The cover features a solid orange background with a subtle, abstract pattern of overlapping, curved, light-colored lines. On the left side, there is a vertical column of seven white-outlined squares. In the bottom left corner, there is a small, solid light-orange square. The title is printed in white, serif, all-caps font in the upper right quadrant.

UNIVERSITY OF LOUISVILLE CULTURAL CENTER ANNUAL REPORT

FY 2013-2014

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Prepared by Leondra Gully & Vickie Bridgeman

Greetings! Hola! Shalom!

We are excited for you to review our 2013-2014 Annual Report. This report will give you a glimpse into what we do at the Cultural Center around retention, programs, services, events, and the past years accomplishments. We are also looking forward to providing data, demographics, trends, and important information that impacts our work and the University of Louisville student of color population.



I am pleased to have completed my first full year as the new Director at the University of Louisville Cultural Center. In this year alone we have set out on new areas to help us grow as a Cultural Center, we have added new staff, aligned ourselves for the future to focus on retention, matriculation, leadership development, professional development, assessment, and new programming. All of this is geared towards creating a unique experience for our students in making them well-versed, well-rounded, and ready for the world. With a goal of being the #1 institution in the country graduating black males and increasing our overall student of color graduation rate to over 60% as we like to say at the University of Louisville "It's Happening Here".

We want everyone to be engaged with the work we do at the Cultural Center, now is the time for many collaborations and opportunities to partner with us. We look forward to you working with us in our cultural heritage months and many new programming ideas for the upcoming year. Our goal is to be the most well talked about and cutting edge Cultural Center in the next few years, join us on the ride!

The information on the pages that follow will provide you a deeper look into our successes, accomplishments, and achievements over the past academic year. We want to be transparent in the work we do to show our ability to reach, teach, and connect to the audiences whom we serve. We hope you will be a part of the change we are trying to create on our campus as Mahatma Gandhi is quoted as saying "Be the CHANGE you want to see". See you in 2014-2015!

Sincerely,

A handwritten signature in black ink, appearing to read "Tierney Bates", on a light-colored background.

Tierney Bates, M.Ed., MBA

Director, University of Louisville Cultural Center

University of Louisville Cultural Center

Vision

Our vision is an inclusive and accepting campus climate free of bias and hate where students, faculty, staff, and alumni work together to create positive change in the community.

Mission and Goals

One of the five critical areas of the University of Louisville's 2020 Plan is Diversity, Opportunity, and Social Justice. U of L is committed to creating a challenging intellectual climate enhanced by our many human differences, and this serves as the foundational objective of the programs and services provided by the Cultural Center.

More specifically, the Cultural Center creates educational opportunities for members of the university community to critically think about their beliefs, values and assumptions as it relates to culture. To fulfill our mission, we support and offer co-curricular and extra-curricular programs that acknowledge and reflect the experiences of under-represented populations. We also provide educational opportunities for all members of the campus community to examine their individual and group experiences within a culturally diverse society.

The underlying goals of these two endeavors are to provide **advocacy** for our students, **celebrate** the diverse cultures of the campus community, **engage** students in social justice issues, and support the scholarship and **retention** of U of L students.

How Are We Accomplishing Our Mission & Goals?

- Provide a hub for multi-cultural student organizations
- Connect students with academic services and other resources they need to be successful
- Advise individual students and student organizations on goals and commitments
- Develop and facilitate cultural education and training for the campus community
- Reach out to prospective and new students to make them feel welcome and connected to campus resources
- Facilitate multi-cultural and cross-cultural interactions within the campus community
- Partner with community organizations for cultural celebrations and education
- Partner with other campus departments and community agencies to involve students in leadership, academic, study abroad and service-learning opportunities

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Let's Talk Lunch Series

These are a series of informal lunch conversations designed to bring staff, faculty, students and community members together in a collegial and safe environment to discuss issues important to our community. In 2013-2014 there were twelve (12) discussion series organized and the total number of participants was 287 with an average of 23 guests per event. The audience for these programs included students, faculty and staff.

Discussion Topic	Partner	Total Attended
9/4/13: How UofL fits into the Post Civil Rights	BFSA	27
9/11/13: Connecting Social Justice Research to Your	ABI	27
9/18/13: I'm Taking Back the Night for...	PEACC	28
10/2/13: Sustainability in Prisons Project (SPP)	BFSA	18
10/9/13: The Condemnation of Blackness: Race in History,	ABI	25
10/23/13: ARTIVISM mural project	PEACC & FYI	20
10/30/13: Face your fears and learn more about study	Study Abroad	20
11/6/13: Rand Paul & Race	BFSA	67
11/20/13: LGBT Study Abroad	Study Abroad &	17
12/4/13: Tell us how we can improve our program	BFSA	14
1/22/14: I Believe in...international Travel	Study Abroad	15
3/5/14: Topic Unavailable	BFSA	9
	Total	287

41st Dr. Joseph H. McMillan National Conference on the Black Family In America



Beginning in March 1973, the conference has been a continued source for knowledge gathering for

the local and regional community. The vision of the Black Family Conference is to help educate families to become more empowered, engaged, equipped and able to elevate every member to maximize the quality of life. The conference was held at the Hilton Garden Inn Hotel on March 6-8, 2014 and the selected theme was "50 Years of Progress and Struggle: Where Do We Go From Here?"

The dinner keynote speaker featured Rev. Al Sharpton, Civil Rights activist and leader. The closing luncheon speaker featured sociologist, author and academician Dr. Joyce Ladner. In addition there were workshops and plenary sessions that addressed issues that confront the Black family today.

