

UNIVERSITY OF LOUISVILLE
CULTURAL CENTER
ANNUAL REPORT

FY 2014-2015

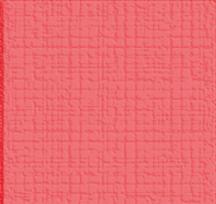
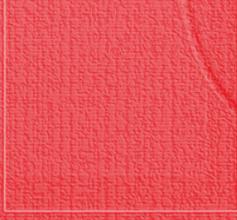
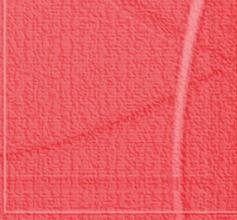
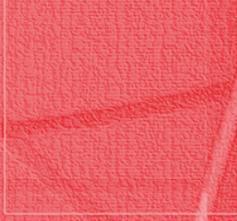
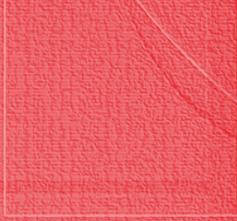
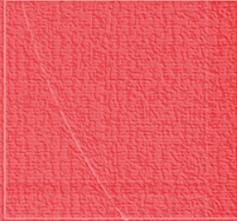
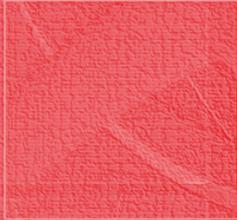
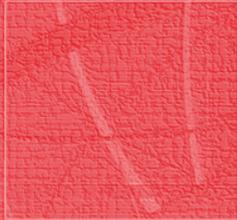


Table of Contents

Letter from the Director	3
About the Cultural Center	4

ADVOCACY

Dr. Joseph H. McMillan National Conference on the Black Family	5
----------------------------------------------------------------	---

CELEBRATION

Cultural Center Graduation Celebration	6
Heritage/Awareness Month Celebrations	6
Martin Luther King (MLK) Week	6
African American Male Initiative Honors Award Ceremony	7
Woodford R. Porter Scholarship Pearl Gala	7

ENGAGEMENT

Built to Graduate (B2G) Workshops	8
Business Diversity Network Luncheon Series	8
Cultural Competency Workshops	8
Student Organizations	9-11
Garden Commons	11
Facilities Usage	12

RETENTION

Cultural Center Retention Program	13
Retention Data	14-15
Early Arrival Program	16
African American Male Initiative	17
Excel Program	18
Hispanic/Latin@ Initiative	19
Woodford R Porter Scholarship Program	20

FINANCIAL

FY 2014-2015 Financial Summary	21
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STAFF

Staff	22-23
-------	-------

Prepared by Leondra Gully

Greetings! Hola! Shalom!

Letter from the Director

We are excited for you to review our 2014-15 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.

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 2015-16!

Sincerely,



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
- Facilitate multi-cultural and cross-cultural interactions within the campus community
- Partner with other campus departments and community agencies to involve students in leadership, academic, study abroad and service-learning opportunities

you belong.

Contact Us

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42nd 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 Crowne Plaza Louisville on February 26-28, 2015 and the selected theme was "50 Years of Progress and Struggle: Exploring the Continuing Transformation of Black America."

Some of the workshops featured at this year's conference include:

- What is a "Family"? The dynamic change from 1965-2015
- Making Fatherhood Normal
- Education, Religion, and Economic Empowerment from 1965-2015
- Dismantling the Voting Rights Act of 1965
- Responding to the transforming Black American Family
- "Hands Up, Don't Shoot" Police Killing of Young Black Males: Implications for Social Work and Human Services
- Using a Social Justice Framework to Disrupt the School to Prison Pipeline
- All My Children: Black Families Protecting LGBTQ Youth
- A Comparative Analysis of Progress Made by African Americans During The Periods 1865 - 1915 and 1965 - 2015."
- Activism in Education: The Story of Kentucky's Rosenwald Schools
- Women of Color: 50 years of Combatting Misrepresentations & Misconceptions
- Continuing the Struggle: Investigating Healthy Eating Habits Among Black Kentuckians



Julianna Malveaux served as the banquet keynote speaker

The banquet keynote speaker featured Dr. Julianne Malveaux, Economist, Author, and College President. The closing luncheon speaker featured Lasana Omar Hotep is a consultant, educator, and researcher committed to providing insight and practical strategies in the arenas of student development, cultural awareness, Hiphop history, and organizational efficiency. The conference was coordinated by Tamara Russell and chaired by veteran journalist, published novelist, and motivational speaker, Betty Baye.



Lasana Hotep served as the luncheon keynote speaker

Cultural Center Graduation Celebration

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 Errol Wint. An alumnus of the University of Louisville, Mr. Wint currently serves as the Associate Director of Diversity Recruitment at UofL. **There were 91 students in addition to approximately 150 family, friends, faculty and staff in attendance.**



UofL Executive Director of Admissions, Jenny Sawyer (left) with Fulbright Scholar and graduating student, Lashawn Ford (right).



