

## **MINORITY SUPPORT SERVICES**

### **Mission**

Minority Support Services enhances student success by providing programs, services and support to assist in the recruitment, retention and graduation of multicultural students at OSU-Tulsa.

### **Vision**

Minority Support Services will be recognized for providing exceptional services to multicultural students.

### **Core Values**

**Excellence** - We seek excellence in all our endeavors and we are committed to continuous improvement.

**Intellectual Freedom** - We believe in ethical and scholarly questioning in an environment that respects the rights of all to freely pursue knowledge.

**Integrity** - We are committed to the principles of truth and honesty and we will be equitable, ethical, and professional.

**Service** - We believe that serving others is a noble and worthy endeavor.

**Diversity** - We respect others and value diversity of opinions, freedom of expression, and other ethnic and cultural backgrounds.

**Stewardship of Resources** - We are dedicated to the efficient and effective use of our resources. We accept the responsibility of the public's trust and are accountable for our actions.

## **Goals, Critical Success Factors, Objectives, and Strategies**

**Goal One. Provide programs and services to support and promote academic excellence of multicultural undergraduate and graduate students.**

### **Critical Success Factors:**

- 900 full or part-time undergraduate multicultural students
- 460 full or part-time graduate multicultural students
- Achieve a multicultural student population at or in excess of similar ethnic diverse cultures in the Tulsa area.
- Each recruiting material will include at least one multicultural representative

### ***Objectives:***

**Objective 1.1:** Actively recruit more multicultural students into OSU-Tulsa degree programs.

#### Strategies:

- Partner with Tulsa Community College's multicultural student advisors and multicultural student organizations.
- Increase number of recruitment visits to area high schools with ample number of multicultural students.
- Develop a recruitment plan that specifically targets multicultural students.
- Conduct presentations at businesses desiring OSU information.
- Develop an OSU-Tulsa multicultural task force comprised of students, faculty, and staff to assist in area of multicultural recruitment.
- Develop recruitment materials and web site targeted to multicultural students.

**Objective 1.2:** Develop programs and services that will contribute to retaining and graduating more multicultural students at OSU-Tulsa.

#### Strategies:

- Provide academic support services for multicultural students.
- Provide student success workshops such as time-management, effective note taking, and test-taking strategies.
- Advertise the services of the Learning Resource Center to multicultural students.
- Partner with academic advisors to keep abreast of issues or concerns of multicultural students.
- Train staff, faculty and advisors to identify at-risk students and ways to help them.

**Goal Two. Enhance OSU's multicultural image in Tulsa and surrounding communities.**

**Critical Success Factors:**

- 25% diverse student population at OSU-Tulsa
- 4 culturally diverse programs and/or events annually
- 1 co-sponsored diverse program with OSU-Stillwater
- 1 public presentation on student diversity issues
- Cultivate a positive image of OSU-Tulsa

**Objectives:**

**Objective 2.1:** Assist in establishing OSU-Tulsa as the university of choice for multicultural students in the greater Tulsa metropolitan area.

Strategies:

- Develop a student satisfactory survey questions specifically for minorities.
- Develop services and programs that will enhance multicultural student satisfaction.
- Market programs and services that will attract multicultural students to OSU-Tulsa.
- Maintain contact with multicultural alumni.
- Marketing literature reflecting OSU-Tulsa's diverse student population.
- Sponsor and co-sponsor multicultural events and programs that will attract the multicultural community to the OSU-Tulsa campus.
- Promote OSU-Tulsa as a site for diversity training and multicultural celebrations.
- Partner with TCC in the OSU-Tulsa auditorium on the annual Gospel Fest and other culturally related events.
- Utilize OSU-Tulsa facilities as a marketing tool for OSU-Tulsa.
- Enhance web site.

**Objective 2.2:** Positively represent OSU-Tulsa and OSU in the Tulsa community.

Strategies:

- Serve as guest speaker at area multicultural populated schools and organizations regarding the importance of attending college.

- Host multicultural events, providing the community an opportunity to visit the OSU-Tulsa campus.
- Utilize community events as marketing opportunities for OSU-Tulsa through the effective use of promotional items.
- Wear orange when recruiting and attending events.
- Co-sponsor diversity career fair with The Greenwood Cultural Center.
- Recruit minorities to appear in promotional ads for OSU-Tulsa.