The conference was chaired by veteran journalist, published novelist, and motivational speaker, Betty Baye who served as conference chair.



Rev. Al Sharpton speaks during the Black Family Conference Banquet.. Photo provided by Tom Fougousse.

Association of Black Students

The mission of the Association of Black Students (ABS) is to stimulate and promote the intellectual, political, social, and cultural health of the campus and community as a whole, with a focus on the issues impacting African American students and other underrepresented groups. ABS serves as the umbrella organization for nearly 25 African American student organizations.

The goals of ABS include:

- Identify and assess the needs of African American students through meetings and electronic communications with constituents
- Provide advocacy for African American students and ABS partnered organizations
- Encourage African American students in achieving academic excellence (i.e. seek advanced degrees and increased grade point averages)
- Increase the awareness of the entire University of Louisville community on issues impacting the African American community by sponsoring programs, speakers, works and cultural events
- Represent the African American student population to the University of Louisville administration in regards to policy, directions, programs and concerns relative to the African American population

During the 2013-2014 academic year ABS had a total of 13 events that included a focus on retention, social, and service. **A total of 669 participants attended with an average of 51 per event.** Some of ABS's signature events for this year included:

- **Black Image Awards:** An event held in recognition of Black History Month to recognize notable African Americans in the campus and local community.
- **BIG ABS BBQ:** An event held to celebrate the year long accomplishments of individual students and student organizations.



Students during the ABS Brightside Community Clean Up Day service event



Award recipients (left to right): Nefertia Mason, Taylor Ryan, Dejon Day, Al'lisha Hanserd, Valencia Richard & Lashawn Ford.



President Dejon Day grilling during the ABS BBQ.

Black Diamond Choir

The Black Diamond Choir (BDC) is a one hour credit course offered at the University of Louisville each semester and listed as Music 109. Organized in 1969, the student gospel group has been singing and sharing the "Good News" locally and in various locations within Kentucky, Indiana, Tennessee, Ohio, and Georgia. BDC participated in a number of singing engagements in the local area in addition to traveling to Huntington, Virginia. The year ended with their annual Spring Concert which featured gospel recording artists Lisa Knowles and Jesse Williams.



Black Diamond Choir performing during the "Education is King" event in honor of the Martin Luther King Jr. holiday
Photo provided by Tom Fougerousse.



The Black Diamond Choir, led by music director Jason Clayborn performing in Huntington, Virginia. Photo provided by Sholten Singer/The Herald-Dispatch

Latin American Hispanic Student Organization

The Latin American and Hispanic Student Organization (LAHSO) was created in 2009.

This year the organization targeted high school students in hopes that LAHSO could be a integral part in creating a pipeline from high school to the University of Louisville. DuPont Manual High School became the first school to create a LAHSO chapter.



The first event was a collaborative effort between the University of Louisville Student Activities Board (SAB), the University of Louisville LAHSO organization and the DuPont Manual High School LASHO chapter. This event, "Días de los Muertos", **had more than 150 students in attendance** and included a variety of ethnic dishes, discussion of the history of the event, and dances that reflected the occasion provided by the Salsa Rhythm Latin group.



LAHSO member Lorena Gonzalez during the Pride Week cookout and information fair. Photo provided by LGBT Center.

Student African American Brotherhood



Members of the Student African American Brotherhood during the Association of Black Student Brightside Community Clean-Up Day

Established in 2005, the University of Louisville Student African American Brotherhood (SAAB) chapter's mission is to increase graduation rates of African American males across campus. In addition to hosting the Annual Black Women's Appreciation Dinner and serving during the University of Louisville Empowering Ladies Together (ELT) Women's Empowerment Dinner, Student African American Brotherhood members attended the SAAB National Leadership Conference in Detroit, Michigan. Other activities that SAAB participated in include discussions with Doss High School students regarding college readiness, partnering with the nonprofit organization Network Center for Community Change (NC3) to canvas local neighborhood and speaking with residents about education.

SAAB also participated in an initiative hosted by the city of Louisville's leadership to promote black male achievement. They also co-sponsored the annual SAAB / Collegiate Day consisting of various activities including community service project.

Society of Porter Scholars

The Society Porter Scholars is the largest African American student organization at the University of Louisville.

The society's mission is to work for its members to encourage the maintenance of high academic standards, enhance leadership development, work diligently to provide services for the community and cultivate understanding for the heritage of its scholarship recipients while having a focus on the retention and graduation of its membership.

During the 2013-2014 academic year Porter had a total of 15 events that focused on retention, social events, and community service. **A total of 345 participants attended with an average of 23 per event.** Some of Porter's signature events for this year included:

- More than Prison, Than in College?: Event that explores the myth that there are more African American males in jail than in college and the perception of these men in society
- End of the Year Service Project: Service project with Cochran Elementary School where college students worked with elementary students on goal setting, motivation and helped them prepare for testing
- Conversation Café-What the Best College Students Do Part I & II: Discussion to reflect on the experiences of college students and discuss how to overcome setbacks
- Harriett B Porter Academy: Monthly program series college women that promotes personal and professional development



Society of Porter Scholars



Porter Scholars during the ABS Community Clean Up Day

Cultural Center Graduation Celebration



Members of Delta Sigma Theta Sorority, Inc., after the event.

Education is a part of the strong heritage that was assiduously fought for many years. This tradition of perseverance and resolve has enabled many students to have the opportunity and privilege to not only attend but also graduate from an institution of higher education. The Cultural Center Graduation Celebration is an opportunity for the university to acknowledge the achievements of underrepresented students and for the graduates to also thank their families, friends, faculty, and mentors for their support. The purpose of this is to pay homage to the past, while celebrating the future and endless possibilities of all graduating underrepresented students at the University of Louisville.

