Student Affairs
Strategic Retention Centers/Initiatives
2019-20 Presentation

Council on Student Affairs and Fees (COSAF)
Figure 1: 4-Year UC Davis Graduation Rates by Entering Cohort and Ethnicity
Figure 2: 6-Year UC Davis Graduation Rates by Entering Cohort and Ethnicity
Academic Adviser/Student Affairs Officers (SAO)

ALMA MARTINEZ
Chicana & Chicano Studies
2111 Hart Hall
530-752-2492

KAYTON CARTER
African American & African Studies
2211 Hart Hall
530-754-9581

JINANN BITAR
Native American Studies
2406 Hart Hall
530-752-6656

SHYAMA KUVER
Middle East/South Asia Studies
SSH 1274

BRITT SUMIDA
Asian American Studies
3131 Hart Hall
530-752-4447
Origin of URM Retention Centers/Initiatives

2014 African American Strategic Retention Initiative (1st retention initiative targeting African American students in the UC system)

2015 Center for African Diaspora Student Success (1st retention center for African diaspora students in the UC system)

2016 Native American Academic Student Success Center (NEST); (1st retention center for Native American students in the UC system)

2017 Chicanx & Latinx Retention Initiative (1st retention initiative targeting Chicanx-Latinx students in UC system)

2018 Center for Chicanx & Latinx Academic Student Success (1st retention center for Native American students in the UC system)

2018 Center for Chicanx & Latinx Academic Student Success (1st retention center for Native American students in the UC system)

2019 Hired Dr. Noel Salunga as (1st Director of Asian Pacific Islander Retention); API Retention Initiative written 2018
Retention Initiatives Mission Statement

All three (4) ethnic specific academic retention initiatives share the same mission: to accurately account for our 4 under-represented student populations (i.e. the current enrollment, #s per college, per academic discipline, by gender, etc.), quarterly and yearly; and in doing so, also maintain a “pulse” of these communities - with specific reference to enrollment (via collaboration with undergraduate admissions) attrition, retention and graduation (via collaboration with undergraduate education).

This practice, alongside up-to-date research on strategies and best practices for retaining under-represented students, places the directors of these retention initiatives, Student Affairs, and UC Davis as a whole in a position to make 1) data-driven, 2) research-based decisions on behalf of the student communities that we serve.
Center for African Diaspora Student Success (CADSS)

- Focuses on the retention, persistence, and graduation of all undergraduate students of the African diaspora at the University of California, Davis.

- Provides tutoring, academic advising, mentoring, networking services, first-year seminars, and leadership development opportunities.

- Connects students with research opportunities and programs on campus.

- Offers a physical space for African and African American students to engage together in all aspects of life on campus.
Center for Chicanx/Latinx Academic Student Success (CCLASS)

Implement strategies that will support retention, persistence and graduation rates for Chicanx and Latinx students. Develop and engage in best practices that promote students' academic achievement by addressing financial barriers, academic difficulty, parental involvement, sense of belonging.

Empower Chicanx and Latinx students to do well academically by engaging them in leadership, career, and personal development. Empower students to believe in graduation and in preparing for a better future.

- Academic support for Chicanx and Latinx students
- Provide space for students to build community
- Foster relationships with faculty, staff, and peer advisors
- Empower students’ personal and career development
Native American Academic Student Success Center (NAASCC)

- Provides an academic support environment with tutors, mentors, labs, computers and a quiet study area
- Provides Native and tribal role models for students from community leaders and tribal councils
- Provides a home environment for the students by ensuring the center can assist with nurturing the student emotionally, spiritually and nutritionally
- Provides an environment that engenders the development of group, family and cooperation among the student cohort
- Provides a culturally sufficient system of acknowledgment for success, accomplishment and graduation

Services
- Academic Advising and Support
- Community Advising Network Counseling (CAN)
- Internship, Career and major exploration
- Computer lab and study space
- Student Employment and Volunteer opportunities
- Cutting edge Research opportunities
- First –Year Aggie Connection seminars
- Cultural support and mentorship
Asian Pacific Islander Retention Initiative

The Strategic Asian Pacific Islander Retention Initiative is dedicated to the academic, personal, and professional success of all UC Davis students who identify with the Asian Pacific Islander community. This initiative seeks to support the inclusive excellence of all API students.

