

UNG African American Male Initiative Proposal

Proposal Rationale:

The University of North (UNG) Georgia has historically struggled with African American student enrollment. The current student population of the University of North Georgia is approximately 15,000 students, which includes the consolidation of North Georgia College & State University and Gainesville State College. Currently, UNG enrolls 173 African American male students. The 6-year cohort completion rates for African American male students at Dahlonega ranged from a low 0% to a high 60% per year over the past 12 years. During this time period, only 33% of African American male students at Dahlonega graduated. This is a clear indication that the majority of the African American males who attend UNG are not retained or they fail to complete their academic journey. The opportunity to support African American males to be academically successful can be supported with resources aimed at personal, social, and academic success.

Our current partnership between UNG's Office of Multicultural Student Affairs and UNG's Office of Student Leadership (Student Involvement) and Rho Kappa Lambda Chapter of Alpha Phi Alpha Fraternity, Inc. has given our AAMI students exposure to organizations with a long and distinguished history of mentoring and leadership development. Alpha Phi Alpha Fraternity, Inc. is the first intercollegiate Greek-letter fraternity established for African-Americans founded in 1906 for the social and academic progress of African American males. Further, the Office of Student Leadership (Student Involvement) has established and maintained one of the most respected reputations in student leadership development which would be incredibly beneficial to our AAMI program. In addition, the UNG's Office of Student Leadership implements USG's L3 Summit. The L3 Summit is a gathering of emerging student leaders from colleges and universities across the state of Georgia that focuses on building the leadership skills necessary to leave a purposeful legacy.

Goal and Objectives:

Our goal is to improve the college retention and/or graduation rates among African-American male students attending UNG by providing an environment conducive to their success. Developing a support system for African-American male students will ease the transition from high school to college and can address the issues of isolation which may come from attending a predominantly white institution. The three primary components of the North Star Leadership program are personal support, academic guidance, and leadership development.

Objective 1: Personal Support:

- The North Star Leadership organization (a component of AAMI @ UNG) will continue to offer the My Journey Series (MJS) program as an opportunity for faculty, staff, and community leaders to speak in an intimate setting with students. The goal of the MJS is for students to learn from the personal experiences of each presenter who will share their pathway to success.
- The Office of Multicultural Student Affairs will provide programs and services aimed at providing a safe space for African American males to grow and network with others.
- The advisors will have meetings at least twice per month to discuss issues and concerns of the AAMI participants.
- The North Star Leadership Academy is an organization specifically for African-American male students which allows for peer-to-peer support.
- The advisors will provide guidance about practical issues, and help the AAMI participants understand policy, increase academic growth skills, and develop personal success plans.

Objective 2: Academic Support:

- The advisors on both campuses will monitor the academic performance of AAMI participants and provide interventions as necessary.
- We will partner with academic support professionals on campus to provide tutoring and specialized seminars.
- AAMI members will support each other through purposeful study groups, and have specific library study hours if their GPA falls below a 3.0.
- Specialized academic success plans will be developed with the advisor(s) for AAMI participants who have poor grades at any point of the semester

Objective 3: Leadership Development:

- We will provide in-depth intentional leadership workshops that will include UNG community members, and invite guest speakers to provide workshops.
- We will partner with our civic groups to provide specific skill development seminars throughout the academic year.
- We will encourage and educate our African-American male students on how to get involved and stay involved in student organizations.
- The North Star Leadership Academy participants will attend a national conference or regional conference specifically for African-American male professional leadership development.

- We will sponsor opportunities for AAMI students to attend off-campus cultural development tours to learn about social change leaders (i.e. visit a civil rights museum, attend a lecture on another campus or the community)

Target Cohort:

Recruitment Strategy:

We will be using the Banner System to identify African-American males and letters and/ or emails will be sent to offer them the opportunity to participate in our program. The advisors will host interest meetings in an attempt to recruit African-American male students for the program. We will also recruit from African-American clubs and organizations that are already active on campus.