This year's event featured keynote speaker was OJ Oleka. Mr. Oleka is a 2010 graduate with a Bachelor degree in Marketing and a minor in Political Science.

After graduation, OJ joined Teach For America and taught middle school math to low-income children in the north area St. Louis. When he finished his two-year commitment, OJ became the Kentucky Recruitment Manager for Teach For America.

The event also included music which reflected the occasion and distribution of Kente cloths to graduates. There were 102 students in addition to approximately 200 family, friends, faculty and staff in attendance.



Master's candidate Laine Lopez (center) poses with family and friends.



Keynote speaker OJ Oleka speaks to graduates

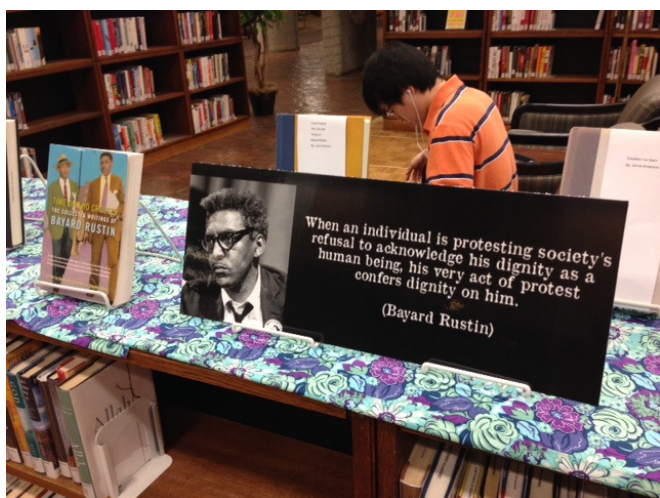
Co-Sponsorships

LGBT Center

Pride Week: \$250.00

U of L's annual celebration of its lesbian, gay, bisexual, and transgender (LGBT) community is a campus tradition that includes something for everyone.

Whether it's the provocative workshops, keynote speakers, or the annual dance party, Pride Week is a time to honor LGBT people as vital members of an inclusive



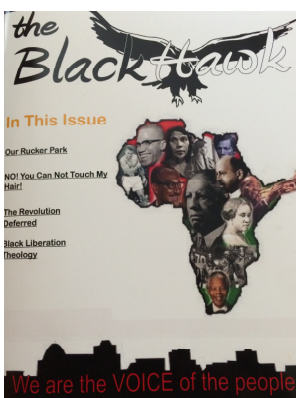
Pride Week Display Honoring Bayard Rustin, Organizer of the March on Washington. Photo provided by the LGBT Center.

campus.

National Association of Black Journalists

Black Hawk Publication: \$250.00

The Black Hawk Publication is a culture of students who are passionate about progressive education, productive empowerment and positive energy. The title, The Black Hawk Publication was founded by a group of progressive, undergraduate African American



students at the University of Louisville, shortly before spring 2006 in Louisville, Kentucky.

Graduate School Seminars

The prospective graduate student seminars are de-signed to inform current undergraduate students about the options for graduate study. During the 2013-2014 there were two graduate seminars hosted in the Fall. There were a total of 27 students that participated in the seminars.

Date	Total Attended
9/25/13	14
11/13/13	13
Total	27

Garden Commons

In 2010, the Cultural Center embarked on a ground-breaking initiative to proactively "go green." In partnership with campus and community organizations including Louisville Grows, the Cultural Center kicked off a monumental student-led initiative to develop a community garden on campus. This garden is a physical addition to the Center's evolving energy-conscious policies and actions.

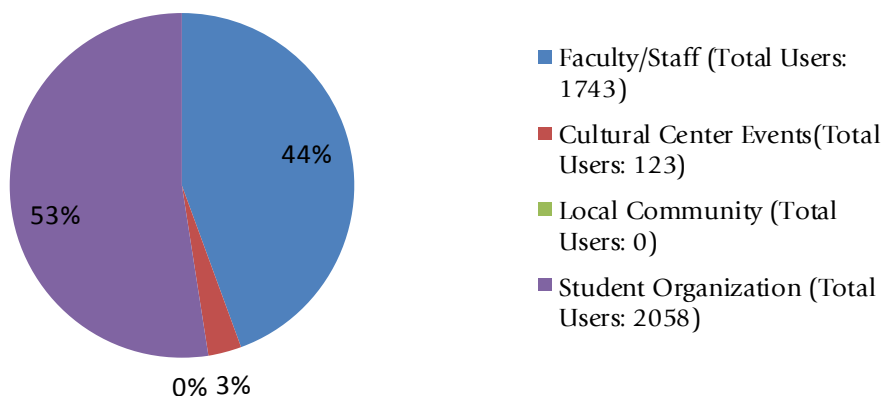
This year the garden has new labels, signage and a schedule for garden and greenhouse maintenance. The greenhouse is powered by a flexible solar panel attached to the roof which will provide the energy needed to grow food and herbs over the winter months using a hydroponics system.

The Garden Commons continues to remain vibrant and serves as a welcoming and active food source. Members of Garden Commons act as student representatives on the university's Sustainability Council. Furthering it's mission, it continues to provide a common ground for students to interact with each other. This project is a model for other community gardens through advocacy, education and outreach.

