

FY 2019-20

**HESSR Funding Proposal**

<b>Unit Name:</b>	<b>AFRICAN STUDENT PROGRAMS</b>
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## A. DEPARTMENT NARRATIVE “PROGRAM PLAN”

### 1. Mission Statement:

Born from the historic struggles against oppression in all forms, African Student Programs was created in 1972 to sustain a socially just and inclusive campus community. At a time when students of African descent experienced a lack of support due to low numbers in population, African Student Programs served as a safe haven for students to congregate, discuss, plan and share as a community. As people of the African Diaspora, we honor our multiple identities and cultures and advocate for their inclusion in defining the values of the university.

Recognizing the connection between individual academic success, social responsibility and community success, we promote multiple opportunities for students and the University of California, Riverside to engage in continuing growth as a learning community.

Our purpose is to promote academic excellence by providing opportunities for students in their development as role models, leaders, scholars and professionals.

In the context of the campus and student populations we were created to serve, we carry out our mission by providing the following:

- Academic enrichment and development
- Student leadership development
- Non-academic advising, counseling, and crisis intervention
- Educational and cultural programming
- The African Student Programs Mentorship Program
- Assessment and enrichment of campus climate
- Community outreach and involvement
- Collaborative programming with student clubs and organizations, academic departments, faculty and alumni

### 2. Program Description: a. *Please list each of your programs and/or your major activities/services for your department and give detailed information that describes your department.*

#### **Overview / Major Activates**

##### ASP Services

ASP fulfills its mission by providing the following services to both undergraduate and graduate students, individuals, groups, clubs and organizations, alumni and community: a computer lounge where students can access the internet, write papers, complete projects, reports, etc. Also available to students is a resource library that students can access for academic work as well as individual development. A main common lounge is available to students who wish to study, eat their lunch, form study groups, hold meetings and convene. The conference room is available for use to students, staff and faculty. Student organizations, ASP staff and other campus entities hold meetings, study sessions and other small gatherings in the conference room. ASP serves as a liaison

between students, alumni and the greater Riverside community by connecting students to opportunities offered by alumni and community organizations including but not limited to internships, scholarships and mentor programs. ASP offers other resources such a monthly calendar of events including events hosted by student organizations and campus partners, an academic mentorship program, student development opportunities, graduate school advising and preparation, leadership training and internship opportunities. Additionally, ASP hosts a community outreach program to middle school and high school students.

Programs and major activities:

African Black Coalition Conference  
 African History Month Programming  
 ASP Mentor Program  
 Annual Awards Ceremony  
 Annual Fall Welcome BBQ  
 Annual Inland Empire Black Health Expo  
 ASP Open House  
 Black Graduation  
 Black Student Orientation  
 Highlander Signing Day  
 Martin Luther King, Jr. Celebration & Day of Service  
 Mental Health and Wellness workshops  
 National Society of Black Engineers National Conference  
 Nigerian Student Coalition Conference  
 PATH workshops  
 Professional Speaker Series  
 Student Leader/Volunteer Appreciation  
 Student Organization Leadership Retreat  
 The Real Deal Orientation  
 UCR Black Alumni mixers  
 My Journey Series

### Programs/Services

1. Program/Service: **Student Org. Leadership Retreat**

This retreat is held during the fall quarter each academic year. All student organizations that work directly with African Student Programs are expected to attend this retreat. Their participation guarantees them a table at the Welcome/Networking BBQ. The retreat is an all-day event in which student organizations come together to discuss, collaborate and plan for the upcoming academic year. Expectations for working with