- 1-on 1 holistic support for student success
- Professional Development workshops
- Community building activities with API students, faculty, staff
- Partner and consult API student organizations on their academic retention issues (I.E. Hmong Student Union)
Retainment Centers Staffing

<table>
<thead>
<tr>
<th>CADSS</th>
<th>CCLASS</th>
<th>NAASCC</th>
<th>API</th>
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</thead>
<tbody>
<tr>
<td><strong>PROFESSIONAL STAFF</strong></td>
<td><strong>PROFESSIONAL STAFF</strong></td>
<td><strong>PROFESSIONAL STAFF</strong></td>
<td><strong>PROFESSIONAL STAFF</strong></td>
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<tr>
<td>Kayton Carter, Director</td>
<td>Dr. Cirilo Cortez, Director</td>
<td>Michelle Villegas-Frazier, Director</td>
<td>Dr. Noel Salunga, Director</td>
</tr>
<tr>
<td>Dr. Danielle Clark, Associate Director</td>
<td>Dr. Lina Mendez, Associate Director</td>
<td>Erienne Ramos, Office Coordinator</td>
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<tr>
<td>Chanelle Brackens, Office Coordinator</td>
<td>Chanelle Brackens, Office Coordinator</td>
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<tr>
<td><strong>STUDENT ASSISTANTS (8)</strong></td>
<td><strong>STUDENT ASSISTANTS (5)</strong></td>
<td><strong>STUDENT ASSISTANTS (7)</strong></td>
<td><strong>STUDENT ASSISTANTS (1)</strong></td>
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<tr>
<td>Brianna Banks McLean</td>
<td>Leslie Corona</td>
<td>Dani Contreras</td>
<td>Wesley Sosa</td>
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<tr>
<td>MiChe’la Hunter</td>
<td>Natalie Delgado</td>
<td>Sheridan Foster</td>
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<tr>
<td>Caidon Iwuagwa</td>
<td>Mirella Gonzalez</td>
<td>Danielle Giagnoli</td>
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<tr>
<td>Dorian Karuki</td>
<td>Vanessa Gonzalez</td>
<td>Norma Juarez</td>
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<tr>
<td>Unoma Ononye</td>
<td></td>
<td>Annika Shije</td>
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<tr>
<td>Aliyah Romero</td>
<td></td>
<td>V’Santi Tobey</td>
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<tr>
<td>Nate Walker</td>
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<td>Yusuph Lawal</td>
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<td>Briana Watson</td>
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## Retention Centers Program and Services

### CCLASS
- Pan Dulce Tuesday’s & Math Support
- Bienvenida Collaboration
- Annual Chicanx /Latinx Retreat
- Individual Tutoring
- Mental Menudo
- Chicana Latina Seminars
- Chicano Latino Seminar
- Research Support & Transfer/ Sophomore Seminar
- Casa Cuauhtémoc
- Chicax and Latinx Graduation
- CCLASS Fall Open House
- Chicax and Latinx Scholarship Reception
- Final Study Jam’s

### CADSS
- Black Fall Welcome
- Black Graduation
- Sistah To Sistah
- **B.L.A.C.K./FYAC**
  (Black Leadership Ambassadors for Culture & Knowledge)
- **LFA** (Linda Frances Alexander Scholars)
- Tutoring (Chemistry, Math, Statistics, Physics, Writing
- AAA Living Learning Community
  (Black floor),
- CAN Counselor
- Internship and Career Center

### NAASCC
- Waffle Wednesdays
- Tutoring Services
- Student Organization support
- WINGS (Partnership with ICC)
- Native 2 Native (Peer mentorship)
- NA Leadership Seminar/FYAC Graduation
- Parent Orientation
- Fall Welcome/Orientation
- CAN Counselor

### API
- **API/MENASA Fall Welcome**
- Asian Pacific Islander Fall Mixer
- APATH Friendsgiving
- Pacific Islander Quarterly Lunch
- APATH Professional Networking
- APATH Identity Workshop
- API Community Care Workshops
- API Leadership Dev. Day
- API Mental Health Workshop
- CAN Counselor
## Retention Initiatives Budget

<table>
<thead>
<tr>
<th>Expense</th>
<th>2018-19 Actuals</th>
<th>2019-20 Estimated Allocation</th>
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<tbody>
<tr>
<td>Salaries/Benefits</td>
<td>$756,719</td>
<td>$682,210</td>
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<tr>
<td>Operational Costs</td>
<td>$155,967</td>
<td>$168,500</td>
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<td>Other Expenses</td>
<td>$250</td>
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<td><strong>TOTAL</strong></td>
<td><strong>$912,937</strong></td>
<td><strong>$850,710</strong></td>
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### CADSS
- Total Staffing: $275,282
- Total Operational: $106,576
- Total Unit Funding: $381,858

### CCLASS
- Total Staffing: $248,902
- Total Operational: $51,566
- Total Unit Funding: $300,468

### NAASSC
- Total Staffing: $162,388
- Total Operational: $44,497
- Total Unit Funding: $206,885
**CADSS Programs and Fees**