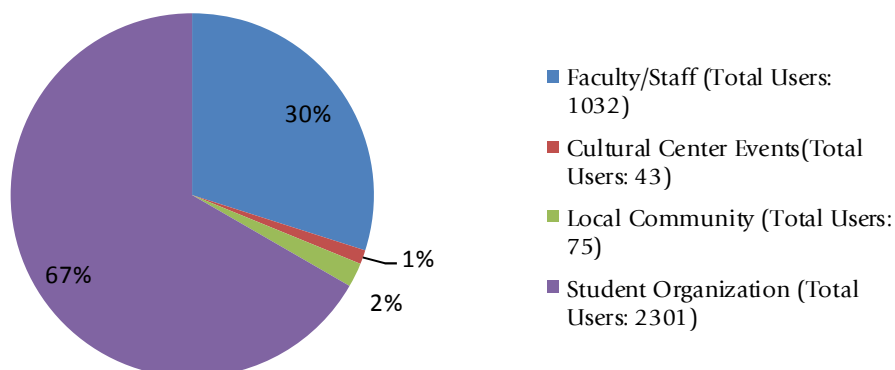
Facilities Usage

The total number of users for the fiscal year 2013-2014 were 7375 from 71 different entities including student and faculty organizations, department and community organizations down from 8248 from 89 different entities during the 2012-2013 fiscal year.

Fall 2013 Cultural Center Usage by Population Total: 3924



Spring 2014 Cultural Center Usage by Population Total: 3451



ENROLLMENT INFORMATION

FIRST TIME FRESHMAN ENROLLMENT (FALL 2013)			
	Full-time	Part-time	Total
Asian	96	1	97
Black	282	3	285
Hispanic	106	3	109
Two or more races (Black)	66	2	68
Two or more races (not including Black)	57	2	59
White	2165	36	2201

BLACK MALE ENROLLMENT (FALL 2013)							
	Two or more races (Black)			Black			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	
Freshman	31	3	34	172	7	179	213
Sophomore	16	2	18	151	23	174	192
Junior	19	2	21	109	27	136	157
Senior	19	4	23	138	65	203	226
Total	85	11	96	570	122	692	788

BLACK MALE ENROLLMENT (SPRING 2014)							
	Two or more races (Black)			Black			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	
Freshman	28	3	31	118	10	128	159
Sophomore	11	5	16	131	21	152	168
Junior	18	3	21	118	27	145	166
Senior	21	3	24	137	61	198	222
Total	78	14	92	504	119	623	715

FALL 2013 AND SPRING 2014 ENROLLMENT																								
	FRESHMAN						SOPHOMORE						JUNIORS						SENIORS					
	FALL 13			SPRING 14			FALL 13			SPRING 14			FALL 13			SPRING 14			FALL 13			SPRING 14		
	FT	PT	Total	FT	PT	Total	FT	PT	Total	FT	PT	Total	FT	PT	Total	FT	PT	Total	FT	PT	Total	FT	PT	Total
Asian	108	6	114	70	8	78	89	14	103	85	12	97	79	10	89	76	14	90	110	23	133	126	30	156
Black	433	23	456	294	20	314	328	58	384	311	50	361	301	68	369	326	59	385	317	140	457	331	150	481
Hispanic	145	10	155	101	7	108	84	16	100	91	18	109	83	22	105	88	25	113	132	41	173	136	39	175
Two or more races (Black)	91	5	96	60	8	68	43	2	45	44	6	50	41	7	48	40	4	44	51	7	58	55	9	64
Two or more races (not including black)	73	4	77	40	7	47	62	11	73	59	9	68	50	11	61	46	13	59	46	14	60	65	9	74
White	2795	167	2962	1758	169	1927	2033	291	2324	1949	319	2268	1999	522	2521	1994	532	2526	2417	976	3393	2600	912	3512

Note: FT defined as full-time students and PT defined as part-time students

Data prepared on 20140311 and provided by the Office of Institutional Research and Planning. Source: Official University enrollment File

TOP MAJORS

TOP 4 MAJORS FOR ALL UNDERGRAD STUDENTS		
	Fall 2013	Spring 2014
MAJOR	Total	Total
BIO	935	792
PSYC	831	803
COMM	816	816
HHP	658	641

TOP 4 MAJORS FOR HISPANIC STUDENTS		
	Fall 2013	Spring 2014
MAJOR	Total	Total
BIO	86	86
COMM	63	63
PSYC	55	55
WFL	38	38

TOP 4 MAJORS FOR BLACK STUDENTS		
	Fall 2013	Spring 2014
MAJOR	Total	Total
COMM	189	188
PSYC	148	153
HHP	122	121
NU	107	86

MEAN GRADE POINT AVERAGE (GPA)

MEAN GPA FOR BLACK STUDENTS	
Fall 2013	Spring 2014
2.61	2.66

MEAN GPA FOR HISPANIC STUDENTS	
Fall 2013	Spring 2014
2.87	2.88

MEAN GPA FOR PORTER SCHOLARS	
Fall 2013	Spring 2014
2.96	2.98

MEAN GPA FOR ALL STUDENTS	
Fall 2013	Spring 2014
2.89	2.92

MEAN GPA FOR NON-PORTER SCHOLARS	
Fall 2013	Spring 2014
2.89	2.92

GRADUATES & EXPECTED GRADUATES

AFRICAN AMERICAN MALE BACCALAUREATE GRADUATES AND EXPECTED GRADUATES			
	Expected	Graduated	Total
Fall 2012		44	44
Fall 2013		38	38
Spring 2013		62	62
Spring 2014		61	61
Summer 2012		16	16
Summer 2013		18	18
Summer 2014	18		18
Total	18	239	257

