

Application Questions

1. Describe the history and mission of your unit, and how its services support the mission of the University. Please address each of the following bullet points in your answer.

African American Student Services strives to increase its student population, and to provide culturally relevant programs and services designed to assist primarily African American students in making a confident transition and successful adjustment to the University of New Mexico. Our students' benefit from a holistic approach toward academic support and a concerted effort is made to deliver it.

We take pride in asserting that the operation of African American Student Services is consistently applied and coincide with the academic mission of the university. Through our commitment, we contribute to the development of students who possess high values, an applicable body of knowledge and the attributes necessary to function as enlightened citizens contributing to the state and national economies. Through the collected efforts of faculty, staff and graduate students, we provide a vast array of resources that promote a high level of goal orientation and achievement.

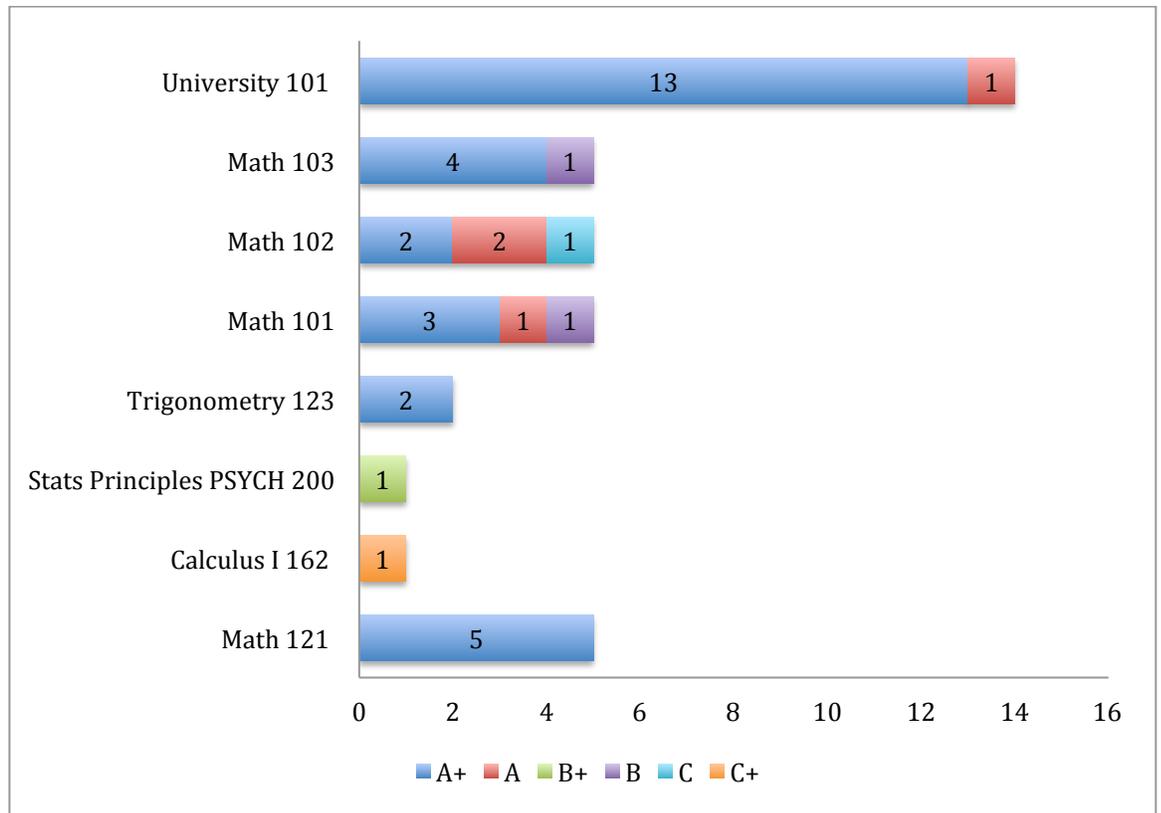
Our program endeavors to provide an environment that is sensitive to the culture and history of African Americans, and assist students in achieving their educational goals. Services we provide include, but are not limited to:

