

Annual Review of Current College Initiatives

CSM Umoja Program

(To Be Completed by appropriate dean and faculty/staff coordinators)

Annual reviews for approved projects are due to IPC annually. Brief presentations, along with the information reported below, will be provided to IPC in the fall or spring semester each year. Projects are funded annually, per evaluation reports, IPC evaluation and final Cabinet approval. The report must include quantitative data such as the numbers of students and/or faculty and staff served and any measurable impact on student success (retention, persistence, completion, transfer, and certificate/degree rates).

Section 1: Quantitative Data

Number of New Students:	32
Number of Continuing Students:	34
Total Number of Students:	66
Total Graduated/Transferred:	24
Total who have moved CCC:	13
Total Dismissals:	6
Unknown Status:	25

Section 2: Personnel:

Number of Faculty and Amount of Reassigned Time Devoted to Initiative: 4 faculty (18 units/year)

Number of Staff and Percentage of Time Devoted to Initiative (e.g. Project Coord., Instructional Aid): n/a

Section 3: Student Success (In order to ensure consistency in data reporting, work with PRIE staff to provide the following information for each of the last three years, if available. Information should be provided for new students and continuing students in the program/project. Attach report from PRIE.)

Quantitative Data:

Retention Rate of New and Continuing Students: 89% (2014-15); 89.5% (2015-16)

Persistence Rate of New and Continuing Students: 78.8%

Completion Rate of New and Continuing Students: Cohort: 74%; After cohort: 70% (2014-15); 79.5% (2015-16)

Number of Degrees Awarded: 54

Number of Certificates Awarded: 51

Number of Students Transferred: 21

Qualitative Data: (Please report on any additional data (e.g. surveys, focus groups, etc.)

Section 4: Description of Goals and Activities: Provide a brief description of your activities for the current year. Please describe any goals that you identified.

Activities

1. De Young Museum Visit: Cultural field trip that emphasizes ontological and epistemological origins of African and African American culture. Students participate in group live learning experiences in the "African Art," "American Paintings," and "Revelations: Art from the African American South" exhibits.
2. Umoja Mentor Roundtable: This is an event where we have potential mentors meet and chat with Umoja students interested in a mentor. Mentors are assigned based on the students' majors and career goals, where applicable.
3. Escalation Workshop: This is part of a partnership with the non-profit, OneLove, and is a workshop on preventing relationship abuse, which has been an obstacle for several of our female students, in particular.
4. Strengthening Student Success Conference: CSM Umoja students are partnering with Chabot College's Daraja faculty and students to facilitate a dialogue around the Umoja practices "Live Learning" and "Porch Talk."
5. Parent Umoja Information Night: Students' families and guardians are invited to attend this event in Village where we will discuss the Umoja Program's support structures and how the parents and guardians can best support their students in their college journeys.
6. HBCU College Fair at CSM: 26 HBCU representatives will visit CSM on Oct. 31. The event will be held in the Bayview Dining Room and is open to the college community. Representatives will be accepting applications for admission and scholarships. On another note, the HBCUs are targeting California Community College students because of their proven success at universities. As a result, California students are often given in-state tuition and priority for housing and scholarships.
7. Umoja Statewide Conference: We are taking 16 Umoja students from the 4th cohort to the statewide conference in Sacramento. The conference will include networking, workshops on leadership and scholarship, and prominent speakers, including Cornel West and Tim Wise.
8. Day of the Dead presentation (with Puente): The Umoja Club/BSU will be partnering with Puente on the CSM Day of the Dead for the third year, and they will build an altar dedicated to deceased African American leaders and activists.
9. Umoja Northern California Symposium: We will take the 4th cohort to the Northern California Umoja Symposium at UC Davis.
10. 2018 End of the Year Celebration
11. Umoja Club/Black Student Union

Goals

- According to the *Educational Master Plan*, as of 2011, CSM had 373 African American students enrolled. If we assume the same number, the Umoja Program is serving 18% of the African American community. We'd like to find ways to scale the program up to touch all African American students.
- Increase persistence rate after students complete first year cohort
- Create second year Umoja coursework (proposed COMM, HIST, ETHN, and LIT) and Black Leadership course.
- Expand mentor program to community: we already have potential mentors at Genentech and local broadcasting stations.
- Partner with Skyline's ASTEP to plan joint activities and courses
- Partner with local and on-campus social services to help students overcome obstacles related to housing, employment, food security, healthcare, and psychological health/crisis management

Section 5: Accomplishments and Challenges: Please describe any accomplished achieved and challenges you experienced. What changes, if any, do you expect for next year?