HISPANIC BACCALAUREATE GRADUATES AND EXPECTED GRADUATES			
	Expected	Graduated	Total
Fall 2012		27	27
Fall 2013		29	29
Spring 2013		30	30
Spring 2014		58	58
Summer 2012		9	9
Summer 2013		11	11
Summer 2014	19		19
Total	19	164	183

PORTER BACCALAUREATE GRADUATES AND EXPECTED GRADUATES			
	Expected	Graduated	Total
Fall 2012		12	12
Fall 2013		18	18
Spring 2013		40	40
Spring 2014		75	75
Summer 2013		3	3
Summer 2014	2		2
Total	2	148	150

Early Arrival Program

The Cultural Center Early Arrival Program (EAP) was created to help ease the transition of incoming students of color including African American males, Latino students and Woodford R. Porter Scholars, from high school to college. The Early Arrival Program took place on August 21-23, 2013. Through an enriching series of discussions, events and networking activities the program aims to teach students to be an active and engaged student at the University of Louisville. All events are based on real life experiences and included 3 tracks:



African American Male Initiative:

This track aided scholars AAMI participants in their successful transition to college life at the University of Louisville.

Latino Student Success:

This track assisted Hispanic/Latino students to gain awareness of and develop skills necessary to ensure academic success through intentional connections with current students, faculty, and staff at the University of Louisville, specially, those with Hispanic/Latino background that can serve as role models for this specific population.

Woodford R. Porter Scholar:

Based on the four pillars of Porter, this track will help scholars gain significant awareness of and develop the skills necessary to ensure academic success through intentional connections with university faculty, staff, students and special community guests.

The Early Arrival Program had 123 total participants.



EAP participants after the closing of the program

African American Male Initiative

The African American Male Initiative (AAMI) was founded in the fall of 2011 as a program to increase African American male retention and graduation rates at the University of Louisville. At its inception, the program began with a 50 student cohort. In the past three years, the program has interacted with approximately 140 students through its various activities.

2013-2014 Involvement & Academic Performance

In the 2013-2014 school-year, 570 full time African American students were enrolled at the university. Of this population, 172 were on the freshmen level, 151 were on the sophomore level, 109 were of junior status and 138 had achieved senior status.

Of the 2013-2014 African American male population at the university, 30 students showed some level of involvement in AAMI. Of these students, 8 were at the freshmen level, 11 were sophomores, 9 were juniors and 2 were seniors. The overall average cumulative GPA for AAMI was a 2.52. The seniors averaged a cumulative GPA of 2.79, juniors averaged a cumulative GPA of 2.66, sophomores averaged a cumulative GPA of 2.61 and freshmen averaged a cumulative GPA of a 2.2.

The black male graduation rate at the University has shown growth on all levels. The four year graduation rate increased from 9.3% in 2006 to 19.2% in 2009, the five year rate increased from 37.4% in 2005 to 42.1% in 2008. The six year rate increased from 34.5% in 2004 to 41.1% in 2007.

The total number of undergraduate African American male students pursuing a Bachelor's degree at the end of the Spring 2014 semester is 734. The average cumulative GPA for those students is 2.54.



Participants of the African American Male Initiative during the Association of Black Student Black Image Awards.



Participants of the African American Male Initiative during the Early Arrival Program

Excel Program

The Excellence through Effort (Excel) program is offered to first-year students who do not meet the university's admission requirements. This program offers structured academic support and counseling to assist the success and academic development in the first year of college. This is a collaborative program between the Admissions Office, Resources for Academic Achievement (REACH) and the Cultural Center. The Office of Admissions supports the EXCEL program as a requirement in its initial letter of admission and in other communications with students. The EXCEL Program is designed to provide intrusive advising support and to connect students to critical academic and campus resources which may encourage their success at the university. The overall goal of the EXCEL Program is to improve students' academic performance and retention, as measured by first semester GPA and second semester enrollment.

The EXCEL program offers individual "coaching" with professional staff members. Students met with an Academic Coach for 3 regularly scheduled sessions occurring through the academic year. The Academic Coach works with the students to create an academic support plan for the fall/spring semesters, answer personal and time management concerns, and to advocate for students with campus services and support.

Of the 138 EXCEL students included in this program, 34% utilized some form of REACH academic support. Although this is a 41% reduction in the percentage of EXCEL students that used REACH when compared to the 2012 fall EXCEL cohort, the average amount of hours students used REACH in the 2013 fall semester was greater than the fall 2012 semester (10 hours on average in the fall 2013 semester versus 8.5 hours on average in the fall 2012 semester). During the 2013 fall semester, 79% of EXCEL freshmen achieved a "good" academic standing with their respective college. Of the EXCEL students that used REACH academic support, 85% achieved "good" academic standing with their respective colleges while 76% of participants that did not use REACH academic support were in "good" academic standing, a 7% difference.

As of the 2014 spring semester, 71% of EXCEL students achieved a "good" academic standing with their respective college. Similarly the majority (75%) of EXCEL students that were first admitted to the university in the 2014 spring semester (n=4) earned good academic standing with their respective colleges. As the figure displays, the majority (82%) of EXCEL students that achieved good academic standing in the 2013 fall semester retained their good academic standing in the 2014 spring semester. A very small percentage (15%) of EXCEL students that were placed on academic warning/probation in the 2013 fall semester achieved a good academic standing in the 2014 spring semester.