**Sistah to Sistah | $1000**
**Black Male Seminar | $1,000**
**Programs and Meetings | $5000**
**Professional Development | $3750**
**Black Graduation | $5,000**
**LFA Program | $14,000 - $17,000**
**Individual Tutoring- Physics, Math, Chem, Stats | $2,500 - $12,500**

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<tr>
<th>Number of Potential Tutors Hired</th>
<th>5</th>
<th>10</th>
<th>15</th>
<th>20</th>
<th>25</th>
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<td><strong>Qtr Total Wage</strong></td>
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<td>$2,489.60</td>
<td>$3,734.40</td>
<td>$4,979.20</td>
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<td><strong>Qtr Total Prep</strong></td>
<td>$622.40</td>
<td>$1,244.80</td>
<td>$1,867.20</td>
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<td><strong>Qtr Total Taining</strong></td>
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<td>$155.60</td>
<td>$233.40</td>
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<td><strong>Qtr Total Orientation</strong></td>
<td>$155.60</td>
<td>$311.20</td>
<td>$466.80</td>
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<td><strong>Total Cost Excluding Fees</strong></td>
<td>$2,100.60</td>
<td>$4,201.20</td>
<td>$6,301.80</td>
<td>$8,402.40</td>
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<td><strong>Admin (16%)</strong></td>
<td>$336.10</td>
<td>$672.19</td>
<td>$1,008.29</td>
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<td><strong>Common Goods Fee (1.585%)</strong></td>
<td>$33.29</td>
<td>$66.59</td>
<td>$99.88</td>
<td>$133.18</td>
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<td><strong>Benefits (1.371%)</strong></td>
<td>$28.80</td>
<td>$57.60</td>
<td>$86.40</td>
<td>$115.20</td>
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<td><strong>Grand Total</strong></td>
<td>$2,498.79</td>
<td>$4,997.58</td>
<td>$7,496.37</td>
<td>$9,995.16</td>
<td>$12,493.95</td>
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CCLASS

Programs and Fees

Pan Dulce Tuesday’s and Math Support | $890
Bienvenida Collaboration | $500
Annual Chicanx and Latinx Retreat Collaboration | $450
Individual Tutoring- Physics, Math, Chem, Stats | $1,000
Mental Menudo Personal Support Sessions | $600
Chicana Latina Seminars | $1,000
Chicano Latino Seminar | $300
Research Support Seminar/ Transfer and Sophomore Seminar | $300 each
Casa Cuauhtémoc Living Learning Community Partnership (Fall Seminar, Fall Welcome) | $1,000
Chicanx and Latinx Graduation Celebration-$1,000 CCLASS ( $11,000 Student life; $20,000 Grants and Fundraising)
CCLASS Fall Open House | $1,000
Chicanx and Latinx Scholarship Reception | $300
All Staff Working Lunches Quarterly Planning | $450
Final Study Jam’s | $600
NAASCC
Programs and Fees

Waffle Wednesdays | $600
Tutoring Services | $3000
Student Organizational Support | $750
WINGS (Partnership with ICC) | $300
Native 2 Native (Peer mentorship) | $300
NA Leadership Seminar | $500
Graduation | $5000
Parent Orientation | $250
Welcome/Orientation | $250
Retention Activities (includes partnerships with NAS) | $4000
Asian Pacific Islander Retention Initiative

Programs and Fees

- Pacific Islander Mixer | $285
- Asian Pacific Islander Fall Mixer | $745
- APATH Friendsgiving | $220
- Pacific Islander Winter Lunch | $265
- APATH Networking Event | $160
- APATH Identity Workshop | $100.00
- Student Staffing | $7,500
- Supplies and Start up costs (including computer) | $5,000
- Professional Development | $1,500
- Tutoring | $5000
Center Attendance
(Swipe In Data)

2018-2019

- NAASSC: 300
- CADSS: 1,700
- CCLASS: 10,000
Collaborative Partners

The Four Colleges/Ethnic Studies Departments
AB540 and Undocumented Student Center
Academic Assistance and Tutoring Center (AATC)
Cross Cultural Center (CCC)
Office of Educational Opportunity and Enrichment
Services
Financial Aid
Guardian Scholars Program (GSP)
Internship and Career Center (ICC)
LGBTQIA Resource Center
McNair Scholars/LEADS
Student Disability Center (SDC)
Student Health and Counseling Services (SHCS/CAN)
Student Recruitment and Retention Center (SRRC)
Student Farm
Transfer and Reentry Center (TRC)
Women's Resources and Research Center (WRRC)
UC Davis Washington Program (UCDC)