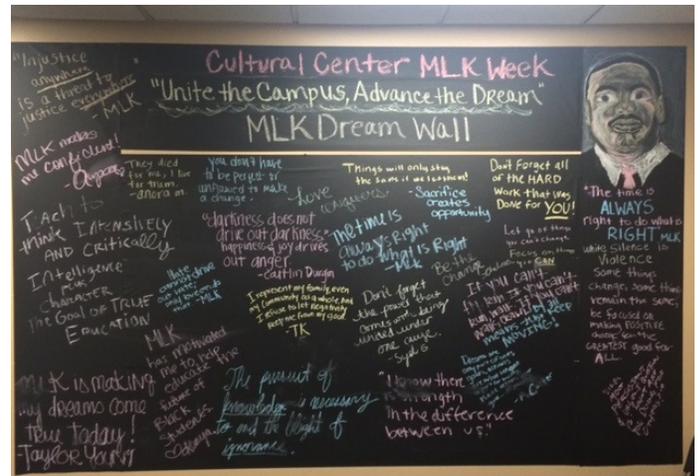
Graduating student, Mashayla Hayes, wore her decorated graduation cap to the event.

Heritage/Awareness Month Series

The heritage/awareness month series events were designed to celebrate the cultural diversity of the campus community through art, guest speakers, panel discussions and workshops. The Cultural Center hosted four events celebrating the heritage of Hispanic/Latinos, Native Americans, Black History Month, and Women's Heritage month. There were a **total of 81 participants** in attendance for an **average of 20 attendees** at each event.

Martin Luther King (MLK) Week

The University of Louisville Cultural Center commemorated Dr. King's legacy by hosting a weeklong schedule of special events and programs. The theme for this year's MLK Week, *Uniting the Campus: Advancing the Dream* intended to create an intergenerational dialogue about the importance of making bold strides towards lasting and meaningful change. The week included a winter accessory collection drive, art display featuring local high school students, viewing of the movie Selma, MLK Dream Wall and a panel addressing the collaborations in the city of Louisville. **There were a total of 193 participants who attended the various activities and 83 winter accessory items collected and donated to the House of Ruth.**



MLK Wall featuring remarks from faculty, staff and students.

AAMI Honors Awards Ceremony

2015 saw the hosting of the first annual African American Male Initiative Honors ceremony. Held on April 23rd in the Student Activity Center Multipurpose Room, the event was opened with words of welcome from The Vice Provost for Diversity and International Affairs, Dr. Taylor-Archer.

Junior Isiah Scott received the first award of the night, the “Uncle” Joe Goodman Spirit Award. Named after the original program coordinator of the African American Male Initiative, the Spirit Award is given to the student who embodies the spirit of the program through his daily actions.

The Student African American Brotherhood issued their awards as well. Freshman Joshua Cloudy was honored for his GPA as part of the 3.0 Club while Freshman Bryan Cockroft was named Brother of the Semester. Isiah Scott would have his name called once again as he was named the SAAB Brother of the Year.

Through the 2014 fall semester and the 2015 spring and summer semesters, a total of 179 African American Males graduated the university. Their accomplishments were honored and those in attendance received the AAMI Gold Shield, issued exclusively to seniors graduating from the program. The last award issued was the Dr. Michael Cuyjet AAMI Brother of the Year Award. This award honors the student who has accumulated the most academic and activity points throughout the school year with junior, Brandon Sydnor, being this year’s recipient. The evening ended with words of encouragement from the event’s keynote speaker Dr. Michael Cuyjet.



Attendees during the African American Male Initiative Honors Awards event.

Woodford R. Porter Scholarship Pearl Gala: Celebrating 30 Years of Scholarship

The Pearl Gala is a newly organized premier milestone event designed to close the financial gap of scholars in need of assistance with college supplies. This event was derived by Woodford R. Porter Scholars, program advisors and Cultural Center staff in 2013 as a way to raise scholarship dollars while bringing the campus and local community for a both a beneficial and worthy cause. Named after the first African American University of Louisville Board of Trustee member, the Woodford R. Porter scholarship was created in 1984 with the intent to help African American students in the state of Kentucky who aspire to pursue higher education.

The Pearl Gala was held on Thursday, October 16, 2014 at the Gillespie. The event featured keynote speaker Dr. Ricky Jones, professor and chair of the University of Louisville Pan-African Studies Department and founding director of the Center on Race Equality. Entertainment was provided by the University of Louisville Black Diamond Choir & dance artist Shawntez Taylor. There were over 150 guests in attendance and the event raised over \$6000 with proceeds benefiting the Harriet B. Porter Cancer Education Research Endowment, current Woodford R. Porter Scholarship recipients and previous recipients with financial need.



Students pose for a picture during the event.

Built 2 Graduate (B2G) Workshops

The Built 2 Graduate (B2G) program series was designed to assist scholars with college transition, decision making skills, graduate school preparation and life after college preparation. Some of the topics that were featured in the series include:

- Decision-making & Goal Setting
- Personal branding
- Networking skills
- Relationships
- Study Abroad opportunities
- Resume-building
- Internships
- Writing & Effective Communication

There were a **total of 166 participants** who attended the workshops for an **average of 16 in attendance** per event.

Business Diversity Network Lecture Series

The Business Diversity Network Lecture series was designed to give local and national companies who value diversity an opportunity to network with current students. Representatives are invited to facilitate a discussion on the importance of diversity in their companies, internship and employment opportunities during lunch. This year the Cultural Center hosted five companies including Allstate Insurance, Louisville Gas & Electric, McDonald’s (local ownership group), Enterprise Rent-A-Car, and Brown-Forman Corporation. There were a **total of 165 attendees** and an **average of 33 attendees** per event.

Cultural Competency Workshops

The Cultural Competency Workshops are designed to build cultural competency for higher education professionals they can be more successful on the University of Louisville campus. These workshops included topics such as:

- Micro-aggressions
- Title IX
- Cultural competency in healthcare

- Religions and holidays
- Mental Health Among Students of Color
- Diversity in Teaching
- Diversity Consciousness
- Disability Services

There were a **total of 139 attendees** and an **average of 17 attendees** per event.

