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# Lawton

*Then, Now and Running 'Round*

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# 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

# Now → → →



- 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

|                           | <i>Fall 2013</i> | <i>Spring 2014</i> | <i>Fall 2014</i> | <i>Spring 2015</i> |
|---------------------------|------------------|--------------------|------------------|--------------------|
| <b>Number of Scholars</b> | 968              | 1014               | 880              | 969                |

- 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



**Academic Program****N = 925<sup>1</sup>**

|                               |             |
|-------------------------------|-------------|
| AOC-Undergraduate             | 71 (7.7%)   |
| Applied Math & Comp Sci       | 1 (0.1%)    |
| Architecture Undergraduate    | 17 (1.8%)   |
| Business Undergraduate        | 140 (15.1%) |
| Education Undergraduate       | 63 (6.8%)   |
| Eng & Comp Sci Undergrad      | 48 (5.2%)   |
| Global Studies                | 10 (1.1%)   |
| Health Sciences Undergraduate | 80 (8.6%)   |
| Information Studies Undergrad | 28 (3.0%)   |
| Letters & Science Undergrad   | 269 (29.1%) |
| Nursing Undergraduate         | 44 (4.8%)   |
| School of the Arts-Undergrad  | 66 (7.1%)   |
| Social Welfare Undergraduate  | 86 (9.3%)   |
| University Special Students   | 2 (0.2%)    |

# Now



*E-Portfolio provides  
valuable qualitative data  
(reflexive activity)*

**Academic Standing****N = 925**

|            |             |
|------------|-------------|
| First Year | 75 (8.1%)   |
| Sophomore  | 335 (36.2%) |
| Junior     | 289 (31.2%) |
| Senior     | 226 (24.4%) |

**Cumulative GPA****N = 925**

|                    |      |
|--------------------|------|
| Median             | 3.03 |
| Mean               | 2.94 |
| Standard Deviation | 0.74 |

**Race/Ethnicity****N = 925**

|                          |             |
|--------------------------|-------------|
| African American         | 294 (31.8%) |
| American Indian          | 15 (1.6%)   |
| International            | 1 (0.1%)    |
| Latino/a                 | 132 (14.3%) |
| Multi-Ethnic             | 299 (32.3%) |
| Southeast Asian American | 184 (19.9%) |

**Sex****N = 925**

|        |             |
|--------|-------------|
| Female | 576 (62.5%) |
| Male   | 347 (37.5%) |

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# Are 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

# 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

Assessment

Uncertainty

- ◆ 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**
- ◆ Impact on persistence, retention, acquire degree
- ◆ Still receive \$2 mil to award?





What  
Questions  
Do Y'all  
Have?

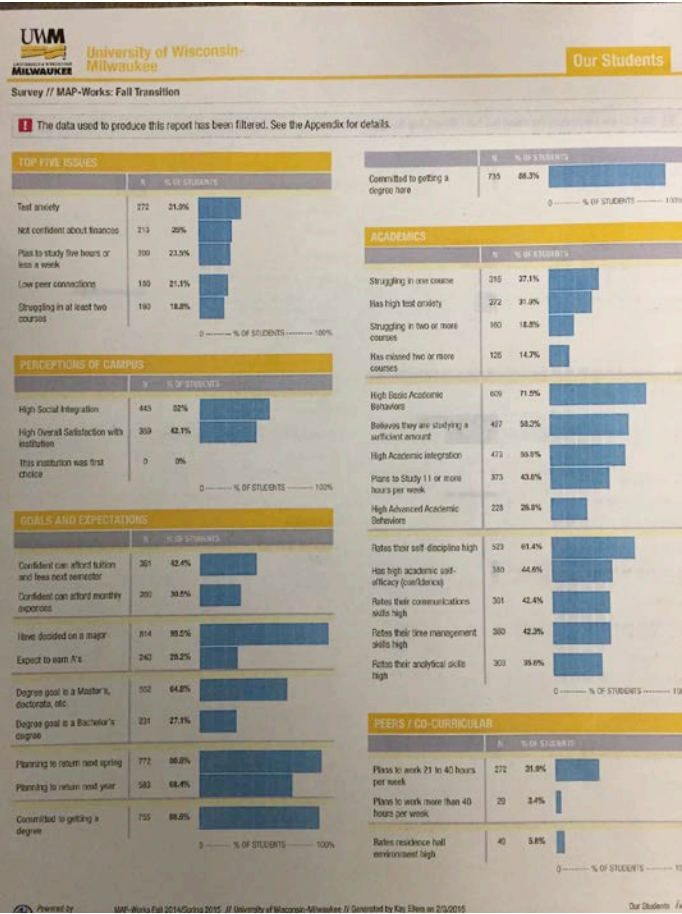
# Relevant Handouts

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

[http://www4.uwm.edu/financialaid/apply\\_for\\_aid/Apply\\_for\\_Financial\\_Aid\\_Forms/upload/Final-Version-of-Lawton-ECON-110-Appeal.pdf](http://www4.uwm.edu/financialaid/apply_for_aid/Apply_for_Financial_Aid_Forms/upload/Final-Version-of-Lawton-ECON-110-Appeal.pdf)

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