In the 2014 spring semester, 70 students (55%) utilized some form of REACH academic support. Of the 70 students that used REACH academic support, 75% achieved "good" academic standing with their respective colleges while 68% of participants that did not use REACH academic support were in "good" academic standing, a 9% difference.

The cumulative GPA for the 2013-2014 academic year was 2.46.

Hispanic/Latin@ Initiative

The Cultural Center is committed to better prepare students for college and to increase student retention at our institution. During the 2013-2014 academic year, the Cultural Center formed a partnership with the Kentucky Latino Education (K'LEA) Alliance and Lumina Foundation and submitted an application for a grant to be used to support the Latino Student Success program. The three major goals for this project:

1. Build a stronger support system for Hispanic/Latino students at the University of Louisville
2. Increase effectiveness of the services to help Hispanic/Latino students succeed academically; and
3. Establish a long-term commitment to Latino Student Success.

During the 2013-2014 academic year, the Hispanic/Latin@ Initiative co-sponsored the Early Arrival Program in August 2013. The Early Arrival Program (EAP) was created to help assist students with their transition from high school to college. There were a total of 11 Hispanic/Latino students who participated in the program.



Hispanic/Latin@ Initiative participants during the Cultural Center Early Arrival Program

The Hispanic/Latin@ Initiative hosted the 9th Annual Multicultural Latino College Fair on the University of Louisville Belknap campus. In collaboration with Bluegrass Community and Technical College (BCTC), the college fair served 500 students from elementary, middle, and high schools. The initiative also co-sponsored the KY Lead Conference in collaboration with the Bluegrass Community and Technical College (BCTC), Kentucky Latino Education Alliance, and the National Society of Hispanic MBAs (NSHMBA). KY LEAD is a one day conference that focuses on educational, social justice, and professional developmental opportunities for Latino college students and young professionals. The conference sessions and workshops are designed to develop leadership skills, professional networking and etiquette skills, social justice engagement, and learning the "unwritten rules" for success in the workforce.

Woodford R. Porter Scholarship Program

The Porter Scholarship program is the largest scholarship organization at the University of Louisville. Named for the first African-American trustee for the University of Louisville, Mr. Woodford R. Porter, Sr., it was created in 1984. The objective of the organization is to provide not only academic but also personal, professional and educational support to all recipients of this prestigious award. Created by the first student members, there are four (4) pillars or principles of Porter that guide the organization. These pillars include scholarship, leadership, service, and heritage.



*Mr. Woodford R. Porter
Photo provided by the University
of Louisville*

Scholarship Performance

The total number of students during the 2013-2014 academic year receiving an automatic renewal of their scholarship was 270 (57%) up from 50% during the 2012-2013 academic year. The mean GPA for Porter Scholars during the Fall 2013 semester was 2.96 and 2.98 for the Spring 2014 semester.

Porter LYFE

The Porter LYFE program was collaborative program between the Cultural Center and Resources for Academic Achievement (REACH). The program was created to serve as a intervention program for first time freshman who receive the Woodford R. Porter Scholarship. The program was designed to encourage Porter Scholars to use the resources of REACH and to use any other campus -wide resources to help them earn the scholarship's required 3.0 GPA at the end of their first college year.

In the 2013 fall semester, 132 Porter Scholars (freshman and sophomore) participated in REACH Student Success seminars both online and on-site, for a total of 131 hours. Of the 341 freshman and sophomore the majority (69%) are female in gender. In 2013 fall, over 56% were enrolled in the College of Arts & Sciences,



Woodford R. Porter Scholar graduates pose during the Cultural Center Graduation Celebration

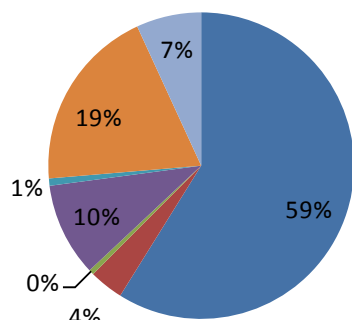
followed by Nursing (15%) and the College of Education (13%). 86% are in "good" academic standing with their respective college. Of the 3.0 GPA scholarship requirement, 51% of freshman and 64% of sophomores met the requirement.

Of the 287 freshman and sophomores, during the Spring 2014 the majority (68%) are female in gender. Over 56% were enrolled in the College of Arts & Sciences, School of Nursing (15%) and 14% enrolled in the College of Education. Over 60% of Porter Scholars earned the 3.0 GPA requirement. 52% of freshmen and 73% sophomore earned the required 3.0 GPA in the 2014 spring semester. 51% of freshmen and 38% of sophomores used some form of REACH academic

support. This indicates a 50% increase in for freshmen and a 153% for sophomore using REACH services compared to the 2013 fall semester.

Data prepared on 20140311 and provided by the Office of Institutional Research and Planning. Source: Official University enrollment File; Support services data provided the Resources for Academic Achievement (REACH) unit; Data provided by UofL Financial Aid Office

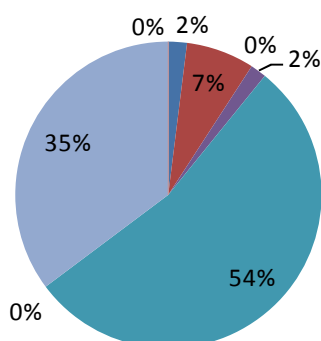
Cultural Center Expenses
FY 2013-2014
Total: \$72,872.97



- Administrative* (\$26,843.80)
- PD, Training, etc. (\$1,636.00)
- Physical Plant (\$246.00)
- Software (\$4,498.98)
- Space Rental (\$362.00)
- Travel/Air/Hotel (\$8,860.25)
- Other** (\$3,132.73)

