



**UMSL**

**Inclusive Excellence Impact Update**

**Spring 2020**

The following tables describe impact and financial status of the projects funded by the DEI Council. The dashboard provides a status update as well as a description of the impact each project has had to date, while the expenditure report provides an update fund balances and timelines for each project.

### UMSL Funded Projects Dashboard

 complete/ on track		 at risk		 not progressing	
Division	Brief Description	Sum	Dimension	Status	Impact
Student Academic Support Services	Expand UMSL Bridge Program and Saturday Academy	\$25,508	Access & Success		On Track: The Bridge Program has been successful in increasing student enrollment from local high schools as well as an increase in overall student participation in Saturday Academy. To this end, the program is currently working on an initiative to provide funding for dual-enrollment courses for high achieving Bridge students. The initiative will begin Fall 2020.
Student Academic Support Services	Expand UMSL Bridge Program Summer Academy	\$17,070	Access & Success		On track: Bridge is in the process of increasing the number of students in the summer academy. The upcoming summer academy will include a STEM focused virtual camp and enrollment will be open to students outside of the metropolitan St. Louis area for the first time. Additionally, a middle-school component will be implemented this summer as well. The IE funded initiative is slated to be completed at the end of Summer 2020.
Honors College/Admissions	Opportunity Scholars Program	\$4,000	Access & Success		Completed. Through increased marketing and outreach efforts, the number of students interviewed for the Opportunity Scholars Program exceeded the initial goal of 30%.
Cashiers	Hire Outreach Specialist to help lower the number of students who are placed at a collection agency	\$88,000	Access & Success		Completed. During the 2018-2019 academic year, there was a 34% decrease in the number of students sent to collections (154 students-FS19) in comparison to the previous year

					(FS18 – 234 students). This was attributed to increased communication with students (i.e. emails, phone calls, etc.) by the Outreach Specialist.
Admissions	Create PR/marketing diversity recruitment brochure	\$3,000	Access & Success	•	On Track: During the Fall 2019 semester, discussions on the direction of the recruitment brochure led to inclusion of Multicultural Student Services and Marketing & Communication. The project is currently ongoing.
Associate Provost/Academic Affairs/Center for Teaching & Learning	Gateway Course Support	\$18,750	Access & Success	•	Completed. As identified in the Student Success Compact, supplemental instruction (SI) was utilized to provide support to gateway courses with the goal to increase the pass rate to 75%. The final results showed a pass rate of 77%, thus exceeding the original goal set by the initiative.
Center for Teaching & Learning	STEM supplemental instruction	\$15,000	Access & Success	•	Completed. During the 2018-2019 fiscal year, supplemental instruction was provided for courses with higher than 30% DFW rates for URM students.
Student Academic Support Services	Tutoring for online courses	\$9,000	Access & Success	•	Completed. Under the direction of the University Tutoring Center, tutoring for online courses through Canvas began during the Fall 2019 semester. Additionally, online tutoring services have expanded to assist students as a result of Covid-19 during the Spring 2020 semester.
STEM Departments	STEM peer mentoring program	\$20,000	Access & Success	•	On Track: The mentoring program began in Spring 2019 with 9 faculty mentors working with 23 student mentees. 87% of the mentees returned to the program in Fall 2019, which was above the university average. This retention effort was attributed to the relationships (faculty/student) formed as a result of the program.  Additional date is forthcoming as a new cohort of students were introduced at the end of the Fall 2019 semester.

Student Academic Support Services	Student Organization Tutoring Study Nights	\$23,500	Access & Success	●	On-Track: The initiative began in Fall 2019 with student organizations participating in planned study sessions. However, Covid-19, has impacted the continuation of the face-to-face sessions. The program will resume in the Fall 2020.
Student Academic Support Services	Study Hall Program	\$20,500	Access & Success	●	On-Track: The framework for the initiative began in Fall 2019 with Spring 2020 slated as the implementation phase. However, due to Covid-19, the planned study nights were unfortunately cancelled. The decision was made to begin the initiative in Fall 2020 with both face-to-face and virtual options.
Art & Design	Wheelchair Accessible Pottery Wheel	\$5,000	Access & Success	●	Completed. To provide ongoing access to ceramics classes for students with physical disabilities, an accessible pottery wheel was purchased in Fall 2018. The wheel has been successfully utilized since Spring 2019.
Graduate School	Graduate Professional Development Program/Workshop Series	\$8,120	Access & Success	●	On-Track: In Fall 2019, the Graduate School began a workshop series entitled: <i>Survive &amp; Thrive in Graduate School</i> which will be conducted over the course of three semesters. Additional data will be provided at the conclusion of the series. However, evaluation of the effectiveness of the workshops will include: <ul style="list-style-type: none"> <li>• Attendance</li> <li>• Surveys</li> <li>• Registration numbers</li> <li>• Program inquiries</li> <li>• Student badging</li> </ul>
Office of Diversity, Equity & Inclusion	Reestablish the Black Graduate Student Association	\$5,000	Access & Success	●	Organizational meetings were held with African American Graduate Students during Fall 2019. However, due to leadership changes amongst the executive board, no progress was taken.  As a result, a discussion occurred in the beginning of Spring 2020 about refocusing the initiatives of the organization under the direction of the Office of Diversity, Equity & Inclusion.

