

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:

The SH ELITE participants had a higher 1-semester persistence rate (93.75%) than the control group (80.85%), as well as all other minority male, first-time, freshmen on campus (88.17%). However, SH ELITE participants were just under all male, first-time, freshmen’s, regardless of race, 1-semester persistence rate (94.35%).

RELATED ITEM LEVEL 3

SH ELITE - Participants' 1-semester Persistence Rates Action

Action Description:

As the SH ELITE data were just below the all male, first-time, freshmen’s, regardless of race, 1-semester persistence rate (94.35%), the goal for next year will be to increase the SH ELITE's persistence rate to that of a level higher than the whole male, first-time freshman population by increasing the number of outreach attempts as well as enforcing the number of grade check forms that are to be turned in to a mentor (which wasn't done this year).

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:

The SH ELITE participants had statistically significantly higher course completion rates (95%) than the control group (83%). SH ELITE participants also had higher course completion rates than all minority, male, first-time freshmen (83%) and all male, first-time freshmen (86%), however, due to the large discrepancy in sample size, statistical significance cannot be determined.

RELATED ITEM LEVEL 3

SH ELITE - Participants' Course Completion Rates Action

Action Description:

As the SH ELITE population possessed statistically significantly higher course completion rates than those of its comparison populations, this KPI will be placed on hold for the upcoming assessment cycle.

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:

The SH ELITE participants had statistically significantly higher GPAs (3.13) than the control group (2.66). SH ELITE participants also had higher GPAs than all minority, male, first- me freshmen (2.58) and all male, first- me freshmen (2.64), however, due to the large discrepancy in sample size, statistical significance cannot be determined.

RELATED ITEM LEVEL 3

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

Action Description:

As the SH ELITE population statistically significantly outperformed its comparison populations regarding GPA improvement, this KPI will be placed on hold for the next assessment cycle.

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 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:

4-year Graduation Rates:

The SH ELITE participants had higher four-year graduation rates (36.67%) than the control group (14.29%). SH ELITE participants also had higher four-year graduation rates than all minority, male, first- me freshmen (13.58%) and all male, first- me freshmen (20.68%); however, due to the large discrepancy in sample size, statistical significance could not be determined.

5-year Graduation Rates:

The SH ELITE participants had higher five-year graduation rates (63.33%) than the control group (28.57%). SH ELITE participants also had higher five-year graduation rates than all minority, male, first- me freshmen (30.13%) and all male, first- me freshmen (38.17%); however, due to the large discrepancy in sample size, statistical significance could not be determined.

6-year Graduation Rates:

The SH ELITE participants had higher six-year graduation rates (66.67%) than the control group (42.86%). SH ELITE participants also had higher six-year graduation rates than all minority, male, first- me freshmen (36.75%) and all male, first- me freshmen (40.37%); however, due to the large discrepancy in sample size, statistical significance could not be determined.

RELATED ITEM LEVEL 3

SH ELITE - Participants' Graduation Rates Action

Action Description:

As the SH ELITE performance data indicated that participants outperformed all other comparison groups. However, due to the discrepancy of the data populations, the effect and significance of the data is questionable. As such, future attempts regarding data comparison will be better through.

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, as well as \$10,000 in addition for a total of \$110,000 annual funding.
- 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:

As the funding needs for the program were met, this KPI will be placed on hold for the future.

Update to Previous Cycle's Plan for Continuous Improvement

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

New Plan for Continuous Improvement was not created in 2015-2016 cycle because this unit is new for 2016-2017.

Update of Progress to the Previous Cycle's PCI:

Due to a computer/software glitch, the previous cycle's PCI was not imported but is included here:

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.

-

The update to the progress is as follows:

The three points were addressed as related below:

1. Data was collected and analyzed indicating that, for the most part, SH ELITE participants outperformed its comparison groups. However, the data analysis (i.e., statistical comparisons) held some errors. As such, these metrics will be re-evaluated next assessment cycle.
2. The program successfully grew to 170 students, destroying the meager expected growth by expanding 140% in one year. However, as the mandate for the program is to help as many African American and Hispanic men as possible, the program is expected to increase its enrollment during the next academic year.
3. The budget was taken care of by the allocation of permanent funds for the program's use. As such, this performance/need metric will be placed on hold.

Continuous Improvement of SH ELITE

Closing Summary:

The SH ELITE program will look to improve the following areas over the next assessment cycle:

1. Although successful in several metrics (e.g., course completion, 1-year retention), we identified some holes with the data analysis process. As such, these metrics will be reassessed in the next cycle using a better assessment/analysis process/timeline.
2. The SH ELITE program should strive to reach as many male, African American and Hispanic students as possible. As such, it will continue to increase recruitment and retention within the program for the upcoming year. The goal is to reach 200 students for the next academic year.
3. Due to its nature, the SH ELITE program should reach out to and receive support from the campus, both faculty and staff. To address this, the SH ELITE Advisory Board, which fell into neglect over the last two years will be revived and reorganized to provide greater support to the SH ELITE program.