- Advocacy – Provide support for students who are experiencing personal or academic difficulties
- Community Networking – Collaborate with organizations in the Albuquerque Black community
- Crisis Intervention – Deliver immediate help and referrals for students, faculty and staff
- Cultural Events – Coordinate events that educate and promote cultural awareness
- Library – Offer a collection of books that include general core classes, graduate test preparation and African American history books students are able to check out
- Listserv – Provides pertinent academic information, scholarships, employment and research opportunities and African American Student Services' programs and events
- Mentoring – Provide faculty, staff and community mentors for students based on their interests and intended major
- Recruitment – Provide a pre-orientation program for newly admitted students and participate in college fairs and campus visits for prospective students
- Student Organizations – Work closely with and advise student and Greek organizations

- Tutoring – In addition to CAPS, African American Student Services provides supplemental tutoring on an as needed basis, which is beyond the scope of CAPS

Through these and all our efforts, we continue to support and enhance the mission, core values and the vision of the University of New Mexico.

- a. What services does your unit specialize in that are not offered in a similar form elsewhere within the University?
We provide a community for black students; we also address black history and culture, as well as creating pipeline programs for black students.
 - b. How does your unit serve the University's commitment to diversity?
We hired a targeted student recruiter to assist with increasing the Black student population. We have created a summer bridge program as a commitment to diversity; the center also provides cultural awareness and sensitivity.
2. Briefly describe each program/project in your unit that is funded specifically by student fees. What are the outcomes, so far, of each program/project?
- The current SFRB funding has allowed us to provide more scholarship opportunities for our students, to increase the count of current books in certain subjects for our students to utilize, to update necessary software on all computers, to provide more working computers in a larger, more comfortable and accessible lab, all which helps our programs better serve our students. This funding helps us provide a place on campus where our students can have access to unique educational resources, cultural experiences that cannot be found anywhere else on campus as well as provide resources that enhance their cultural their educational and professional development. Funds also allow us to increase our efforts to recruit new students and retain those who choose to make UNM their home.
- **American Student Services Summer Scholars Academy** - This is a four-week, rigorous residential summer program that supports the transition of recently graduated African American high school students from around the state of New Mexico and nationwide, to the University of New Mexico. The Academy is designed to challenge the students academically and introduce them to the Science, Technology, Engineering, & Math (STEM) programs at the university. The students completed credit bearing courses in college algebra or higher, and UNIV 101 during the four weeks. The first cohort of students successfully passed both courses and also completed the program requirements.



Summer Scholars Academy courses and grades

- **BGPSA** – Black Graduate and Professional Student Association is a graduate organization. These students focus much time mentoring undergrad students, providing professional and academic workshops in African American Student Services. We support their efforts by alleviating some of the costs associated with these events.
- **BSU** – The Black Student Union was formed to provide an intellectual, cultural, and social environment for students as well as community members. The Black Student Union exists to encourage a positive image of African Americans and to support its members in achieving their educational goals. We assist them with these initiatives.
- **DIVAS** - Stands for Developing Intellectual Vigilant Ambitious Students. This is a student org primarily for African American women. With the help of African American Student Services and various African American staff and faculty, they provide mentoring programs and workshops, which focus on the academic, professional and cultural success of young black women.
- **Recruitment Seminars** – With our new Student Recruiter, we have been able to present recruitment seminars, which disseminate admissions and financial aid information to prospective students and their parents. Along with other recruiting efforts, this will become a major focus for us. SFRB funding will assist with this initiative.