**Goal Three. Build and strengthen partnerships and collaborations with other academic institutions.**

**Critical Success Factors:**

- 4 meetings with multicultural staff at TCC
- 2 OSU-Tulsa/TCC multicultural student organizations
- 2 co-sponsored multicultural student events between TCC and OSU-Tulsa
- 2 outreach presentations with OSU-Stillwater

**Objectives:**

**Objectives 3.1:** Enhance partnerships with multicultural individuals at Tulsa Community College.

Strategies:

- Partner with TCC's multicultural student organizations in order to maximize students' opportunities to participate in leadership development activities, celebrate diversity, become involved in student organizations and attend social and cultural activities.
- Develop partnerships with multicultural TCC faculty, staff and students.
- Provide TCC students with opportunities to participate in multicultural student events.
- Enhance partnership with academic advisors at TCC.
- Continue to build strong partnerships with multicultural student organization advisors.
- Invite TCC students, faculty and staff to multicultural celebrations at OSU-Tulsa.
- Joint participation of OSU-Tulsa and TCC students in the Martin Luther King parade.

**Objective 3.2:** Strengthen the partnership with Langston University.

Strategies:

- Collaborate in providing services and resources to their students.
- Develop relationships with staff and faculty.
- Provide students with reciprocal services.
- Host periodic meetings and interaction with staff.
- Welcome students' involvement in student organizations.

**Objective 3.3:** Develop a seamless relationship with OSU-Stillwater multicultural operations.

Strategies:

- Partner with Multicultural Student Center to provide reciprocal services for students on both campuses.
- Provide the African American and Native American students from OSU-Tulsa the opportunity to attend Big XII leadership conferences in conjunction with OSU Stillwater students.
- Partner with Multicultural Center in providing diversity training to community.
- Meet regularly with Director of Multicultural Student Center.

**Goal Four. Provide students guidance for personal and educational growth and leadership opportunities.**

**Critical Success Factors:**

- 5 diversity workshops
- 2 leadership opportunities annually
- 1 joint program with Multicultural Student Center
- 2 student organization planning meetings per year
- Increase student organization participation by 3%
- 2 community service events per year

***Objectives:***

**Objective 4.1:** Promote student career, social, cultural, personal, physical, and academic development for multicultural students.

Strategies:

- Encourage multicultural students to develop career goals and take advantage of career services on campus.
- Develop opportunities for multicultural students to participate in social activities with other campus constituencies.
- Encourage multicultural students to share their culture and reach out to other students.
- Provide multicultural students with opportunities for physical development by joining intramural teams and utilizing the OSU-Tulsa Wellness Center.
- Encourage undergraduate multicultural students to pursue graduate degrees in order to maximize opportunities for advancement professionally.

**Objective 4.2:** Provide guidance to OSU-Tulsa's multicultural student organizations.

Strategies:

- Assist with organization meetings.
- Arrange annual leadership training.
- Assist with event planning schedules.
- Prepare a satisfaction survey.
- Promote unity, diversity, and communication.
- Evaluate resources for action projects.
- Conduct biweekly meetings.
- Increase the number of multicultural student organizations/associations on the OSU-Tulsa campus in order to maximize leadership opportunities.

**Goal Five. Provide faculty and staff the opportunity to maximize diversity awareness development.**

**Critical Success Factors:**

- 2 diversity training workshops
- 1 co-sponsored diversity leadership retreat with Stillwater
- Celebrate diversity
- Culturally sensitive faculty and staff

**Objectives:**

**Objective 5.1:** Provide OSU-Tulsa faculty and staff information on diversity issues.

Strategies:

- Coordinate campus forums to discuss diversity issues.
- Present staff development workshops on diversity.
- Develop and prepare informational packets for new multicultural faculty and staff.
- Publicize multicultural data.
- Inform staff of issues affecting multicultural students.
- Partner with human resources in providing diversity training.
- Collaborate with human resources on policies and procedures pertaining to diversity issues.

**Objective 5.2:** Encourage faculty and staff to participate in multicultural programming and services.

Strategies:

- Develop and implement a Multicultural Advisory Council consisting of faculty, staff and students.
- Encourage faculty and staff to serve as guest speakers at multicultural organizational meetings.
- Encourage faculty and staff to participate in Black History Month celebrations, Martin Luther King Jr. parade and other relevant multicultural centered events.