

Multicultural & International Student Affairs

ANNUAL REPORT FOR 2008-09

A. REVIEW OF THE YEAR

1. PROGRESS ON FY 08-09 OBJECTIVES

Increase coverage on Diversity Issues in the campus newsletter, alumni magazine, and student newspaper.

- Coverage of diversity issues significantly increased in the Index. The MISA office recommended submissions by faculty and students who were active in productive diversity work. Some articles were the result of current events and not influenced by our office. Overall more work can be done.

Collaborate with faculty in establishing internships and other engaged learning experiences for minority and international students.

- Collaboration with modern and classical languages for guest speaker
- Collaboration with Education department to host successful teacher's panel. We also partnered with Modern and classical Languages and Career Development who provided additional info at the event.

Recruit more faculty for active involvement with students in out-of-the classroom events.

- Helped to develop Student/Faculty engagement group which now has representation on the Diversity Committee
- Sponsored, hosted, and coordinated various events and activities that brought faculty and students together

Invite alumni to serve as lecturers or consultants on special interest areas.

- Various invitations have gone out to alumni regarding lecturing and consultation. There has been very limited action. There are 4 alumni that have assisted with programs and student consultation. There are numerous other valuable alumni whom we hope to get involved in the near future. Niagara University has developed some great professionals and we still hope to get more involvement to achieve common goals.

2. SIGNIFICANT ACCOMPLISHMENTS

Implementation of University Strategic planning goals relating to the MISA office
Assisting Development of Student and Faculty groups to achieve various University diversity goals:

- Student Faculty Engagement Group development
- Diversity Advocates student group development
- Helped Organize Stand Against Racism Event
- Organized Intervention Series to address racial tensions on campus
- Coordinated, hosted, and/or co sponsored a variety Student/Faculty events
- Conducted Hall programs to address Diversity issues
- Collaborated with Department of Education to do Teacher's Careers Panel Discussion
- Co sponsored events with the Department of Modern & Classical Languages

- Collaborated with faculty and student groups to do series of events (Confederate Flag Forum, Various Discussion Groups, Stand Against Racism Event)
- Secured Graduate Assistant and began training

3. MAJOR CHALLENGES

Creating an campus environment that is both inclusive and safe to an increasingly diverse student population has been a challenge. Making policies that are enforced and visible is important. Finding a method to communicate these policies where students will feel protected is important.

Policies may be logical, consistent, and fair, but if students do not feel this is true, they will leave. Trying to win back students once they decide to leave has been a challenge.

I was at a conference and overheard someone say Niagara University in discussing a colleague from their college. I mentioned that I worked at Niagara and I was invited into the conversation. I was told that one of our students was transferring to their school. This student was visible in many activities, well liked, and well connected. He was also a NUOP student. These are some characteristics that are said to help student retention. In this conversation I learned that due to a late response he would most likely be forfeiting EOP (NUOP's Equivalent)). I was told that when his mother learned that he would probably have to permanently forfeit EOP, she still would recommend that he attend the new institution. Considering all of the details involved, this made a very big statement to me. I am not certain why he decided to transfer, but I do know that a well connected, academically supported, fully funded student, decided to forfeit funding for the rest of his college career, rather than spend another semester at Niagara. This is a great challenge for our institution.

B. ASSESSMENT (See attachments)

- 1. SUMMARY OF RESULTS ON 2008-09 GOALS IDENTIFIED FOR ASSESSMENT, including applicable strategic plan outcomes.**
- 2. GOALS PLANNED FOR ASSESSMENT IN 2008-09***

C. FUTURE PLANS

- 1. MAJOR OBJECTIVES FOR 2008-09 (see attachments)**

2. CRITICAL and/or CHALLENGING ISSUES ANTICIPATED

Increased programming with reduced funding.

3. TRENDS IN HIGHER EDUCATION RELATED TO DEPARTMENT

Greater interaction between students of different ethnic and racial backgrounds appears to be a national trend. Various forms of Ethnic/Racial clustering, in areas such as themed housing or study groups, has been said to help in psychological health and academic success of underrepresented students. These activities are said to be healthy for these students, but non-threatening to the growing intercultural student interactions. These trends are said to benefit all students learning capacities, during college years and beyond.

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