- **Student Retreats** – We hold retreats a minimum of twice a year to meet with student leaders, to assess where we are with programming, to listen to the students’ needs, to program plan for the upcoming semesters and to discuss all the challenges students face and how we can assist them.
- **NAACP** – We are working closely with the local, regional and national chapters of the NAACP to establish a college chapter here at UNM. For over 100 years, the NAACP has played a key role in eliminating discriminatory practices and/or laws. We also advocate for educational, economic, social political equality and opportunity for all citizens.
- **Black Greeks Orgs** – Black Greek Orgs are deeply rooted in the uplifting and betterment of the African American community. Through academic achievement, social and cultural awareness and community service, these organizations have long been the cornerstone of black life on most all campuses across the country.
- **Workshops** – We work diligently to provide monthly workshops on various topics for our students. These workshops are presented by graduate students, staff, faculty, and prominent professionals from the community whose knowledge and experience can enhance the overall development of our students.
- **Student Orgs** – All of our student orgs are essential to the recruitment and retention of African American students. We believe that participation in these orgs can help develop a stronger sense of self, a sense of pride and even ownership in the work we do in African American Student Services. Our primary source of funding for our organizations comes from SFRB funding.
- **Scholarships** – African American Student Services was able to assist over 17 students with individual scholarships and emergency funds. Community service and GPA’s in good standing were requirements to attain the funds. For our students in particular, this assistance goes a long way toward their retention and success.
- **Conference Fees and Travel** – African American Student Services was able to send four undergraduate students to conferences by covering fees and/or travel expenses. Without our assistance, undergraduate students have limited resources.

3. Describe any increase in SFRB funding you are requesting, and provide justification detailing how raising student fees will improve your unit’s impact on the student population.

Not requesting a funding increase.

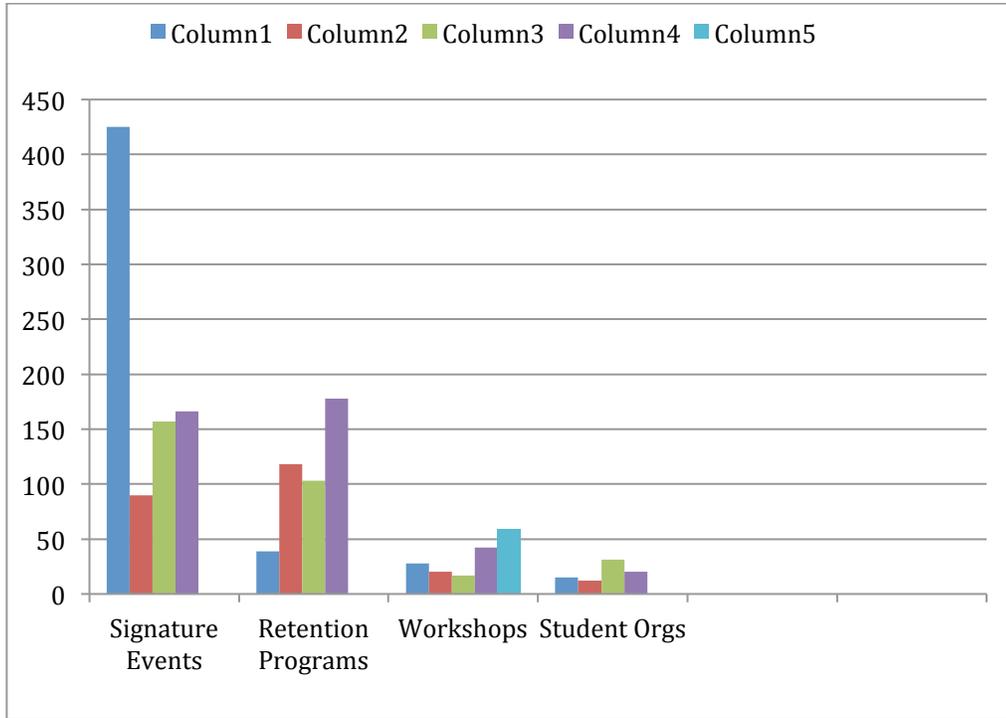
4. Describe student participation in your unit, and any plans to improve it, addressing each of the following bullet points.

Since the remodel we provide a better usage of our space, we are able to then provide more resources for our students. We have acquired up to 8 more

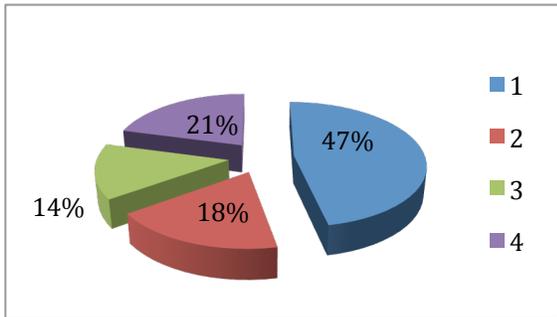
computers for student usage and furnish an entire room delegated to study with Wi-Fi access, proper lighting and a more comfortable, quiet setting. We have also designed the entire space to accommodate more tutoring, study and more meeting space for students to utilize.