<p>African Student Programs is provided by ASP staff. The student leaders also hear a keynote address by a prominent community leader who expresses to them the importance of being a leader and how to do that while also maintaining academic success. A workshop/presentation by an UCR alumni is also part of the retreat. Ice breakers and team building activities are also part of the agenda. These activities help the leaders establish trust amongst each other. As a group, the leaders discuss ways in which they can better support each other. They also bring their calendars and share with the other organizations what they are planning for the quarter.</p>
<p>2. <u>Program/Service: <b>ASP Peer Mentorship Program</b></u> Beginning fall 2019 ASP will relaunch its Peep Mentorship Program for the incoming new students, which totals 170. This new initiative will provide the following three levels of support: (1) Academic Support (2) Mental Health and Wellness support and (3) Continuing students will serve as mentors. Additionally, we will provide same major or same class study sessions for all currently enrolled students to participate in.</p>
<p>3. <u>Program/Service: <b>Annual Fall and Welcome BBQ</b></u> This BBQ is our main welcome event. Held during the first or second week in October, the Welcome BBQ is a social gathering that many students look forward to attending. A student MC introduced the ASP staff and all performances. Student organizations tabled, distributing information about their respective organizations. A dance performance by the Nigerian Student Association dancers and a student performance was mixed in with music, food, networking and announcements of upcoming events. Tickets for a free meal were distributed in African Student Programs on the day of the event. This allowed people to get to know ASP a little better. This event served both graduate and undergraduate students</p>
<p>4. <u>Program/Service: <b>ASP Open House</b></u> The ASP Open House typically takes place a couple of days before the BBQ, ASP opened their doors to UCR students, staff, faculty, alumni, and community members. Attendees are welcomed to take self-guided or guided tours and meet the ASP staff while enjoying refreshments. This was a great way to create a welcoming atmosphere and allow people to learn more about ASP and the resources offered. This event targets undergraduate, graduate and transfer students.</p>
<p>5. <u>Program/Service: <b>Black Student Orientation</b></u> During the beginning of fall quarter African Students Programs will hosts The Black Student Orientation along with ASP's officially Welcome committee. The purpose of this program is to connect our students to key campus resources. In addition, this event will have panel discussions but continuing students that will give tips on guiding the educational pipeline here at UCR. We invite multiple campus departments to come and talk about how their department can be a resource. Additionally, we invite our 20 Black Student Organizations to table during this event as well. This event will serve any new graduate and undergraduate students.</p>
<p>6. <u>Program/Service: <b>Inland Empire Black Health Expo</b></u></p>

Presented by: African Americans United in Science in collaboration with African Student Programs the UCR School of Medicine, Healthy Heritage Movement, the Riverside Community Health Foundation and the J. W. Vines Medical Society.

The expo provides free health screenings, vaccinations/immunizations, blood pressure testing, blood sugar/glucose, cholesterol, lung function, kidney disease assessment, renal disease, hearing, vision and HIV testing. Local hospitals and health-based agencies will be invited to provide a wide range of health information from prevention to self-examination.

According to the County of Riverside Department of Public Health / Community Health Profile 2013, in 2010 the top five causes of death in Riverside County included heart disease, cancer, lung disease (CLRD), stroke, and unintentional injuries. The top five causes of death for Blacks in Riverside County were heart disease, cancer, stroke, lung disease and unintentional injuries. The highest rates of heart disease were among American Indians (289.6 per 100,000) and Blacks (269.3 per 100,000), much higher than the overall County rate of 188.2 per 100,000 population.

The objectives for this project are to get community members to the expo for free screening, testing and provide information on self-examinations along with alcohol and smoking awareness. We aim to accomplish this by aggressive marketing through social media, radio, newspapers, local parks, school districts and offering free parking. Another objective of the expo is to have workshops that focus on mental health and mental wellness. The workshops will address critical mental health issues from patients being under diagnosed, misdiagnosed, under or over medicated. A third major objective is to get participants interested and excited in embracing a healthier lifestyle by making better choices.

**7. Program/Service: Annual Martin Luther King, Jr. Birthday Celebration**

This annual celebration of the life of Martin Luther King, Jr. is co-sponsored by The Costo Hall Collective. During the Candlelight Vigil held at the Bell tower, participants light candles and have a moment of silence to remember MLK. Immediately following the vigil, everyone walks in unity to the celebration location. UCR students, staff and faculty as well community members enjoy a night of entertainment which includes speeches, dance performances, music and storytelling and history sharing about the remarkable life of the late Martin Luther King, Jr. In addition, ASP will work with Student Life to hold a Day of Service event focusing on civil engagement and giving back to the local Riverside community.

