

ELITE

The SH ELITE Program - Provide A Sustainable, Quality Program That Addresses The Disparity In Retention And Graduation Rates For Minority Males.

Goal Description:

The SH ELITE Program is a comprehensive initiative that supports the success and retention of Hispanic and African American males by providing weekly Mentoring Meetings, role models, study skills, academic accountability, career and networking skills, and social enrichment activities.

RELATED ITEMS/ELEMENTS

RELATED ITEM LEVEL 1

SH ELITE - Increase Participants’ Academic Performance

Performance Objective Description:

Participating in the SH ELITE program will enhance academic performance.

RELATED ITEM LEVEL 2

SH ELITE - Participants' 1-semester Persistence Rates

KPI Description:

SH ELITE program participants will demonstrate mean 1-semester persistence rates (defined as persistence from long semester to long semester) that are statistically significantly greater than the 1-semester persistence rates of a comparable group (i.e., male, Hispanic or African American) of nonparticipants.

Note: Due to the time frame in which this data is available, the results for this KPI will always be delayed by at least one long semester.

Results Description:

Due to unforeseeable issues with data acquisition and verification, data analysis was not conducted for this KPI. As such, the 2016-2017 assessment cycle, and all future cycles, will run one-year behind for data analysis.

RELATED ITEM LEVEL 3

SH ELITE - Participants' 1-semester Persistence Rates (Action)

Action Description:

Given the data acquisition issues, data for the 2015-2016 academic year will be assessed during the 2016-2017 assessment cycle. As such, all future assessment processes will use data from the previous year to determine program effect.

RELATED ITEM LEVEL 2

SH ELITE - Participants' Course Completion Rates

KPI Description:

SH ELITE program participants will demonstrate mean course completion rates (the number of semester credit hours completed divided by the number of semester credit hours attempted) during the semester of attendance that are statistically significantly greater than mean course completion rates of a comparable group (i.e., male, Hispanic or African American) of nonparticipants.

Note: Due to the time frame in which this data is available, the results for this KPI will always be reported for the previous academic year.

Results Description:

Due to unforeseeable issues with data acquisition and verification, data analysis was not conducted for this KPI. As such, the 2016-2017 assessment cycle, and all future cycles, will run one-year behind for data analysis.

RELATED ITEM LEVEL 3

SH ELITE - Participants' Course Completion Rates (Action)

Action Description:

Given the data acquisition issues, data for the 2015-2016 academic year will be assessed during the 2016-2017 assessment cycle. As such, all future assessment processes will use data from the previous year to determine program effect.

RELATED ITEM LEVEL 2

SH ELITE - Participants' Grade Point Average (GPA) Improvement

KPI Description:

SH ELITE program participants will demonstrate mean institutional GPA (the number of institutional credit hours completed divided by the number of the institutional grade points earned) that are statistically significantly greater than mean institutional GPA of a comparable group (i.e., male, Hispanic or African American) of nonparticipants .

Results Description:

Due to unforeseeable issues with data acquisition and verification, data analysis was not conducted for this KPI. As such, the 2016-2017 assessment cycle, and all future cycles, will run one-year behind for data analysis.

RELATED ITEM LEVEL 3

SH ELITE - Participants' Grade Point Average (GPA) Improvement (Action)

Action Description:

Given the data acquisition issues, data for the 2015-2016 academic year will be assessed during the 2016-2017 assessment cycle. As such, all future assessment processes will use data from the previous year to determine program effect.

RELATED ITEM LEVEL 2

SH ELITE - Participants' Graduation Rates

KPI Description:

To establish a benchmark, SAM Center Study Skills program participants will demonstrate mean graduation rates (4-year, 5-year, and 6-year) that are statistically significantly greater than the mean graduation rates of a comparison group (i.e., male, Hispanic or African American) of nonparticipants.

Note: Due to the time frame in which this data is available, the results for this KPI will always be reported for the previous academic year.

Results Description:

Due to unforeseeable issues with data acquisition and verification, data analysis was not conducted for this KPI. As such, the 2016-2017 assessment cycle, and all future cycles, will run one-year behind for data analysis.

RELATED ITEM LEVEL 3

SH ELITE - Participants' Graduation Rates (Action)

Action Description:

Given the data acquisition issues, data for the 2015-2016 academic year will be assessed during the 2016-2017 assessment cycle. As such, all future assessment processes will use data from the previous year to determine program effect.

RELATED ITEM LEVEL 1

SH ELITE - Support Greater Number of Participants

Performance Objective Description:

SH ELITE was created as a part of the Bridging the Gaps initiative of the THECB to address the historically low academic performance of African American and Hispanic men. As such, the SH ELITE program should strive to further its support of this population.