Cultural Center Expenses		
Category	2012-2013	2013-2014
Activities	\$1,056.15	\$2,132.50
Administrative*	\$42,061.23	\$26,843.80
Catering	\$6,495.14	\$4,060.33
IT	\$16,467.17	\$21,100.38
PD, Training, etc.	\$12,788.95	\$1,636.00
Physical Plant	\$175	\$246.00
Software	\$0.00	\$4,498.98
Space Rental	\$224.00	\$362.00
Travel/Air/Hotel	\$3,127.22	\$8,860.25
Other**	\$3,786.00	\$3,132.73

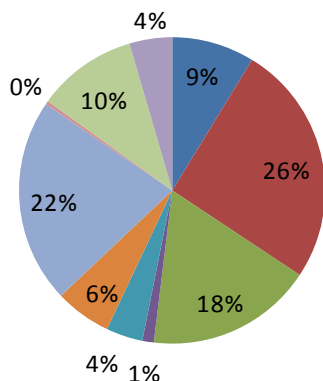
Black Family Conference Expenses
FY 2013-2014
Total: \$61,919.60



- Activities (\$578.95)
- IT (\$2,134.08)
- PD, Training, etc. (\$0.00)
- Office Supplies (\$500.76)
- Salary/Benefits (\$15,994.31)
- Space Rental (\$0.00)
- Travel/Air/Hotel (\$10,443.00)
- Other** (\$0.00)

Black Family Conference Expenses		
Category	2012-2013	2013-2014
Activities	\$1,259.55	\$578.95
Administrative*	\$4,260.30	\$30,000.00
Catering	\$30,541.61	\$2,268.50
IT	\$2,032.36	\$2,134.08
PD, Training, etc.	\$0.00	0.00
Office Supplies	\$3,399.89	\$500.76
Salary/Benefits	\$14,369.64	\$15,994.31
Space Rental	\$1,195.49	0.00
Travel/Air/Hotel	\$23,031.76	\$10,443.00
Other**	\$4,218.15	0.00

Student Organization Expenses
FY 2013-2014
Total: \$73,778.99



- Activities (\$6,441.48)
- Administrative* (\$18,870.77)
- Catering (\$12,997.04)
- IT (\$894.80)
- PD, Training, etc. (\$2,850.00)
- Office Supplies (\$4,393.89)
- Salary/Benefits (\$15,935.71)
- Space Rental (\$268.00)

Student Organization Expenses		
Category	2012-2013	2013-2014
Activities	\$13,738.94	\$6,441.48
Administrative*	\$6,836.37	\$18,870.77
Catering	\$29,227.12	\$12,997.04
IT	\$557.24	\$894.80
PD, Training, etc.	\$3,840.45	\$2,850.00
Office Supplies	\$18,670.58	\$4,393.89
Salary/Benefits	\$22,800.00	\$15,935.71
Space Rental	\$2,124.00	\$268.00
Travel/Air/Hotel	\$11,305.50	\$7,798.00
Other**	\$5,162.95	\$3,329.30

*Administrative expenses include funds received as co-sponsorships, promotion activities, business meals, criminal background checks, wireless charges, film development and equipment rental. **Other expenses include uniforms, flowers and memorials. **Note: Student organization expenses (including African American Male Initiative, Association of Black Students, Black Diamond Choir, Garden Commons, LAHSO, Student African American Brotherhood & Woodford R. Porter Scholars) include charges incurred and recompenses using sponsorships from university departments, student organization and other funding sources.**

Tierney Bates, M.Ed., MBA
Director



Tierney Bates is from Cleveland, Ohio and received his Bachelor of Arts in Mass Media Communications with a minor in African-American History from the University of Akron, and his Master of Arts degree in Higher -Education Administration from University of Akron as well as his MBA from Bryan College. He has worked at Baldwin-Wallace College, Bowling Green State University and most recently the University of Tennessee he is responsible for creating and founding numerous programs that still exist today at the University of Tennessee campus. He has worked in many roles supporting diversity and inclusion at the institutions of higher learning and corporate America in the Knoxville and Nashville community which garnered him a Chancellors Citation Award in 2008. A member of Phi Beta Sigma Fraternity, Inc., A Knoxville Business Journal Top 40 under 40 selection, a Leadership Knoxville Class of 2009 graduate, American Express Emerging Leader Program graduate 2010, and named by Urban Voice Magazine 2010 Upcoming Leader, as well as a Nashville New Leaders Council 2013 Fellow. He has also served on 5 major community boards like the United Way, the Public Building Authority, to name a few.

Vickie Bridgeman, M.Ed., MA
Associate Director, Sr.



Vickie Bridgeman is the Sr. Associate Director at the Cultural Center. Vickie has been at the University for 29 years. Her previous work experience includes: Dental School (Radiology), Housing Department, Admissions, Transitional Studies, School of Education and REACH. Vickie obtained a Bachelor's Degree in Sociology, Masters of Education in Counseling & Education Psychology and Master's of Education in Higher Education. Vickie is currently working on a Ph.D. in Higher Education Administration. Vickie is responsible Retention and Assessment in the Cultural Center. Vickie's research interested is minorities in Higher Education and Developmental Education, and At-Risk students. Vickie serve on several university committee such as CODRE, Student Engagement Committee, Great Place to Work (Campus Climate), University Club Board of Directors, and University Wide Advising Committee (UWAC).