**8. Program/Service: Highlander Signing Day**

Going on its third year Highlander Signing Day is a day dedicated to showcasing the campus in general and African Student Programs specifically. It's an opportunity for admitted freshmen to meet our student organizations and clubs, key student leadership, UCR Black alumni and Black faculty and staff. The goal is to create a setting that is similar to signing day for sporting events where are perspective Highlanders are treated like an

academic athlete. Our department is transformed into a vibrant setting with red carpet, food, balloons, music, photo backdrop and computers for students to put in their intent to register. Upon completing the SIR process that student is given a UCR bag of swag and is greeted with cheers and applause as they exit the center wearing a Highlander hat as video and still shots capture the moment.

9. Program/Service: **PATH Workshops**

This series of workshops coordinated with the Academic Resource Center and hosted by ASP peer mentor support PATH residents in their academic goals. The workshops focus on areas of concern for current residents. The workshops take place once per quarter

10. Program/Service: **Journey Through Africa**

This event is an opportunity for all of our cultural organizations; Caribbean Student Union, Nigerian Student Union, Ghanaian Student Union and the Abyssinian Student Union to showcase their culture by providing various entertainment through dance, spoken word, media presentations and food.

This event served both graduate and undergraduate students.

11. Program/Service: **African Black Coalition Conference**

The African Black Coalition (ABC) is an alliance of the African Student Unions on the nine University of California undergraduate campuses. Through outreach and conferences, the ABC jointly stands against inequalities that students of color encounter. Through conferences like this one, the ABC hopes students gain a sense of community support and activism that last far beyond the conference weekend.

The ABC conference consists of workshops, panels and keynote addresses, mostly facilitated by UC students, staff and faculty that focus on a variety of topics, issues and concerns that affect students of color, particularly students of African descent at the nine UC campuses. The purpose of the conference is for these students to unite and strategically develop solutions to tackle these issues that will eventually improve their undergraduate student experience during their educational endeavors at the University of California. This event served undergraduate students.

12. Program/Service: **Afrikan History Month**

This is a series of programs, events, and initiatives celebrating Black/Afrikan culture and history during the month of February. During this time ASP will collaborate with a variety of campus departments, faculty, student organizations and community partners to host events educating the campus. Typically, there are multiple themes surrounding the month as well as a variety of speakers engagements booked. In February 2019 ASP's focus was on the Black Panther Party for self-defense, Black Queens Week and Black Health.

<p>13. <u>Program/Service: <b>Professional Speakers Series</b></u>  This speaker series will highlight UCR alumni as well as community members and UC faculty and staff who represent various career fields. Students will hear from professionals about their careers, how they obtained the training required, the career options, the necessary educational level, etc. This will also serve as a networking opportunity for our students to initiate conversations regarding their career goals. This event served both graduate and undergraduate students.</p>
<p>14. <u>Program/Service: <b>Black Graduation</b></u>  This event has grown tremendously over the last 13 years. It began with a dozen student participants and their guests totaling around 200 in 2003 and has blossomed to more than 130 student participants and their guests totaling more than 3,500 in 2017. Black Graduation is a celebration, an opportunity for students of African descent and their non-Black friends to personalize this milestone in their academic career. It is a way participants can share their accomplishment with all the members who make up ‘their village’ in an intimate setting. Black Graduation is not an ‘alternative’ ceremony in that students who participate are encouraged to experience the pageantry of commencement by participating in the regular ceremonies as well. One advantage for graduates and their families is that with our large venue and smaller number of graduates, there is no limit to the number of guests each student can invite. We understand that teachers, coaches, mentors, preachers, faculty, staff, alumni, relatives and community members from a multitude of ethnicities have all played a vital role in the success of these young scholars and we are happy to be able to provide a place for them to celebrate together.  This event served both graduate and undergraduate students</p>
<p>15. <u>Program/Service: <b>Afrikan Unity Day</b></u>  Afrikan Unity Day is designed to motivate high school scholars to succeed in their every endeavor and pursue a postsecondary education. We hope to achieve this by exposing high schools students to UCR’s students, faculty, staff, administrators, alumni and community members.   During this informative and exciting event, students will be provided with the information regarding college admission requirements and financial assistance. There will also be motivational speakers and workshops pertaining to personal and cultural topics, support services and collegiate life, hosted by UCR students and staff. At the conclusion of the program, there will be an array of student entertainment and cultural step performances from historically Black fraternities and sororities. This event is free of charge, morning refreshments and gourmet box lunches are also provided.</p>
<p>16. <u>Program/Service: <b>Afrikan Unity Retreat</b></u>  This retreat will be an extension of our Student Organization Leadership Retreat. We will take the students on a camping trip that will bond them as leaders, employing their leadership skills as well as helping them to develop new ones. We will play team building games, ice breakers and hold other activities that will help them grow as individuals,</p>

leaders and students. In addition, their skills will depend on their accommodations for the weekend. They will work in groups, cook their own food one day and rely on the group to come up with a strategic plan for navigating through terrain during a hiking trip.