Diversity Leadership Institute

The Diversity Leadership Institute was founded with the purpose of instilling students with the knowledge and tools to be successful leaders in the campus community. The 2014-15 cohort saw 16 students selected through an application process to be in the inaugural class. Members met on a bi weekly basis and followed a curriculum which included a lecture from members of student government, a workshop on cyber identity and a presentation on conflict management. The students also coordinated their class community service project entitled Pass the Positivity, which saw them collecting positive statements from members of the campus community in exchange for free baked goods. At the conclusion of the school year, 100% of the participants had obtained leaderships positions in organizations ranging from Greek life to student housing.



Composite of the 2014-15 DLI cohort.

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



During the 2015-16 academic year ABS had a total of 16 events that included a focus on retention, social, and service. Some events included:

- TRILL Tuesdays Discussion Series: Being Black & LGBTQ
- Ugly Sweater Social
- Service Saturdays Community Service Project
- Meditation & Relaxation

A total of 793 participants attended with an average of 50 per event.



ABS member, Anora Morton, talks with students during the RSO Fair on campus. Photo provided by Tom Fougousse.

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 including the University of Louisville President's Motivation event, Porter Scholarship Pearl Gala, and the 2015 Spectacular. The year ended with their performance during the National Choir College Explosion where the choir won Fan Favorite and their annual Spring Concert which featured the Kentucky State University Gospel Ensemble.



Black Diamond Choir performing during the Woodford R. Porter Scholarship Program Pearl Gala. Photo provided by Marvin Young



Students from the Kentucky State University Gospel Ensemble perform during the Black Diamond Choir Spring Concert.

Latin American Hispanic Student Organization

The Latin American and Hispanic Student Organization (LAHSO) is a recognized student organization (RSO) founded in 2009. As cultural ambassadors, LAHSO participants engage UofL students, faculty/staff, and other community members in fun, educational, and culturally inclusive events that celebrate our rich diversity—while fostering the importance of pursuing higher education.

In 2014-2015, LAHSO **grew to 116 registered members**. It hosted a variety of events including monthly General Board Meetings where important updates including scholarships, professional development workshops, and volunteering opportunities at La Casita Center (a non-profit organization created to enhance the wellbeing of Hispanic/Latino women and children) were provided. Other events included Dia de los Muertos (Day of the Dead), Carnaval (Carnival), Salsa Night, potluck and karaoke, RSO Fairs, Early Arrival Program, UofL campus tours to high school students, and dinner/presentation with Cuban poet Richard Blanco. To make these events possible, LAHSO partnered with other UofL and community groups, such as The Cultural Center, the LGBT Center, DuPont Manual High School, the Commission on Diversity and Racial Equality (CODRE), the Latin American and Latino Studies Student Club, Student Activities Board, and the Lambda Theta Phi Latin Fraternity, Inc. **Over 325 people** total attended our events throughout this academic year.



LAHSO member s host a table during a campus event.

Student African American Brotherhood

This year, the University of Louisville Student African American Brotherhood (SAAB) saw their 9th year on campus. The chapter's mission is to increase the graduation rates of African American males across campus and they pursued this mission through weekly general body meetings featuring guest speakers on topics ranging from academic resources to financial planning. This year, the African American Male Initiative sponsored four members of SAAB to attend the SAAB National Leadership Conference in Detroit Michigan. At



SAAB Secretary, Isiah Scott, talks with a student during the RSO Fair. Photo provided by Tom Fougousse.

the end of the year, SAAB gave its annual awards with Isiah Scott being named Brother of the Year. Bryan Cockroft was awarded the Fall Brother of the Semester award while Joshua Cloudy was admitted in to the SAAB 3.0 Society. Mr. Cloudy was also voted as the next SAAB president leading into the 2015-2016 school year.



SAAB member, David Southers, talk with advisor Joey Wilkerson during a graduation event.

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.

Executive Board

- Caitlin Durgin, President
- Anora Morton, Vice President
- Nitaya Walker, Secretary
- Tavane Crowders, Event Coordinator
- Delana Gilkey, Event Coordinator



During the 2014-15 academic year Porter had a total of 18 events that focused on retention, social events, and community service. These events included:

- Study With Porter
- College Application Assistance Project
- Thanksgiving with Porter
- Selma Movie Screening
- Porter Graduates Professionals series
- MLK Day of Service

A total of 543 participants attended with an average of 30 per event.



Society of Porter Scholars members pose for a picture with University of Louisville President James Ramsey during an event on campus. Picture provided by Tom Fougousse.

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 additional labeling, installation of all new plants, and an intern who has developed the layout of the garden and built an aquaponics system in the greenhouse. The garden also received quite a bit of campus attention through an interview with a representative from The Cardinal as well as being included in a graduate research study.