Graduate Studies	Summer Research/Scholarly Pipeline Retreat for Equity and Diversity	\$13,000	Access & Success	<ul style="list-style-type: none"> <li>Completed. A retreat entitled “<i>Democratizing Educational Research Opportunities</i>” was held June 27-29, 2018. The retreat sought to build structural supports to increase the representation, retention &amp; successful tenure of “historically underrepresented” scholars at public research universities. Survey data showed participant support of the retreat.</li> </ul>
Diversity, Equity & Inclusion	Use NCFDD for increased faculty engagement	\$9,900	Access & Success	<ul style="list-style-type: none"> <li>On Track: Leadership changes in the Office of Diversity, Equity &amp; Inclusion occurred during the Fall 2019 semester (i.e. Interim Director and hiring of Senior Manager of Strategic Diversity Initiatives). The Interim CDO was involved in the selection process of faculty for the NCFDD Faculty Success Program with UM System. The Center for Teaching and Learning has shared the resources of the NCFDD with faculty and ODEI is working with units to further explore the benefits.</li> </ul>
Student Support Services	Triton Food Pantry	\$10,000	Climate	<ul style="list-style-type: none"> <li>Completed. The Triton Pantry continues to be a staple at the institution through its continued support and commitment to addressing food insecurity. As a result, a partnership with the St. Louis Food Bank led to increased donations. Additionally, the pantry received a grant during the Fall 2019 semester to rehab the current location.</li> </ul>
Student Academic Support Services	Lunch & Learn Series	\$5,000	Climate	<ul style="list-style-type: none"> <li>On Track: Discussions with ODEI as well as the Anti-Defamation League (ADL) led to the creation of a 3-part student focused series. The first session was slated for 3/20/20 with the remaining 2 sessions scheduled in April. Unfortunately, the series was cancelled due to the concerns associated (social distancing) with Covid-19. The series has been moved to Fall 2020 and both an in-person and virtual model will be explored.</li> </ul>
A&S	Common Read	\$38,000	Climate	<ul style="list-style-type: none"> <li>On-Track: During Fall 2019, the university implemented a common read of Baldwin’s “<i>If Beale Street Could Talk.</i>” The goal of the program was to foster discussions on campus and in the community about what it means to live in St. Louis. The university sponsored a number of events including a signature lecture series, faculty-led discussions as well as included a film showing which occurred during the Black History Month celebration.</li> </ul> <p>Additional data is forthcoming as the program is slated to conclude at the end of Spring 2020.</p>

Education	Crooked Room Conference	\$3,500	Climate	<ul style="list-style-type: none"> <li>Completed. The conference focused on the experiences of Black Girls and Womxn navigating institutional spaces. The 2018 conference was expanded to include Healthcare, Religion/Spirituality, and Sexuality and was offered free of charge.</li> </ul>
Diversity, Equity & Inclusion	Faculty led Cross-Cultural/Cross Disciplinary Dialogue Program	\$5,880	Climate	<ul style="list-style-type: none"> <li>On Track: Due to transitions within ODEI, the planning of the program began late Fall 2019.</li> <li>Spring 2020-Planning team created which includes representatives from the Center for Teaching and Learning, Office of Research Administration, Diversity, Equity &amp; Inclusion as well as the Provost. The goal is to refocus the direction of the original proposal to better address the needs of the campus community (renaming the series to <i>Inclusive Excellence Speaker Series</i>).</li> <li>Virtual Inclusive Language series begins Summer 2020 which is co-facilitated with an expert in a specific subject and ODEI.</li> <li>Full implementation slated for the Fall 2020 semester.</li> </ul>
History	Community Partnerships/Beyond the Buildings	\$5,000	Community Engagement	<ul style="list-style-type: none"> <li>Completed. The initiative brought together a number of community partners and organizations to work on student-led projects (i.e. bus tours of St. Louis, oral histories), as well as speaker series and film screenings.</li> </ul>
TOTAL		\$352,728		