**17. Program/Service: Black Grad Prep workshops**

This program will be facilitated by the Black Graduation Committee. This program will encourage and support undergraduate students in preparing them for admission into graduate school or any advanced degree preparation. Keynote speakers, workshops, panels, symposiums, conferences, campus tours and informational sessions will be facilitated by our alumni, community members, UCR staff, faculty and current graduate students. The purpose is to ensure the proper requirements are relayed to students who are interested in pursuing degrees beyond a bachelor's degree.

**18. Program/Service: My Journey Series**

This program will focus on highlighting the personal and professional journey's of Black faculty, staff, alumni and community partners at UC Riverside. The goal of the program is to connect our students to this amazing Black professionals to inspire them and build opportunities for networking as well as mentorship.

**19. Program/Service: ASPTV**

ASPTV is a student-ran social media organization that promotes African Student Programs through a YouTube channel. The purpose of this channel is to give students a voice and arena to showcase their talents/interest in visual media and video production, directing and editing. The purpose of the YouTube channel is to bring awareness about African Student Programs and the university to the community, especially middle school and high school students by highlighting the Black student experience through videos of student organization/departmental cultural, academic and social events, fundraisers, workshops and ceremonies. These videos are also used as an outreach tool to middle school, high school and potential students who want to see live videos of UCR campus life. As a result of ASPTV's involvement and knowledge of social mediums, the Vice Chancellor of Student Affairs, Undergraduate Admissions and VCSA Communications have requested that ASPTV take the lead role in developing a recruitment video as a larger, campus-wide effort to recruit potential students

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**3. Strategic Vision: Discuss your short-term (2019-2020) plans and major program goals that will use HESSR funds:**



African Student Programs (ASP) is a hub for the Black community here at UC Riverside. ASP is a connecting point and resource for many of our students, faculty, staff, alumni and community partners. Our department provides support to our students through the following initiatives:

- Student Organization support and development
- Student conference, travel and registration
- Black Graduation celebration
- Cultural and educational programming
- Student development and support initiatives
- Professional development
- Black transfer success program initiatives
- Workshops and civic engagement
- Department collaborations & co-sponsorships
- Departmental assessment & program evaluation
- Black Faculty and Staff Association (BFASA) engagement & networking
- Black Alumni Association (BAA) engagement & networking

**4. Challenges: Identify obstacles that need to be overcome and/or need to be met.**

It is important to understand the challenges facing the department in the context of the general experience of African American students across the campus and the nation. This includes the need to provide quality academic and social support that balances the needs of the community with the needs of individual students, and collaboration with colleagues on and off campus. At UCR some of our greatest challenges will be our ability to serve an increasing population of students as our campus reaches 25,000-30,000 - including, securing the level of funding needed both to expand and enhance ASP programming, outgrowing space in ASP, outpacing capacity of current professional staff both in ASP and the division of student affairs (particularly in data collection/analysis, assessment, marketing/communications and technology support), expanding services and outreach to international and transfer students and addressing annual challenges that emerge that have a unique impact on the African/African American student population.

ASP is faced with the challenge of telling the story of who we are and the impact we have made in the lives of the students we have served and continue to serve. Data collection on student academic achievement and assessment of our programs is needed to get a better understanding of the department's effectiveness.

Additionally, we will look for perm funding to support 2 100% FTE positions to meet the demands from an ever growing undergraduate population.

5. Please provide information on any recent evaluations your unit may have had. What recommendations were made, and what actions were taken in response to the recommendations.

ASP participated SWOT analysis with students, campus, and community partners ealier in the Fall to see how are department can better serve our students. ASP also participated in a formal program evaluation with 2 consultants so that we can ensure we are meeting the needs of our students and identifying the best practices of cultural offices around the nation. From there a report was created to help be a roadmap guiding the department in benchmarking its nexts steps and strategic plan. ASP will also be engaging in campus visit of other African/Black Resource Centers to network and share best practices.