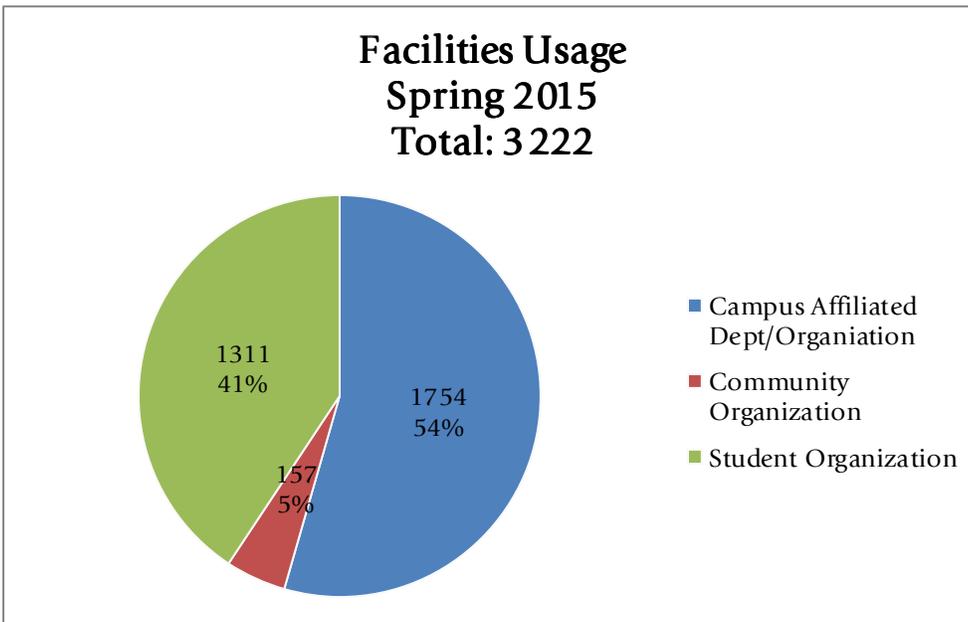
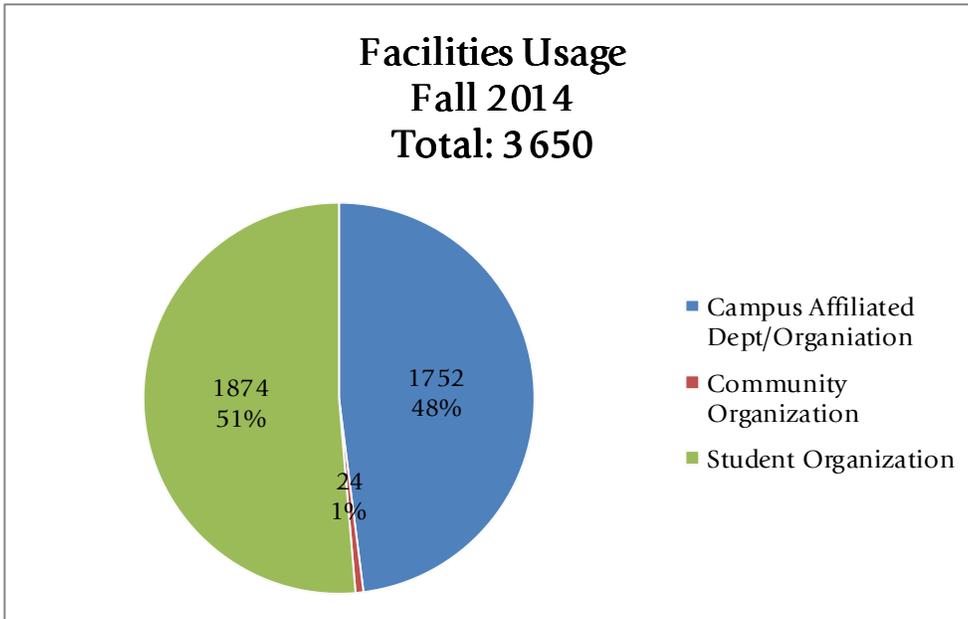
The Garden Commons continues to remain vibrant and serves as a welcoming and active food source. A staff person from the Cultural Center serves on the Sustainable Operations Committee to report the progress and plans of the garden on a monthly basis as well as partnering with other sustainable initiatives on campus such as the Belknap Farmers Market to increase awareness of sustainable options.



Students planting sweet potatoes in the raised beds in the garden

Facilities Usage

The total number of users for the 2014-2015 academic year was 7735. During the Fall semester, there were a total of 265 events hosted by 14 campus affiliated departments & organizations, 2 community organizations and 21 student organizations. During the Spring semester, there were a total of 245 events hosted by 16 campus affiliated departments & organizations, 3 community organizations, 24 student organizations.



Cultural Center Retention Program

The Cultural Center retention program was designed to provide supplemental support for under-represented students at the University of Louisville. Students who participated in the Cultural Center retention program are invited to participate in a year long program that includes individual coaching, personal/professional development focused programming and REACH support services. These students include the African American Male Initiative (AAMI), Excellence through Effort (Excel), Hispanic/Latin@ Initiative (HLI), and the Woodford R. Porter Scholars. Students who are not participants in the Cultural Center Retention Program also have the opportunity to receive support from the Cultural Center staff.

As part of the Cultural Center Retention Program coaching plan, students are asked to attend a predetermined number of coaching appointments.

During the Fall semester first time freshmen (FTF) are asked to meet with their support coaches three (3) times and upperclassmen, which include sophomores, junior and seniors, are asked to meet with their support coach two (2) times. During the Spring semester, freshman whose cumulative GPA at or above their requirement meet with their support coach (2) times and three (3) times if their GPA is below their requirement.

Note: The requirement for AAMI, Excel, & HLI participants is 2.5 and the requirement for Porter Scholars is 3.0 due to a scholarship requirement.

The Cultural Center staff met with a **total of 713** Cultural Center Retention program participants during the 2014-15 academic year for a total of **1176 appointments**. During the 2014-15 year, the Cultural Center staff also made 1790 individual contacts with students for a variety of reasons including academics, financial aid, student organization information and personal concerns.