Phyllis L. Clark, M.Ed.,
Associate Director



Phyllis L. Clark serves as the Interim Director of the Cultural Center and advisor to the Woodford R. Porter Scholars. Other special projects and programs under her purview include the Black Family Conference, training and development programs and a number of collaborations and partnerships within the campus and local community. She received a Master's degree in Counseling & Psychology with emphasis in College Student Personnel from the University of Louisville and her Bachelor's degree in Music Education with emphasis on the violin from the University of Arkansas at Fayetteville. She is a member of the University of Louisville Black Faculty & Staff Association (BFSA), is a newly appointed member of the International Professional Woman Network (PWN) Advisory board and has co-authored five self-empowerment anthologies for women and youth through Professional Woman Publishing.

Jackie Sidney, BA
Academic Counselor, Sr.



Jackie Sidney received a Bachelor of Science degree in Sociology from the University of Louisville. She assists first year students in anticipation of a good transition from high school to college. She offers support and encouragement and directs students to campus resources as needed. Jackie is responsible for the Excel Program.

Laine Lopez, M.A.
Program Coordinator, Sr.



Laine López is originally from Cuba and came to the U.S. in 1998. In 2007, she graduated from the University of Louisville with a Bachelor Degree in Spanish and a minor in Latin American Studies. A year later, Laine received her Master's Degree in Spanish and the Graduate Certificate of Latin American Studies also from UofL. Her goal is to coordinate outreach and assist the Latino community accomplish their educational aspirations and succeed in life. Laine is also a faculty member at the university teaching Basic Spanish classes in the department of the Classical and Modern Languages. In her new position as Program Coordinator Sr., Laine is responsible for all programming sponsored and co-sponsored by the Cultural Center. She enjoys dancing, swimming and spending time with her family.

Leondra Gully, M.Ed.
Program Coordinator, Sr.



Leondra Gully is a May 2010 graduate with a Master's Degree in Educational & Counseling Psychology with a concentration in College Student Personnel from the University of Louisville. She previously earned a Bachelor of Arts in Psychology and a minor degree in Pan African Studies also from UofL. Her primary research interests include retention and college readiness of students from underrepresented populations. As the Program Coordinator, her primary responsibilities include overseeing the development, implementation, and collection of program retention data for participants of the Cultural Center retention programs, developing policies and procedures related to student organizations, overseeing the financials for the students organizations, and supervising student assistants. In addition, she also coordinates the Cultural Center Graduation Celebration, Early Arrival Program,

annual report and oversees the facilities usage and website. She also serves as the advisor to the Association of Black Students, Black Diamond Choir and the Woodford R. Porter Scholars (student organization and scholarship).

Joey Wilkerson, M.A.
Program Coordinator



James (Joey) Wilkerson is originally from New Albany, Indiana and received his bachelor's degree from the University of Louisville in 2006. He began his career in higher education in 2010 as an academic counselor at Ivy Tech Community College. He would move on the admissions department at Bellarmine University as the multicultural recruiter in 2011 where he would also earn his Master's Degree in Communications. James entered the Program Coordinator position for the African American Male Initiative at UofL, a program dedicated to the retention and graduation of African American males on campus., in the Spring of 2014. A member of Tau Kappa Epsilon fraternity, Wilkerson serves as a chapter advisor for the Alpha Chi chapter at UofL. Wilkerson also serves as a Human Resource Co- Chair for the Kentucky Association for College Admission Counseling where his role is to implement programming for underrepresented students in both urban and rural areas of the Commonwealth.

Joe Goodman, M.Ed.
Program Coordinator



Mr. Goodman was the Program Coordinator for the University of Louisville's African American Male Initiative through the Fall of 2013. He previously advised the Student African American Brotherhood (SAAB) organization and his professional background includes Higher Education, Banking & Non-Profit Management. Joe is a veteran of the U.S. Army and the Indiana National Guard, and his research interests are academic persistence of African American males and economic development of urban communities. He holds a bachelor's degree from Chicago State University, a Master of Public Affairs from Indiana University and a Master's in Education from the University of Louisville. He is currently completing a Ph.D. in College Student Personnel with the ultimate career goal to become a university chancellor or president.

Darla Frazier
Administrative Associate



Darla Frazier is the Administrative Associate at the Cultural Center. She started work at the university in 1982. Her previous work experience and training comes from UofL's Admissions Office, Child Development Center, Physical Plant, and Delphi Center. Her previous work experience also includes 4C's (Community Coordinated Child Care) and JCPS Adult Education. Darla is responsible for overseeing the administrative support function of the Cultural Center, which includes managing the operational budget and payroll. Her desire is to help others be the best at what they are called to do and to simply, "smile".

Tamara Russell, B.S.
Program Assistant Sr.



Tamara Russell is the Program Assistant Senior at the Cultural Center. Tamara received her Bachelor of Science in General Studies and a minor in Sociology from Indiana University. As the Program Assistant Senior, her primary responsibilities are the coordination of the Black Family Conference, representing the Cultural Center on the Sustainability Operations Committee, assisting with training and development of students and staff, supervising student workers, administrative support for the Cultural Center staff and providing a warm welcome to all of its guests. Tamara's previous professional experience and training has been focused in working with youth and their families. Her skills and training include, but is not limited to the following; emergency response, family preservation, family maintenance, family reunification, behavior modification, independent living skills, education attainment and community engagement.

2013-2014 Student Staff

Dejon Day

Sophomore

Robyn Gibson

Junior

Johnique Ison

Freshman

Quinton Moore

Sophomore

Garrett Parm

Sophomore

Taylor Ryan

Junior

Adrianna Tase

Senior

Shawntez Taylor

Sophomore

