Fulfilling the Promise: Creating an Accessible, Diverse University Experience

University of Massachusetts Boston
April 6, 2015

Chancellor J. Keith Motley, PhD
UMass Boston Stands with the City
Our Students: A Diverse Population

- Most diverse in New England
- 1 in 5 born outside U.S.
- From 150 countries
- 43% speak second language at home
Carrying Out Our Urban Mission

“The primary mission of the University of Massachusetts at Boston is to provide high quality educational opportunities to the residents of Boston and surrounding communities, particularly those whose opportunities have been limited by income or race.”

— UMass Board of Trustees, 1973
Undergraduates by Race/Ethnicity
Fall 2014

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>47.87%</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>0.19%</td>
</tr>
<tr>
<td>Asian</td>
<td>14.64%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>19.02%</td>
</tr>
<tr>
<td>Hispanics of any race</td>
<td>15.35%</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>0.02%</td>
</tr>
<tr>
<td>Two or more races</td>
<td>2.19%</td>
</tr>
</tbody>
</table>

Note: 52.1% UG Students of Color based on US citizens/permanent residents reporting race/ethnicity according to new IPEDS definitions. Change is effective Fall 2010 and numbers for previous years may not be comparable.
Enhancing the Success of BPS Students

UMass Boston has a long-standing history of helping to prepare Boston Public Schools students to successfully complete high school, go onto and successfully complete postsecondary education.

2,700 BPS students annually receive academic advising, mentoring, college and career awareness, and academic preparation during and after-school and in the summer through six pre-collegiate programs: Admission Guaranteed, Project REACH, TAG/Alerta, Upward Bound, and Urban Scholars.

82% of UMB pre-collegiate students go onto postsecondary education; 54% had completed in six years or were still enrolled.
Ensuring the Postsecondary Success of Boston Public Schools Graduates

UMass Boston is playing a leadership role in Success Boston. Chancellor Motley co-chairs the Success Boston Task Force and leads higher education’s efforts to double the completion rate of BPS graduates who enroll in postsecondary education. We are also demonstrably improving the success of BPS graduates enrolled at UMass Boston.
Enhancing Student Success: Our #1 Priority

Two themes frame the Campus’ Graduation Rates Improvement Plan:

#1. Start on Track, Stay on Track
Students need clear pathways to degree completion and they need guidance and support to ensure they are taking the coursework they need to graduate. This is not as easy as it seems. We have developed a multi-pronged approach to help students Start on Track and Stay on Track that includes advising and navigational coaching, planning tools, and early alert systems.

#2. Early and Often: Connect, Engage, and Build Community
Students thrive in a culture that ties them to community. This is a particular challenge for a non-residential, urban university where 56% of students are first-generation college enrollees. Again we take a multi-pronged approach that includes developing learning communities, making available a variety of experiential learning opportunities, including paid internships, and co-curricular and leadership programs.

IMPROVED GRADUATION RATE

First-time Freshmen Six-Year Graduation Rate
From 33% to 42%

Transfer Upper-Division (60+ Credits) Four-Year Graduation Rate
From 58% to 64%
The College of Science and Mathematics (CSM) is a minority-majority college and the most diverse of UMass Boston’s colleges, with almost 60% of students of color.

Driven by the appeal and effectiveness of the Student Success Program, enrollment in CSM has increased by 76% since 2008.

Our goal is to increase the number and diversity of STEM graduates, at the undergraduate and graduate levels, who will enter the STEM workforce and leadership cadre in Boston and Massachusetts.
Freshman Success Communities (FSC) are small cohorts of academically similar students who are co-enrolled in relevant introductory coursework.

CSM launched the FSC Program in Fall 2009, serving 46 students in two cohorts. By Fall 2015 CSM had 15 communities serving nearly 300 students, which is around 60% of incoming freshmen. As of today, the program has served almost 1100 students.