Total Students Coached	
Fall	Spring
453	260
2014-15 Total: 713	

Students Coached: First Time Freshman (FTF)	
Fall	Spring
260	147
2014-15 Total: 407	

Students Coached Upperclassmen (UC)	
Fall	Spring
193	113
2014-15 Total: 306	

Total Coaching Appointments	
Fall	Spring
807	369
2014-15 Total: 1176	

Total Coaching Appointments: First Time Freshman (FTF)	
Fall	Spring
560	254
2014-15 Total: 814	

Total Coaching Appointments: Upperclassmen (UC)	
Fall	Spring
247	115
2014-15 Total: 362	

Reasons for Contact		
	Fall	Spring
Academic	172	166
Coaching Appt	691	373
Financial Aid	14	4
Personal	10	4
Student Org	46	7
Other	194	109
Total	1127	663
2014-15 Total: 1790		

Contact Type		
	Fall	Spring
In office	691	435
Email	311	191
Text	18	2
Social Media	3	0
Phone	104	35

Enrollment Information

FIRST TIME FRESHMAN ENROLLMENT (FALL 2014)			
	Full-time	Part-time	Total
Asian	90	0	90
Black	245	4	249
Hispanic	109	0	109
Two or more races (Black)	79	1	80
Two or more races (not including Black)	71	2	73
White	2214	48	2262

BLACK MALE ENROLLMENT (FALL 2014)							
	Two or more races (Black)			Black			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	
Freshman	38	3	41	152	14	166	207
Sophomore	24	5	29	131	16	147	176
Junior	23	3	26	147	31	178	204
Senior	25	4	29	116	69	185	214
Total	110	15	125	546	130	676	801

BLACK MALE ENROLLMENT (SPRING 2015)							
	Two or more races (Black)			Black			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	
Freshman	27	2	29	117	11	128	157
Sophomore	22	2	24	110	26	136	160
Junior	17	1	18	138	34	172	190
Senior	26	4	30	120	57	177	207
Total	92	9	101	485	128	613	714

FALL 2014 AND SPRING 2015 ENROLLMENT																								
	FRESHMAN						SOPHOMORE						JUNIORS						SENIORS					
	FALL 14			SPRING 15			FALL 14			SPRING 15			FALL 14			SPRING 15			FALL 14			SPRING 15		
	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	107	6	113	59	3	62	95	6	101	94	14	108	84	22	106	79	23	102	109	33	142	118	28	146
Black	357	27	384	250	18	268	326	47	373	272	60	332	322	61	383	312	68	380	311	159	470	334	139	473
Hispanic	158	7	165	87	5	92	108	20	128	119	24	143	98	21	119	102	24	126	120	52	172	117	33	150
Two or more races (Black)	108	5	113	66	4	70	62	7	69	65	3	68	52	4	56	51	4	55	49	13	62	59	8	67
Two or more races (not including black)	86	5	91	57	6	63	53	7	60	45	7	52	60	16	76	65	10	74	61	22	83	71	23	94
White	2707	178	2885	1732	168	1900	2128	270	2398	1969	312	2281	2060	506	2566	2039	552	2591	2372	976	3348	2637	879	3516

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

Data prepared on 20150513 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 2014	Spring 2015
MAJOR	Total	Total
BIO	893	764
COMM	828	798
PSYC	823	788
HHP	687	694

TOP 4 MAJORS BLACK & HISPANIC STUDENTS		
	Fall 2014	Spring 2015
MAJOR	Total	Total
COMM	202	180
PSYC	145	147
HHP	139	136
BIO	113	91

TOP 4 MAJORS FOR BLACK STUDENTS		
	Fall 2014	Spring 2015
MAJOR	Total	Total
COMM	171	156
HHP	119	117
PSYC	117	112
NURS	79	67

TOP 4 MAJORS FOR HISPANIC STUDENTS		
	Fall 2014	Spring 2015
MAJOR	Total	Total
BIO	71	71
PSYC	63	63
COMM	55	55
NURS	50	50

Mean Grade Point Average (GPA)

MEAN GPA FOR BLACK STUDENTS	
Fall 2014 N:1910	Spring 2015 N: 1713
2.646	2.711

MEAN GPA FOR HISPANIC STUDENTS	
Fall 2014 N: 584	Spring 2015 N:511
2.789	2.828

MEAN GPA FOR PORTER SCHOLARS	
Fall 2014 N:401	Spring 2015 N:390
3.013	3.00

MEAN GPA FOR NON-PORTER SCHOLARS	
Fall 2014 N: 14266	Spring 2015 N: 13006
2.892	2.933

MEAN GPA FOR ALL STUDENTS	
Fall 2015 N: 14667	Spring 2015 N: 13396
2.896	2.935

Graduates & Expected Graduates

AFRICAN AMERICAN MALE BACCALAUREATE GRADUATES AND EXPECTED GRADUATES			
	Expected	Graduated	Total
Summer 13		18	18
Fall 13		38	38
Spring 14		60	60
2013-14 Total		116	116
Summer 14		17	17
Fall 14		44	44
Spring 15		45	45
Summer 15	11		11
2014-15 Total	11	106	117

2013-15 Total: 233

HISPANIC BACCALAUREATE GRADUATES AND EXPECTED GRADUATES			
	Expected	Graduated	Total
Summer 13		12	12
Fall 13		29	29
Spring 14		58	58
2013-14 Total		99	99
Summer 14		20	20
Fall 14		41	41
Spring 15		52	52
Summer 15	8		8
2014-15 Total	8	113	121