RELATED ITEM LEVEL 2

SH ELITE - Increase Funding

KPI Description:

The SH ELITE program is constrained by its funding structure (i.e., THECB grant). To move beyond this constraint, additional funding will be sought from a variety of sources:

- Renewal of the THECB grant for funding (\$76,000),
- \$15,000 will be requested from the Student Services Committee,
- \$10,000 will be requested from the Academic Affairs Division, and
- Grants from both the THECB and federal government will be researched for additional funding

Results Description:

Several sources were investigated regarding SH ELITE funding:

- The THECB grant was denied, based on the argument that the institution (SHSU) would be funding the program.
- The Student Services Committee denied the request for funding as they were denying practically all request to save money for the new student center.
- Academic Affairs came through in support of the SH ELITE program as \$100,000 was found, thereby providing hard funding for the SH ELITE program.
- No new grants were found that were applicable to the SH ELITE program and its mission statement.

RELATED ITEM LEVEL 3

SH ELITE - Increase Funding (Action)

Action Description:

Further funding will be sought in order to expand the SH ELITE program. Two actions will be undertaken:

1. New budget initiatives will be submitted to Academic Affairs for the next budgetary cycle (2017-2018).
2. Funding will be sought from the Greater Houston Community Foundation.

RELATED ITEM LEVEL 2

SH ELITE – Increase Participating Population

KPI Description:

The SH ELITE program will increase the number of students served by 10% from the previous year (2014-2015 – 69 participants).

Results Description:

The SH ELITE program increased the number of participants from 69 participants in 2014-2015 to 118 participants in 2015-2016, experiencing a 71% increase over the previous year. This far exceeded the 10% performance indicator. However, this increase in the number of participants now effects the program’s funding.

RELATED ITEM LEVEL 3

SH ELITE – Increase Participating Population (Action)

Action Description:

Although funding is strained by the increase in the program's population, the mission of the program requires it to continually expand to aid a greater number of students. As such, more students will be recruited/maintained in the program for the next academic year (2016-2017).

Update to Previous Cycle's Plan for Continuous Improvement

Previous Cycle's Plan For Continuous Improvement (Do Not Modify):

There are four central goals for the 2015-2016 cycle:

1. Have the SH ELITE program officially reclassified as an Mentoring/Academic Support Program under the umbrella of the Student Advising & Mentoring (SAM) Center.
2. Analyse long-term academic success indicators (i.e., retention rates and graduation rates) to identify the impact of the participation in the SH ELITE program in comparison to a stratified random sample and to the entire population group (i.e., male, minority, first-time freshman).
3. Identify and secure funding (>\$50,000), preferrably permanent, for the program.
4. Create a pilot management program comprised of SH ELITE alumni to facilitate leadership skills on the part of the students, and to decrease the workload on the SH ELITE coordinator.

Update of Progress to the Previous Cycle's PCI:

Regarding the four central goals for the 2015-2016 cycle (all updates are in blue):

1. Have the SH ELITE program officially reclassified as an Mentoring/Academic Support Program under the umbrella of the Student Advising & Mentoring (SAM) Center.

This was not done during the 2015-2016 cycle, but is on the top of the list for the 2016-2017 Assessment Cycle.

2. Analyze long-term academic success indicators (i.e., retention rates and graduation rates) to identify the impact of the participation in the SH ELITE program in comparison to a stratified random sample and to the entire population group (i.e., male, minority, first-time freshman).

Due to unforeseeable issues with data acquisition and verification, data analysis was not conducted for this KPI. As such, the 2016-2017 Assessment Cycle, and all future cycles, will run one-year behind for data analysis.

3. Identify and secure funding (>\$50,000), preferably permanent, for the program.

Although funding greater than \$50,000 was not secured, the funding was shifted from grant-based to campus-based funding. Additionally, the program received an additional ~\$40,000 for program funding.

4. Create a pilot management program comprised of SH ELITE alumni to facilitate leadership skills on the part of the students, and to decrease the workload on the SH ELITE coordinator.

A program was created, but no assessment was created given the highly mutable and fluid nature of the process. It is hoped that an assessment plan for the program will be created during the 2016-2017 Assessment Cycle.

PIC for Next Academic Year (2017-2018)

Closing Summary:

There are three main points that need to be addressed for the next assessment cycle. First, data must be collected and analyzed, after which the SH ELITE program can be evaluated for effectiveness (e.g., 1-semester persistence, 1-year retention, graduation). This data will be from the prior, 2015-2016, academic year due to data acquisition issues. Second, new students will be added to the SH ELITE program in order to further its mission of male minority academic and personal growth and development. The third point is that of funding. Additional funding will be sought from both the university, via a new budget initiative request to Academic Affairs for the 2017-2018 cycle, and from the Greater Houston Community Foundation, a state-wide coalition known for its financial philanthropy.