On average FSC students have completed 91% of the credits required to stay on track for four-year graduation. Their average GPA is 2.94.

The six year graduation rate FSC students is projected to be around 60%, which significantly exceeds national graduation rates in STEM.

**Graduation Rates in STEM**

<table>
<thead>
<tr>
<th>Graduation Rate</th>
<th>National</th>
<th>FSC</th>
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<tbody>
<tr>
<td>4-year</td>
<td>22%</td>
<td>30%</td>
</tr>
<tr>
<td>5-year</td>
<td>36%</td>
<td>54%</td>
</tr>
<tr>
<td>6-year</td>
<td>40%</td>
<td>60%*</td>
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</table>

National data is obtained from Hurtado et al (2009), including information from 342 colleges and universities with 368,000 STEM students.
College of Science and Mathematics Enhancement Programs

✓ Research
  - UM Louis Stokes Alliance for Minority Participation,
  - U-54,
  - Ronald E. McNair Post-Baccalaureate Achievement Program,
  - Initiatives for Maximizing Student Development,
  - Bridges to the Baccalaureate,
  - Sanofi/Genzyme and Oracle undergraduate and graduate research fellowships

✓ Teaching
  - UTeach Boston: UMass Boston is one of five universities selected this year to join a national network of universities in the expansion of the UTeach STEM high school teacher preparation program.
UMass Boston Utilization Outcomes

- **UMass System Board of Trustees**
  15 Men, 6 Women; 4 African American, 16 White, 1 Hispanic

- **UMB has 2,497 employees with 1,451 females and 580 minorities.**

- **Administrative**
  Minorities are not underutilized at this time. Females are underutilized with a shortfall of 2 people.

**Faculty Related**

- **Professors-Full-Time** - Minorities are underutilized with a shortfall of 1 person.
- **Assistant Professors-P/T** - Minorities are underutilized with a shortfall of 1 person.
- **Tenured and Tenure Track Professors**
  There is no underutilization.

- **Adjunct, Non-Tenure Track and Part-Time Professors**
  Females are underutilized with a shortfall of 8 people. Minorities are also underutilized with a shortfall of 8 people.

- **Lecturers-Full-Time**
  This job group consists of 680 employees. Females are not underutilized. Minorities are underutilized with a shortfall of 92 people.
Staff Positions

- Financial Professionals; Medical & Counseling Professionals; Skilled Craftworkers; Upper-Level Clerical; Mid-Level Clerical; Coaching Professionals; Librarians; Research Professionals and other Professionals
  There is no underutilization in this job group.

- Engineering and Computer Professionals
  Females are underutilized with a shortfall of 14 people.

- Lower-Level Clerical
  Females are underutilized with a shortfall of 3 people.

- Technicians
  Females are underutilized with a shortfall of 13 people.

*Any place where it mentions underutilization in a category but does not mention the other, it means there is no underutilization.
PLA access and opportunity results as of 6/30/15

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<tr>
<th></th>
<th>EMKI</th>
<th>GAB</th>
<th>UCRR</th>
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<tbody>
<tr>
<td>Total work hours to be performed by City of Boston Residents</td>
<td>39%</td>
<td>33%</td>
<td>33%</td>
</tr>
<tr>
<td>Total work hours to be performed by minorities</td>
<td>31%</td>
<td>25%</td>
<td>27%</td>
</tr>
<tr>
<td>Total work hours to be performed by women</td>
<td>9%</td>
<td>6%</td>
<td>7%</td>
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FY 14 Expenditures for Minority and Women-Owned Business  $6,252,525.47

Minority business:  $1,187,607.08

Women owned business:  $5,064,918.39

**Initiatives Underway**

- Bid notices being provided to diverse minority organizations
- New tracking software
- Member of the Greater New England Minority Supplier Development Council
- Exploring partnerships with Intense
- Pilot program with Roxbury Technology
- Attendance at minority vendor fairs
Questions?