2013-15 Total: 220

PORTER BACCALAUREATE GRADUATES AND EXPECTED GRADUATES			
	Expected	Graduated	Total
Summer 13		3	3
Fall 13		18	18
Spring 14		75	75
2013-14 Total		96	96
Summer 14		3	3
Fall 14		21	21
Spring 15		70	70
Summer 15	1		1
2014-15 Total	1	94	95

2013-15 Total: 191

Data prepared on 20150513 and provided by the Office of Institutional Research and Planning. Source: Official University enrollment File

Early Arrival Program



The Cultural Center Early Arrival Program (EAP) was created to help ease the transition of incoming Cultural Center Retention Program participants, from high school to college. The Early Arrival Program took place on August 20-21, 2014. Through an enriching series of discussions, events and networking activities the program aims to teach incoming students to be an active and engaged student at the University of Louisville. The participants included:

African American Male Initiative:

The mission of this initiative is to implement strategies to improve graduation rates among UofL's African American undergraduate males.

Excel:

The Excel Program is designed to provide intrusive advising support and connect students to critical academic and campus resources which may encourage their success at the university. The overall goal of the program is to improve students' academic performance and retention.

Hispanic & Latino Initiative:

The mission of this initiative is to build a strong support system for Hispanic and Latin@ students at UofL through programs and events that explore the many Latin@ and Hispanic identities, leadership development, coaching and mentoring, campus wide resource sharing, and community collaborations.

Woodford R. Porter Scholar:

The mission and purpose are to provide academic, personal & professional support and to all recipients of this scholarship.

During the program students attended workshops & received information the Cultural Center Retention program expectations and requirements, tips on how to be academically successful in their college courses, and the university flight plan. Incoming students also interacted with current students, faculty and staff during a networking panel event. The event concluded with a BBQ & RSO fair which allowed incoming students to connect with some of the university's recognized student organizations. There was a **21.98% increase** in the attendance from 2013. There were a **total of 172 incoming students** who participated in the Early Arrival Program. Of the total there were 6 African American Male Initiative participants, 46 Excel, 6 Hispanic & Latino Initiative, and 112 Woodford R. Porter Scholarship program participants. There were also **262 in attendance** at the BBQ, an increase of 5.64% from 2013.



EAP participants pose for a picture at Grawmeyer Hall

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 grown to service the university's African American Male population as a whole through its various activities.

In the fall 2014 semester, 546 full time African American male students were enrolled at the university. Of this population, 152 were on the freshmen level, 131 were on the sophomore level, 147 were of junior status and 116 had achieved senior status. In the spring 2015 semester, 485 full time African American male students were enrolled at the university. Of this population, 117 were on the freshmen level, 110 were on the sophomore level, 138 were of junior status and 120 had achieved senior status.

Of the 2014-2015 African American male population at the university, 60 students showed some level of interest in AAMI; a **50% increase from** the previous year. Students participated in monthly Graduation Prep Sessions covering a variety of topics from Basic Campus Resources to Greek Life on Campus to Interactions with Law Enforcement. On the academic front, students also participated in bi-weekly study hall sessions hosted in the Cultural Center multipurpose room. Students also got the opportunity to take part in various social activities including the annual NPHC Step Show, movie outings, group trips to University sporting events and college night at the Downs After Dark series hosted by Church Hill Downs.

Of these students, 22 were at the freshmen level, 9 were sophomores, 12 were juniors and 17 were seniors. The **overall cumulative GPA for AAMI was a 2.67**. The seniors **averaged a cumulative GPA of 2.94**, juniors averaged a cumulative GPA of 2.46 sophomores **averaged a cumulative GPA of 2.56** and freshmen **averaged a cumulative GPA of a 2.66**. There were a **total of 90 students** who utilized the REACH support services **on 1446 occasions**. AAMI participants accounted for **1774 hours** of tutoring, supplemental instruction, etc.

This year saw the launching of the program's new signature community outreach program, Junior AAMI. Through this initiative, the students were able to share their experiences along with vital college information to over 60 high school students at Central High School. Through monthly meetings, students learned about topics such as masculinity, financial aid and Greek Life to name a few. Groundwork has begun to expand the program to Southern High School for the 2015-2016 school year.

The year also saw the first annual AAMI Honors ceremony; an evening to honor the achievements of the AAMI students. The event was held in the Student Activity Center's multipurpose room. At the event, awards were issued to the members of the Student African American Brotherhood. In addition, 17 graduating seniors were honored for their accomplishments at the University.

Two new AAMI awards were given on this night as well. Named after the previous program coordinator, the Joseph Goodman Spirit Award honors the student who embodies the spirit of the African American Male Initiative through his daily actions. This year's Spirit Award recipient was Isiah Scott, a junior pre-medical major who served as the Vice President of the Student African American Brotherhood for the 2014-2015 school year. Mr. Scott was also awarded the Student African American Brotherhood Brother of the Year award later in the evening.

The other AAMI award given in the evening was the AAMI Man of the Year Award. Students participated in a yearlong competition which measured their academic achievements, program participation, campus event participation and community service endeavors. Students were awarded points for qualifying events with the student earning the highest number of points being named AAMI Man of the Year. The recipient of the award was Mr. Brandon Sydnor; a junior level exercise science major.

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.

During the 2014-15 academic year there **118 Excel first time incoming freshmen** during the Fall and **121 enrolled** for the Spring semester. Of these students, **77 utilized** REACH support services a **total of 478 times**. The students combined to use these services a **total of 557.48 hours**.