Class Levels:

Due to the limited number of African-American males, we will be accepting participants from various classifications from freshman to seniors

Year One: 20-25 African American males at Gainesville
 10-15 African American males at Dahlonga

Year Two: 30-35 African American males at Gainesville
 20-25 African American males at Dahlonga

Year Three: 40-45 African American males at Gainesville
 30-35 African American males at Dahlonga

Personnel/ Staffing:

Dedicated solely to this AAMI project:

- two student assistants (would be selected in Fall'13)

Approximately 30% of their time will be dedicated to the AAMI Program:

- Mr. Robert L. Robinson, Director of Multicultural Student Affairs and Director /Advisor of North Star Leadership
- Mr. Robert G. Bryant, Coordinator of Multicultural Student Affairs and Advisor of North Star Leadership (Dahlonga Campus)
- Ms. Tuwanda Wilson, Administrative Assistant of Multicultural Student Affairs (Ms. Wilson will process the day to day paperwork needed for the program)

The following university personnel have no percentage of their time officially obligated for the program, but they have devote time to the program and AAMI students as they can.

- **Dr. Tanya L. Bennett**, Professor
Department of English (Dahlonga Campus)
- **Dr. George K. Danns**, Professor
Sociology and Human Services (Gainesville Campus)
- **Dr. Harrison Davis, Jr**, Associate Professor
Department of Clinical Mental Health Counseling (Dahlonga Campus)
- **Dr. Bryan L. Dawson**, Assistant Professor
Department of Psychological Science (Dahlonga Campus)
- **Dr. Douglas E. Ealey**, Professor
Professor of Political Science, Religion and Leadership (Gainesville Campus)
- **Mr. Abdul Roux**, Director
Academic Transitions (Gainesville Campus)

Specific/Documented Role of Civic Partner:

Rho Kappa Lambda Chapter of Alpha Phi Alpha Fraternity, Inc. will provide serve as great mentors to the AAMI students. The organizations will provide the AAMI student with service learning opportunities. These organizations will also participate in our AAMI Student Leadership Retreat.

Requested Funding Amount/Institutional Match/Program Sustainability:

University of North Georgia
Contribution Report
African American Male Initiative 2013

***Items funded directly from UNG's Multicultural Student Affairs Budget (MSA)**

1.	MSA Staff Salary Combined *(MSA)	\$15,000.00
a.	30% Salaries that include the (in-kind) Director of MSA (Gainesville), Admin. Asst. (Gainesville), Coordinator for MSA (Dahlonega), 2 student workers	
2.	Salary 2 student workers *(MSA)	\$2,000.00
a.	One student worker on the Gainesville and Dahlonega campuses to help with administrative tasks	
i.	\$1,000 per student worker – Dahlonega & Gainesville	
3.	Diversity speakers throughout the academic year *(MSA)	\$6,000.00
a.	Used for honorariums for guest speakers with each speaker being compensated approx. \$1,500-\$2,000 depending on the presentation (i.e. motivational speaker, guest lecturer). This program will benefit the entire campus, as it will be open to all students of UNG.	
i.	\$3,000 budgeted for a major speaker for one per semester; or \$2,000 budgeted for three major speakers over the academic year; possibly up to 4 regional guest speakers depending on program	
4.	Supplies used in-kind *(MSA)	\$500.00
a.	This includes items such as paper clips, paper, ink, pens, and other related items used for planning purposes.	
i.	Cost of office supplies range	
5.	Printing, mailing, social media *(MSA)	\$1,500.00
a.	Mailings to a variety of audiences to maintain communication. Also, printing of posters and other mandatory programs. Social media will be used as well for recruiting, updates, and advertisement purposes.	
i.	\$550 Dahlonega/Cumming printing costs (various program related print items)	
ii.	\$550 Gainesville/Oconee printing costs (various program related print items)	
iii.	\$100 Social media advertising/programming/blog/etc.	
iv.	\$300 Mailing pertaining to AAMI programs and services at UNG	
6.	Annual Statewide AAMI USG Conference *(MSA)	\$2,000.00
a.	The retreat will be geared towards developing personal success plans, talking about financial and personal health, and focus on issues that plague African American males in college.	
i.	Retreat lodging, supplies, travel, etc.	
ii.	Registration for up to 8 students to attend the annual conference	
	UNG CONTRIBUTION TOTAL	\$27,000.00