## B. BUDGET QUESTIONS

- 1. Describe any SSFAC budget requests below. Departments may not duplicate budget requests for SSAF and RSAC.**

ASP did not request additional funds from SSFAC this year.

- 2. How many FTE positions are currently open? Which if any of the positions are newly created? Why was there a need to hire additional staff? What expanded services are provided by the new hires?**

We currently have 1 FTE position open.

African Student Programs, continues to provide holistic support for our students of African descent. This support is shown in various ways such as academic or educational support, cultural awareness, career development, leadership development and one on one mentoring.

As UCR campaigns to increase the number of undergraduates SIR's it is imperative that we meet the projected increase of students with additional staff to ensure their student life experience at UCR is enriched and memorable

We will endeavor to be ranked as a campus with high graduation rates among universities within the state and across the nation. The hiring of an additional staff member has brought new insight into serving our population and innovative ways to deliver programming. Having an additional FTE will allow African Student Programs to continue to provide for the needs of students and serve as a liaison with campus colleges, administrators, faculty, staff, alumni and community members. This must be made a priority as our campus is shifting to meet the future need of 35,000 students.

- 3. Additional information or clarification you would like to provide the committee on your department's Budget plan:**

### C. Funding Proposal and Narrative

List below each use of funds you propose, following the guidelines put forth by the Referendum:

The Highlander Empowerment Student Services Referendum will allow the seven departments to better meet undergraduate students' needs by providing:

- Increased co-programming with student organizations and student-led initiatives, including funding and advising
- Staffing to assist students in finding support and resources
- Support for conference hosting and conference travel
- Support for Common Ground Collective projects & collaborative initiatives with the ASUCR Diversity Council
- Peer mentoring and peer education programs support
- More resources in each student program office and center, such as student computer support and educational materials
- Operational support for student services programs as described above, as the costs of campus services continue to increase

**1. Overview: Any Information you would like to provide the committee on this year's proposal.**

Fund Amount	Short Description
\$45,000	<p><b>Career Staff Salaries and Benefits</b> Our current Std Life Dev Spec 2 is paid out of HEESR funding.</p>
\$1500	<p><b>Student Staff Salaries</b> This funding will support some of our cost for our student staff positions within ASP.</p>

\$7,000	<p><b>Student Support, Leadership &amp; Development</b></p> <p>This funding will be used to support our students leaders in their leadership and professional development endeavors. This will include annual conferences that we support, travel, trainings and other staff development opportunities for our student leaders.</p>
\$8,000	<p><b>Black Graduation</b></p> <p>As part of an annual celebration and tradition, these funds will support the many accomplishments of our Black Graduates. These funds pay for a large portion of the cost to have the graduation ceremony each year.</p>
\$7,000	<p><b>Department Collaboration and Co-Sponsorships</b></p> <p>Every year we like to further our collaborative efforts with a variety of campus and community partners at UCR. These funds will be used to co-sponsor events, speakers, conferences, workshops and many other opportunities for 19-20.</p>
\$7,000	<p><b>Student Organization Support &amp; Programming</b></p> <p>ASP is a financial support system to many of our Black student organizations. We support cultural and educational programming efforts by our student organizations and will be implementing a programming model as well.</p>
\$2543	<p>UCOP Assessment</p> <ul style="list-style-type: none"> <li>• Mandatory UCOP assessment fee.</li> </ul>
\$15,000	<p><b>Cultural &amp; Educational Programming</b></p> <p>As a department ASP will be looking to have consistent programming efforts through 2019-2020. We plan on expanding the type of programs that we as a department hold and want to ensure our programs are meeting the needs of our students.</p>
\$1,000	<p><b>S&amp;E Staff Development</b></p> <p>These funds will support our career staff professional development efforts.</p>
\$1,000	<p><b>PATH Programming</b></p> <p>This will be used to collaborate with the Residential Life department to support Black students living in the Pan African Theme Hall on campus. Funding will be used for educational, cultural and developmental programming.</p>

\$1,500	<b>RSAC Stipend</b>
\$500	<b>Diversity Council Support</b>