Programming

There were two Excel workshops presented for the Excel students during the spring 2015 semester. The first workshop held on January 29, 2015 was presented by Adam Robinson from the Writing Center. He provided audience members with an introduction to college writing. Specifically, he addressed strategies for understanding assignment prompts, writing thesis statements, and getting started on a writing project. In addition to covering these topics, Adam also offered an overview of Writing Center services along with how students can best utilize these services.

The second workshop held on February 3, 2015 was presented by Jeff Rushton from the Department of Communication. This session "Personal Branding" provided students with a basic understanding of what branding is and how personal branding can impact their student experience and also their career. Jeff also discussed how students can protect their "brand" and improve or create an impressive brand for their job hunt after college (or during).



Excel participants during the Early Arrival Program

Hispanic/Latin@ Initiative

The mission of the Hispanic & Latino Initiative is to build strong support systems for Latino students at UofL through programs and events that explore our many identities, develop leaders, provide coaching and mentoring for life success, share campus resources, and build community and campus collaborations.

In the fall 2014 semester, 484 full time Hispanic & Latino students were enrolled at the university. Of this population, 158 were freshmen, 108 were sophomore, 98 were juniors and 120 were seniors. In the spring 2015 semester, 425 full time Hispanic & Latino students were enrolled at the university. Of this population, 87 were freshmen, 119 were sophomore, 102 were juniors and 117 were seniors.



The overall cumulative Fall GPA for the HLI was **2.78** and the cumulative GPA for the Spring was **2.82**. There were a **total of 59 students** who utilized the REACH support services on **743 occasions**. HLI participants accounted for **843 hours** of tutoring, supplemental instruction, etc.

Year in Review

The Hispanic & Latino Initiative hosted ten (10) events during the 2014-15 academic year with an **average of 13 people** attending each event. We also regularly attracted students, faculty, staff, and community members to our programs.

In addition to these events, other highlights from this year are the **Kentucky LEAD Conference** hosted by Bluegrass Community and Technical College (BCTC) and the **National Institutions Coming out Day through United We Dream** that UofL hosted on April 7th 2015 to stand up as educators who support undocumented students and their families.

We are working hard to make UofL inclusive for all students which include our leadership in **UofL DREAMers Taskforce** and **Organizer for the Core Team of the Louisville Latino Education Outreach Program** of K'LEA.

2014-2015 Program Highlights

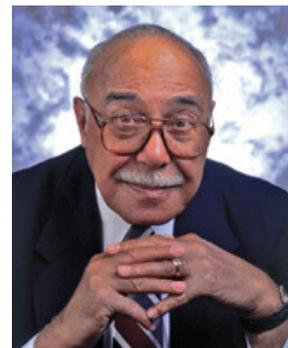
- Hispanic Heritage Month Kick Off
- Latino Cultural Awareness Trainings
- Connecting Firms with Hispanic Talent



The University of Louisville DREAMers Taskforce pledging to work with and for undocumented students and their families.

Woodford R. Porter Scholarship Program

The Woodford R. 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 Sr.
Photo provided by the
University of Louisville*

Scholarship Performance

During the 2014-15 academic year there **520 Woodford R. Porter Scholars** were enrolled at the university. Of this population, 181 were freshmen, 116 were on the sophomore level, 90 were of junior status, 128 had achieved senior status and 5 were classified as graduate students (the scholarship allows students in the Speed School Engineering programs an extra year to pursue a Master's degree.) Of these students, **151 utilized REACH** support services a **total of 2195 times**. The students combined to use these services a total of 2627 hours.

The average cumulative GPA during the **Fall 2014 semester was a 3.01 an increase from a 2.96 in Fall 2013**. The average cumulative GPA for the **Spring 2015 semester was a 3.00 an increase from a 2.98 in Spring 2014**. The total number of students during the 2014-2015 academic year receiving an automatic renewal of their scholarship was 278 (63%) up from 57% during the 2013-2014 academic year. There were a **total of 94 Porter Scholars** who graduated during the 2014-15 academic year.

In addition to their strong academic performance, the Woodford R. Porter Scholarship program saw an increase in participation in programming. Of the 520 students, **302 students attended at least one of the seven events** by the program. These events included a scholarship gala and general body meetings. Each meeting featured a university faculty/staff member who discussed various topics including:

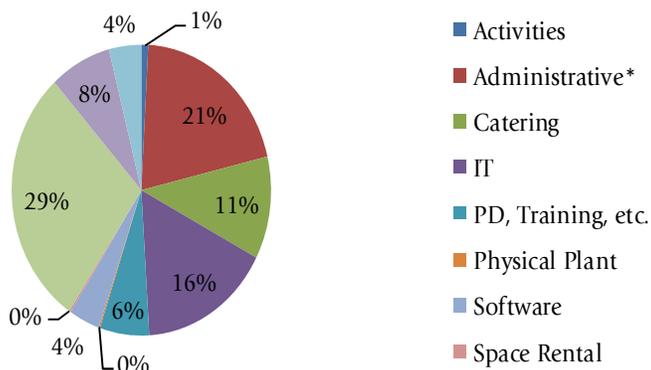
- Student Engagement: Student Government Association & Student Activities Board
- Study skills
- Life After College: Financial Management
- Resume building
- Networking & Teambuilding
- Life After College: Graduate School Preparation



Woodford R. Porter Scholars pose during the Cultural Center Graduation Celebration