With SFRB funding, our ability to provide more services, programming and resources has increased the number of students we are able to assist. We will continue to increase student participation through increased visibility with events and promotions that will provide awareness and raise the profile of African American students on campus, as well as African American Student Services. We continue to utilize all social networks and electronic means of communication to promote our students, our center, our programs and events. We also maintain a website that announces our events and activities each month.

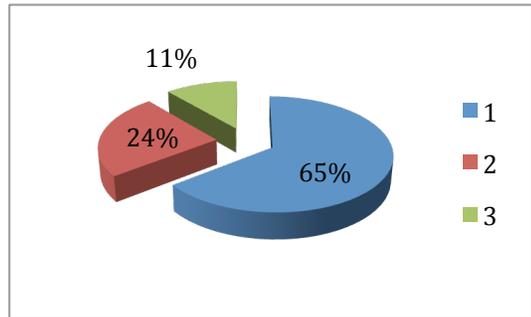
African American Student Services strives to provide a holistic approach to meet the needs of our students. We provide information for Black business networks to social, cultural and academic support on campus and throughout the city of Albuquerque.



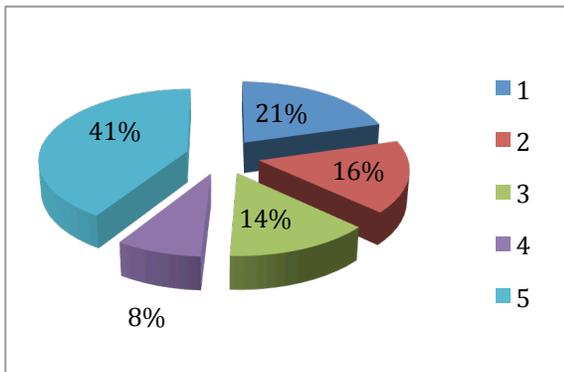
Fall 2013/Spring 2014 Academic Year



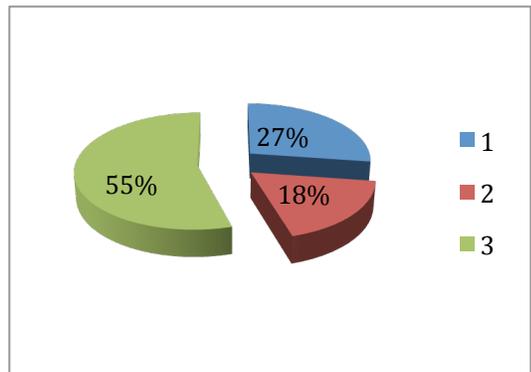
Signature Events



Retention Programming



Workshops



Active Student Organizations

- a. How are students involved in the governance/decision-making of your unit?

Our students are highly involved in the decision making process for African American Student Services programs and direction. We host various meetings and retreats throughout the year to discuss how African American Student Services can better serve its population, what can affect them as Black students and how they would like us to better meet their needs. These meetings are transparent and candid and have helped us build a unique and close relationship with our student base. We also have a group call the Black Student Alliance (BSA), which consists of the student leaders from each Greek and student organization sponsored out of African American Student Services. The purpose of the group is to encourage student participation, build leadership and to serve as ambassadors of African American Student Services and UNM.

- b. How many students do you employ (including graduate assistants, interns, etc.)?

We currently employ three undergraduate work-study students and two student ambassadors. We hope to add an additional graduate students and possibly one more work-study student, depending upon funding.

5. Describe specific improvements your unit has made in the last fiscal year to the visibility/accessibility of its services, and any plans to further improve visibility/accessibility.

