THEN

- Money comes from UW System via State Statute
  - Lawton Undergraduate Minority Retention Grant Program (LUMRG) c. 1986
- Students (underrepresented designated by WI state statute):
  - American Indian
  - Black / African American
  - Latin@
  - Southeast Asian (Cambodian, Hmong, Laotian and Vietnamese after ‘75)
- Treated like a grant
  - Funds are just applied
  - No requirements
- No follow-up directed toward students
- **Not meeting the desired outcomes (UW System)**
  - Increased retention
  - Increased degree attainment
Changes for 2013 – 2014

- UW System called on Campus M/D Coordinators and Financial Aid Directors to draft new guidelines
- Still called Lawton Undergraduate Minority Retention Grant Program (LUMRG)
- **Goal:** increase the retention and degree attainment for underrepresented racial/ethnic minority students
- Changes offered flexibility!
- Reformulated as a student retention and success initiative, imbed proven practices:

  **Step #1:** recognize students as achievers and as already involved

  Student Success Center funded mentors (hourly) and two Graduate Assistants

  Inclusive Excellence Center (IEC) funded programming and materials costs

In 13-14, we awarded over $1.9 mil to students in need
Eligibility Criteria (set by MDC & Fin Aid):

- Statutorily designated ‘minority’
- Wisconsin Resident (no reciprocity)
- Demonstrated financial need: FAFSA
- Earned at least 24 credits
- Enrolled in at least 12 credits (FT)
- 2.25 minimum GPA (cumulative)

Opt-In:

- Students are invited (via email)
  - They do not apply
  - Must agree to program requirements
  - Semester basis

Student Success Center funds two GAs
IEC funds programming and materials
SSAs (mentors) receive extra Award

<table>
<thead>
<tr>
<th>Number of Scholars</th>
<th>Fall 2013</th>
<th>Spring 2014</th>
<th>Fall 2014</th>
<th>Spring 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>968</td>
<td>1014</td>
<td>880</td>
<td>969</td>
</tr>
</tbody>
</table>

Changes in participant numbers:

- Students not completing requirements are not invited to return {no e-Portfolio}
- Offered, however, student does not accept the Award before deadline
- Decline the Award
Now → → →

- **Program Requirements:**
  - Complete/pass Econ 110: Personal Finance
    - Appeal, defer or complete [http://www4.uwm.edu/financialaid/OnlineForms/online_forms.cfm](http://www4.uwm.edu/financialaid/OnlineForms/online_forms.cfm)
  - Meet with Academic Advisor at least once
    - Form turned into IEC: Union 198
  - Two Success Advocate meetings (SO/JR)
  - Career Development Center visit (SR)
  - Complete both MAP-Works surveys/semester
  - Earn PRIDE points (students choice)
    - 20 SO/JR
    - 15 SR
  - Complete and submit an e-Portfolio
    - D2L

- **Scholar Success Advocates (SSAs):**
  - Must be current Lawton Scholar
  - GPA 3.0 or higher
  - Rooted in Servant Leadership Theory
  - Receive additional award funds
  - SSA : Scholar Ratio = 1:25
  - Variety of Majors/Concentrations
E-Portfolio provides valuable qualitative data (reflexive activity)
Aren’t You Just Asking Busy/Stressed Students to Run ‘Round?

- **NOPE**
  - We start with what is the student is *already* doing
  - How are they involved now?
    - Off-Campus / On-Campus
    - Organization(s)
    - Job(s)
    - Volunteering
    - and…
    - and…

- **YEA**
  - It depends on what the student is already doing
  - Flexibility though!
  - Encouraged to complete early
  - Program based on research and promising prac, we know these activities have impact…
  - The student need only connect with one of us @ IEC

Meet with your Advisor Early! Don’t Wait!
The UWM Lawton Team
Spring 2015

- Thirteen (13) Members:
  - Lawton Scholar Student Representative
  - Lawton Scholar Student Representative
  - Lawton Student Success Advocate Representative
  - Linda Huang, M/D Coordinator
  - December Lange, Lawton Graduate Assistant
  - Mark Levine, Financial Aid
  - David Neitzke, Financial Aid
  - Rebecca Neumann, PhD, Economics (Econ 110 appeals)
  - Ericca Pollack, Student Success Center
  - Warren Scherer, Inclusive Excellence Center
  - Ruth Schulze, Financial Aid
  - Gayle Smaller, Jr., Lawton Graduate Assistant
  - Robert Smith, PhD, Global Inclusion & Engagement

**KEY**
- Student Rep
- Eligibility / FA
- Programmatic Requirements
Future ➔ ➔

Proposed Adjustments

- One GA for 2015-2016
- Online / Video Orientation
- CDC visit for Sophomores
- Group texts (reminders)
- Tiered due dates (alpha)
- Study Abroad increases
- Choose 1 from each: PRIDE

Assessment

- Impact on persistence, retention, acquire degree

Uncertainty

- Still receive $2 mil to award?
What Questions Do Y’all Have?
Relevant Handouts

Advisor Form

MAP-Works Report on Lawton Cohort

Meet the Requirements

PRIDE

Websites for Reference

http://www4.uwm.edu/financialaid/grants/lawton_minority_retention_grant.cfm


http://uwm.edu/inclusiveexcellence/engage/lawton-scholars/