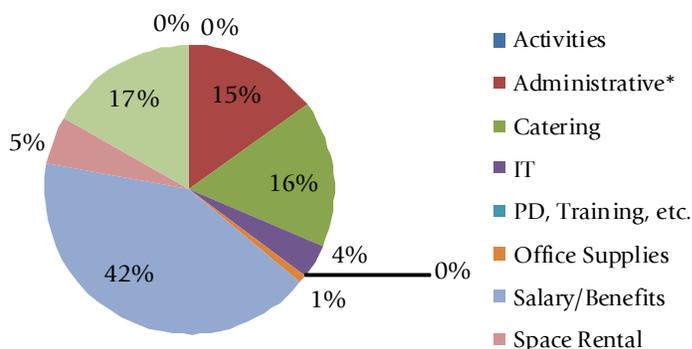
Data prepared on 20140311 and provided by the Office of Institutional Research and Planning. Source: Official University enrollment File; Support services data provided the Resources for Academic Achievement (REACH) unit; Data provided by UofL Financial Aid Office

Cultural Center Expenses 2014-15



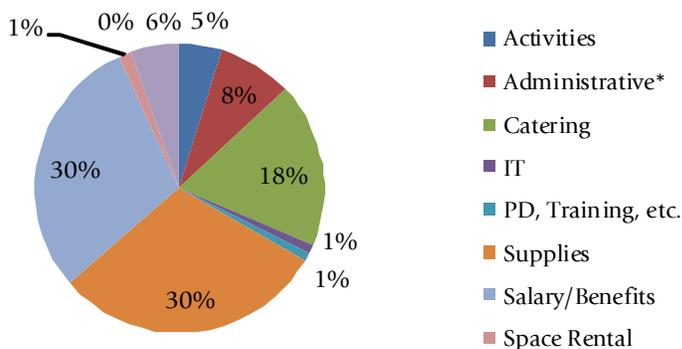
Cultural Center Expenses		
Category	2013-2014	2014-2015
Activities	\$2,132.50	\$1000.00
Administrative*	\$26,843.80	\$23,955.82
Catering	\$4,060.33	\$13,392.48
IT	\$21,100.38	\$19,168.52
PD, Training, etc.	\$1,636.00	\$7,183.63
Physical Plant	\$246.00	\$208.62
Software	\$4,498.98	\$4,500.00
Space Rental	\$362.00	\$264.00
Supplies		\$3,3913.25
Travel/Air/Hotel	\$8,860.25	\$8,960.77
Other**	\$3,132.73	\$4,750.69

Black Family Conference Expenses 2014-15



Black Family Conference Expenses		
Category	2013-2014	2014-2015
Activities	\$578.95	0.00
Administrative*	\$30,000.00	\$6,054.55
Catering	\$2,268.50	\$6,572.12
IT	\$2,134.08	\$1,474.05
PD, Training, etc.	0.00	\$0.00
Supplies	\$500.76	\$393.00
Salary/Benefits	\$15,994.31	\$16,777.00
Space Rental	0.00	\$2124.37
Travel/Air/Hotel	\$10,443.00	\$6,731.72
Other**	0.00	0.00

Student Organization Expenses 2014-15



Student Organization Expenses		
Category	2013-2014	2014-2015
Activities	\$6,441.48	\$2,476.64
Administrative*	\$18,870.77	\$4,262.00
Catering	\$12,997.04	\$9,446.00
IT	\$894.80	\$474.88
PD, Training, etc.	\$2,850.00	\$565.00
Supplies	\$4,393.89	\$15,513.41
Salary/Benefits	\$15,935.71	\$15,176.00
Space Rental	\$268.00	\$742.50
Travel/Air/Hotel	\$7,798.00	\$0.00
Other**	\$3,329.30	\$2,820.39

* 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 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., Knoxville Business Journal Top 40 under 40 selection, Leadership Knoxville Class of 2009 graduate, American Express Emerging Leader Program graduate 2010, and named by Urban Voice Magazine 2010 Upcoming Leader, and a Nashville New Leaders Council 2013 Fellow.

**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 & 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).

**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.

**Sarah Nuñez, M.P.A.
Assistant Director**



Sarah Nuñez is the Assistant Director for Hispanic/Latin@ Initiatives in the Cultural Center. She is a Latina professional who brings people, teams, and cultures together. Born in Bogota, Colombia and raised in North Carolina, Sarah's multicultural background as a Colombian-American enables her to effectively act as a bridge between identities, cultures, races, and languages. Sarah is a facilitator, coach, and strategic thinker with 15 years of experience in working with nonprofits and 8 years of experience in higher education. Sarah holds a Master of Public Affairs from Western Carolina University and a certificate in Non-Profit Management from Duke University. She earned her Bachelor of Arts with major in Interdisciplinary Studies: Latin America in a Global Context from University of North Carolina at Asheville and Associate of Arts from Asheville Buncombe Technical Community College. Sarah's role with the cultural center is to coach, support, and advocate for Hispanic/Latin@ students, develop and implement programs, and foster campus and community collaborations.

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



Leondra Gully is a May 2010 graduate with a Master’s Degree e 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 developing policies and procedures related to student organizations and overseeing the financials for the students organizations. In addition, she also coordinates the Graduation Celebration, Early Arrival Program, annual report and oversees the facilities usage and website. She also serves as the advisor to ABS, Black Diamond Choir and the Woodford R. Porter Scholarship Program.

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 programing for underrepresented students in both urban and rural areas of the Commonwealth.

Tamara Russell, B.S.
Program Assistant Sr.



Tamara received her Bachelor of Science in General Studies and a minor in Sociology from Indiana University. Tamara’s 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.

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".