Our office now features a computer lab that houses 15 computers instead of the previous 8. Also, we created an enclosed space that is to be used strictly for a quiet study area for students. It will have tables and chairs with Wi-Fi service to enhance their study time. In addition, we've created a conference room that can be utilized by staff and students for organizational meetings and planning sessions. We have also added two card swipers for students to swipe their ID when they enter the center and it allows us to better track the number of students that visit the center daily. Along with the card swipers, we have also added a display screen that shows an event calendar as well as information for students. We feel strongly that the renovations are a better usage of the facility and it benefits all the students who utilize our center. To this end, it allows us to better provide programming, personal and private academic advising, tutoring, mentoring and counseling.

Other improvements include work done with Africana Studies and the Black Graduate and Professional Student Association for the purpose of implementing additional workshops and presentations to enhance professional and social development of African American students. We have also been able to offer more scholarships for students, both undergraduate and graduate.

6. How does your unit collaborate with other campus units and/or off-campus entities?

We collaborate with each ethnic center by sharing facilities that all our students frequent. We continue to support each other's efforts and events. We collaborate with Africana Studies, LGBTQ Resource Center, Graduate Resource Center, Student Activities, Career Services, Accessibility Services, CAPS, Women's Resource Center, Athletics, Office of Equity & Inclusion, University Advisement Center, Engineering Department, UNM Black Alumni Association, African American student and Black Greek organizations by creating a connection of mentorship, by holding workshops on various subjects, film presentations, study groups, as well as organizing various cultural events throughout the year.

7. What methods have been used in evaluating your unit's impact on the student population (e.g. surveys, focus groups, interviews), and how effective have those methods been?

We conducted focus groups with 30 students who regularly participated in African American Student Services. Students were interviewed regarding their interest as a means to develop programming that meets their needs. Semi-structured interviews were utilized in order to develop a complete understanding from the students' lenses. Follow-up interviews were conducted with 15 students as a means to develop a more in depth understanding of the students' needs. Axial coding was utilized to group themes that emerged from the data (i.e., transcripts). Based on our analysis, several factors emerged which directly impacted the programming out of African American Student Services (e.g., educational, social/cultural).

We conducted a survey with the assistance of Student Health and Counseling to help establish a partnership. The survey covered what interests and concerns Black students have that would prompt them to utilize the services that Student Health and Counseling provides.

In addition to academic success, African American Student Services is committed to enhancing the cultural experience and social awareness of all students, faculty and staff by providing culturally relevant programming and workshops aimed at professional development, life skills, mentorship and community engagement which adds to the whole success of our students. Our services are not duplicated anywhere on campus as we understand that students often require a holistic approach to academic support. We strive to provide an environment that is sensitive to the culture and history of African Americans.

8. What are your unit's current non-SFRB sources of funding (e.g. Instructional & General, state or federal grants, self-generated revenue), and if applicable, what

additional funding sources are you seeking this fiscal year?

African American Student Services in partnership with the University's President's office and the UNM development office has continued to seek funding/large gift from some of our distinguish alumni, i.e., Ed Lewis and Victor MacFarlane. We have also been working with our Black Alumni Chapter on the creation of an "A" list of potential donors. African American Student Services has continued to receive funding via the State of NM. An increase of \$50,000 was granted. No funds per UNM departments have been requested at this time. State appropriation funding has historically decreased, but is likely to remain stable this year unless a decrease in the future is announced. We have no way of knowing if there will be a decrease before the end of the next fiscal year.

- a. What increases or decreases from non-SFRB funding sources do you anticipate compared to your budget last year?
An increase of \$50,000 was granted from the State of NM Legislation.

b. Please complete **Budget Form C** for non-SFRB income.

9. What are your unit's current plans to address the recommendations of last year's SFRB? We understand that these plans are subject to change in response to any unexpected developments later in the fiscal year.

N/A

10. Provide any other information or a narrative that will assist the SFRB in making its decision to fund your unit.

We sincerely appreciate all the efforts that SFRB makes to ensure that our program has adequate funding. We want to assure our students that we have done everything possible to meet their needs in order for them to become more effective leaders within our program.

Our aim is to create a thriving academic environment accepting of all students who choose to participate. We have a significant amount of experience working with a large population of diverse Black Students with different ethnic backgrounds, learning styles, communication styles and personalities. Our program reaches out to the city of Albuquerque and the UNM community. We take great pride in being community leaders and advocates and we believe it is our responsibility to serve our student community.