University of North Georgia
Board of Regents AAMI Grant Request
African American Male Initiative 2013

1. **Networking Activities** \$2,500.00
 - a. Developing a network of peers, and others is an essential skill to learn. African American males sometimes find it uncomfortable to adjust to predominately white institutions for a variety of reason. Integrating new students into the UNG culture is essential to retaining them towards completion. Furthermore, programming will focus on helping AAMI participants’ network with faculty, staff, community members, alumni, and others who will contribute to student growth.
 - i. \$300 for two small mixers (one on each campus)
 - ii. \$500 for AAMI participant connection program (beginning of each semester)
 - iii. \$1,800 to cover registration fees for AAMI participants to attend community programs and funding to complete service projects/participate in professional development activities

2. **Support for Guest Speakers** \$2,500.00
 - a. The UNG MSA office is contributing to the diversity guest speaker program. Our expectation is to continue this program beyond 1 year with multiple guest speakers. The average honorarium for an influential guest speaker range up to a midpoint of \$7,000, however we expect to negotiate much lower rates. Also, our goal is to identify individuals who are willing to work with our budget. At the same time there are additional costs that accompany this programming type, such as travel, lodging, and receptions. Our goal is to also provide a great experience for UNG guests who come to educate our students. We have had guest speakers for MLK day, Black History Month, and Latino Heritage Month.
 - i. \$1,000 to supplement speaker fees above if needed
 - ii. \$500 to \$800 budgeted for logging, travel, small UNG recognition token of appreciation, and reception costs

3. **Social Activities** \$2,000.00
 - a. Healthy social development is another factor that impacts retention of African American males. Social activities will include various non-academic activities that promote bonding among mentors, and AAMI participants. For example, mentor mixers can be offered so that students interact informally with community group supporters. In addition, AAMI participants can plan social activities on or off campus that build their sense of community, and provide a fun outlet.
 - i. \$2000 for attending off campus cultural events

4. **My Journey Series (MJS)** \$500.00
 - a. The “My Journey Series” will continue to be offered on the Gainesville campus with plans to include the Dahlonega students via video conference. There is a plan to establish a version of the MJS on the Dahlonega campus within the next year. Funding will help us expand the reach of the program, and enhance the program quality.
 - i. \$250 for Gainesville campus to grow MJS (recognition, receptions, outreach)
 - ii. \$250 for Dahlonega campus to develop a MJS

6. **External Learning Tours (ELT)** \$2,500.00
 - a. Developing into a successful African American male means having a conceptual model of what success means. The ELT program will allow students to learn about social justice leaders, among others who are perceived as successful. Visiting civil rights museums, attending local seminars, and visiting educational facilities (i.e. the Smithsonian, or Woodruff Center for the Arts) are learning opportunities that also contribute to enhancing students’ social capital.
 - i. \$2500 for travel costs/rentals

REQUEST TOTAL

\$10,000.00

Proposed Outcomes:

The University of North Georgia will improve the retention and completion rates of African American males with the AAMI grant. Our goal is to position the AAMI program in the Office of Multicultural Student Affairs so that the program and its components are closely monitored. Our expected outcomes are:

- To maintain retention of AAMI participants by 60-75% (after the first year of the program)
- To enhance the learning/studying skills of African American males
- To increase graduation or transfer (Gainesville Campus) rates of AAMI participants by 85%