys</li> <li>• Distribute program surveys per program activity</li> <li>• Distribute end-of-term fall and spring survey</li> <li>• Analyze all assessments for fall and spring semesters</li> </ul>
<b>Desired Outcomes and Achievements</b> (Identify results expected)	<ul style="list-style-type: none"> <li>• Participants will create and promote their presence on the GSU campus, establishing themselves as a recognized and desirable group</li> <li>• Compared to non-MSI participants, a higher percentage of the MSI participants will have registered and actually returned for the spring 2019 and fall 2019 terms</li> <li>• Most or all of the MSI participants will have attended MSI programming, and provided feedback about the programming to determine effectiveness and impact.</li> </ul>

	<ul style="list-style-type: none"> <li>• Participants will be empowered and committed to recruiting other eligible males to participate in the MSI.</li> </ul>
<p><b>Analysis of Results</b> (Were outcomes met? Exceeded? Progress towards goal. Implications for FY20 Objectives.)</p>	<ul style="list-style-type: none"> <li>• MSI participants were not as engaged via attendance at programming as expected, although there was a 10% increase in personal engagement with me (individual meetings, text or email exchanges, and walk in sessions) than in the fall term.</li> <li>• As of June 3, 2019, 22 (47%) participants have already registered for the Fall 2019 term.</li> <li>• The Facts &amp; Fades Men's Speak Out event in February was a successful event, as attendance was more robust than any other program, and students inquired about when we were going to repeat the event. This event offered free haircuts to all male students, and was marketed only by flyer and email distribution.</li> </ul> <p>The MSI has not been able to gain momentum or traction on the campus due to its limitation of what it offers. Aside from student participants having busy schedules and poor time management, the MSI can provide students, especially new students to the campus, with an experience that promotes academic and personal support through camaraderie and a genuine sense of caring. This was difficult to achieve as a result of the specific structure imposed by the grant focusing more on programming than individual student attention, causing some students to fall through the cracks.</p>

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<p><b>GOAL 3: Establish and promote the Male Success Initiative as the premiere pathway to increase the enrollment, retention and graduation rates of first year and transfer men of color.</b></p>	
<p><b>Objective 2:</b></p>	<p><b>Promote and support the Dual Degree Program, and any male of color (MOC) initiative at the respective community college campus, as model pathways to the baccalaureate degree for transfer students.</b></p>
<p><b>Action Items</b></p>	<ul style="list-style-type: none"> <li>• Coordinate with the DDP Transfer Specialists to organize periodic campus visits to promote the DDP and/or CCP MSI</li> <li>• Identify campus liaisons at the CCP to reach out to students to inform them about the DDP.</li> <li>• Encourage eligible DDP participants to consider participating in CCP MOC programming.</li> <li>• Encourage eligible CCP-MSI participants to consider participating in the DDP</li> <li>• Participate in CCP DDP programming and activities to meet DDP and MSI students, to promote awareness of the GSU-MSI partnership.</li> </ul>
<p><b>Indicators and Data Needed</b> (Measures that will appraise progress towards the strategic objective)</p>	<ul style="list-style-type: none"> <li>• Coordination between the CCP personnel and the DDP STA to schedule campus visits for MSI/DDP information meetings</li> <li>• Access or the ability to promote both programs (DDP &amp; MSI) to current eligible students at the partner institutions</li> <li>• Analysis of the number of new students who attend programs at the CCP</li> <li>• Analysis of number of students who express interest in the DDP and/or MSI</li> <li>• Analysis of students who qualify for and enroll in the DDP</li> </ul>
<p><b>Responsible Person and/or Unit</b> (Data collection, analysis reporting)</p>	<ul style="list-style-type: none"> <li>• Sean Smith, Coordinator – Male Success Initiative</li> <li>• Robert Clay, Interim Director of Student Life and Intercultural Student Affairs</li> <li>• Various DDP STA's at the respective DDP partner institutions:                             <ul style="list-style-type: none"> <li>➤ Sharita Walker</li> <li>➤ Ivan Soto</li> <li>➤ Juan Gonzalez</li> </ul> </li> </ul>
<p><b>Milestones</b> (Identify Timelines)</p>	<ul style="list-style-type: none"> <li>• Develop CCP programming calendar for the fall and spring terms</li> <li>• Facilitate one information session per term at each partner campus</li> <li>• Facilitate one Strengths Assessment workshop per term at each partner institution with an established MSI-like program for all program participants</li> <li>• Create, distribute, and analyze feedback surveys per program activity</li> </ul>
<p><b>Desired Outcomes and Achievements</b> (Identify results expected)</p>	<ul style="list-style-type: none"> <li>• More students, specifically males of color, will have become aware of, and registered for, the Dual Degree Program at the respective partner institutions</li> <li>• More CCP students, specifically males of color, will choose to transfer to Governors State University as a result of the exposure to the DDP, MSI, and GSU as a viable transfer option.</li> </ul>

<p><b>Analysis of Results</b> (Were outcomes met? Exceeded? Progress towards goal. Implications for FY20 Objectives.)</p>	<ul style="list-style-type: none"><li>• Visits were made to the PSC, SSC, KCC and JJC campuses this term; neither of the MVCC liaisons were available throughout this term to schedule a campus visit.</li><li>• This term there were 23 DDP participants, compared to 8 in the fall 2018 term.</li></ul> <p>The MSI was unable to effectively assist the DDP Transfer Specialists with increasing the number of male students who became interested and ultimately enrolled in the DDP at the CCPs. However, there was a collaborative effort made with Sharita and Juan and their CCP liaisons to increase awareness on the campuses, through targeted campaigns about DDP and MSI, as well as collaboration with Jessica to enroll more DDP students into the MSI here at GSU.</p>
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