Accomplishments

- Graduation rates – According to the 2012 EMP, only 3 African American students from CSM transferred to a CSU during the 2001-02 school year, only 4 in the 2004-05 school year, and only 2 in the 2009-10 school year. In other words, CSM, on average, only has 3 African American students transfer to a CSU per year. Since the Umoja Program has started at CSM, 3 African American students have transferred to a CSU from the program alone (12 African American student CSU transfers out of 15 total Umoja CSU transfers). Umoja students have also transferred to universities such as Columbia, Palo Alto University, the University of Oregon, and several UCs.
- Our presence on campus is increasing, and we are attracting non-cohort African American students to future cohorts and to the club/Village.
- The program has nurtured several Black student leaders who are becoming more prominent in the Umoja club and on campus as a whole.

Challenges

- Retention of students from early cohorts. The data from our first cohort, unfortunately, is frustrating. The 2014-15 cohort had success rates ranging between 50.8% and 69.7% in the years following their participation in the program whereas the 2015-16 cohort had a post-Umoja success rate of 78%.
- Persistence has also been a challenge for the 2014-15 cohort at 65.6%. By contrast, the persistence rates of the 2015-16 and 2016-17 cohorts were 92.3% and 81.5%, respectively. We want to maintain the high persistence rate from the previous two years.
- The above data really illustrates the challenges we had with the first cohort, but is demonstrative of the fact that we have improved the program for students in the subsequent cohorts.

Section 6: Resources: Evaluate the adequacy or appropriateness of the resources dedicated to this project. (Resources may include personnel, facilities, equipment and supplies.)

- The three units for retention has allowed time for the Umoja instructors to consistently meet and check in with students; however, we would like a full-time learning retention specialist who can take on student tracking and who can help students identify resources.
- The six units of reassigned time for program coordination has allowed us to expand our student activities, has streamlined administrative processes, and will allow the coordinator to make more connections with the community and high schools.

Success and Withdraw Rates in Umoja ENGL courses

TermCode	Success		Non-success		Withdraw		Non-withdraw		Total	
	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %
201408	13	41.9%	18	58.1%	10	32.3%	21	67.7%	31	100.0%
201503	8	66.7%	4	33.3%	1	8.3%	11	91.7%	12	100.0%
201508	1	33.3%	2	66.7%	1	33.3%	2	66.7%	3	100.0%
201603	1	100.0%	0	0.0%	0	0.0%	1	100.0%	1	100.0%
201608	7	58.3%	5	41.7%	3	25.0%	9	75.0%	12	100.0%
201703	8	66.7%	4	33.3%	1	8.3%	11	91.7%	12	100.0%
Total	38	53.5%	33	46.5%	16	22.5%	55	77.5%	71	100.0%

Success and Withdraw Rates in Umoja ETHN courses

TermCode	Success		Non-success		Withdraw		Non-withdraw		Total	
	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %
201408	15	46.9%	17	53.1%	11	34.4%	21	65.6%	32	100.0%
201503	10	83.3%	2	16.7%	0	0.0%	12	100.0%	12	100.0%
201508	23	92.0%	2	8.0%	1	4.0%	24	96.0%	25	100.0%
201603	33	89.2%	4	10.8%	3	8.1%	34	91.9%	37	100.0%
201608	23	85.2%	4	14.8%	2	7.4%	25	92.6%	27	100.0%
201703	37	64.9%	20	35.1%	7	12.3%	50	87.7%	57	100.0%
Total	141	74.2%	49	25.8%	24	12.6%	166	87.4%	190	100.0%

What are the Success and Withdraw Rates of Umoja Participants During and Subsequent to Their Umoja Year?

1415 Umoja Participants

Academic year	Success		Non-success		Withdraw		Non-withdraw		Total	
	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %
1415	91	50.8%	88	49.2%	44	24.6%	135	75.4%	179	100.0%
1516	79	60.3%	52	39.7%	26	19.8%	105	80.2%	131	100.0%
1617	76	69.7%	33	30.3%	12	11.0%	97	89.0%	109	100.0%

1516 Umoja Participants

Academic year	Success		Non-success		Withdraw		Non-withdraw		Total	
	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %
1516	267	76.5%	82	23.5%	46	13.2%	303	86.8%	349	100.0%
1617	287	79.5%	74	20.5%	38	10.5%	323	89.5%	361	100.0%

Fall-to-spring Persistence by Umoja Participation Year

	Persisted		Did not persist		Total	
	Count	Row N %	Count	Row N %	Count	Row N %
Umoja year	1415	65.6%	11	34.4%	32	100.0%
	1516	92.3%	2	7.7%	26	100.0%
	1617	81.5%	5	18.5%	27	100.0%
Total	67	78.8%	18	21.2%	85	100.0%

*Fall 16 students tracked to spring 17 only.

Degrees and Certificates by Umoja Participation Year

	Degrees		Certificates		Total
	Count	Row N %	Count	Row N %	
Umoja year	2	9	11		11
	34	25	59		59
	18	17	35		35
Total	54	51	105		105

