

**TRIO PROGRAMS**  
**ANNUAL REPORT 2007-2008**  
**Joyce E. Brown, Ph.D., Executive Director**

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The purpose of TRIO Programs at North Carolina A&T State University (NC A&T) is to provide educational opportunities to enable low-income, first generation college students, students with disabilities, and students from groups underrepresented in graduate education to enroll in an undergraduate and/or graduate course of study and successfully persist to graduation. The three (3) NC A&T TRIO programs, Ronald E. McNair, Upward Bound, Upward Bound Math Science and Student Support Services are funded by the US Department of Education to serve a combined total of 402 students. More specifically, the Upward Bound Program is designed to provide academic counseling, advisement and support, financial assistance, instruction and cultural exposure to enable students to successfully enroll in an institution of higher education. The Upward Bound Math Science Program is designed to encourage participants to pursue a postsecondary educational in math/science programs. The Student Support Services Program provides academic and financial assistance and support, and cultural exposure to enable students to successfully persist in an institution of higher education until graduation and beyond. Lastly, the Ronald E. McNair Post-Baccalaureate Achievement Program is designed to prepare students for graduate education and ultimately the receipt of the doctoral degree.

The report herein represents progress made toward the achievement of stated objectives for each program during the 2007-2008 academic year. It must be noted that only the Upward Bound Program coincides with the academic year. The Upward Bound Math Science, Student Support Services and McNair Programs are still operating within their 2007-2008 fiscal funding cycle with year-end dates of August 30<sup>th</sup> and September 30<sup>th</sup> respectively.

**THE RONALD E. MCNAIR PROGRAM  
ANNUAL REPORT 2007-2008  
Joyce E. Brown, Ph.D., Director**

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The overall goal of the Ronald E. McNair Post-Baccalaureate Achievement Program at NC A&T is to prepare low-income, first generation college students and students from groups underrepresented in graduate education for doctoral study and to encourage them consider careers in college teaching. The program is designed to serve thirty (28) students, twenty-four (24) from NC A&T and four (4) from Bennett College for Women. During the 2007-2008 academic year, the major thrust of the Program was to provide quality services and programs geared to satisfying the stated program objectives while seeking refunding for the program. Since the McNair fiscal reporting year is October 1 to September 30, activities such as tracking and the provision of services is still underway. The report herein includes a description of the accomplishments made thus far toward this end by a discussion of the status of the program objectives.

**PROGRAM ADMINISTRATION AND ACOMPISHMENTS**

During the 2007-2008 academic year, program administration continued under the leadership of Dr. Joyce Brown. The project was refunded in September 2007 for five (5) years at \$256,000 per year for a total funding level of \$1,282,955. The total funding level was reduced from the \$270,000 requested to that of 256,591, which resulted in a recommended reduction of the number of students to be served form 30 to 28. Because of this reduction in requested funding along with the fact that the program receives annual flat funding, meeting the required goals and objectives sometimes presents a challenge. To ensure fiscal management, the program budget for fiscal year 2007-2008 was created and reviewed monthly to determine if there were adequate funds for program implementation and to complete summer activities. Assistance was

provided to the program in this regard by the department of Housing and Residence Life who made an institutional contribution that allowed all students residing on campus during the Summer Research Institute to be charged the same rate as all summer school students.

To ensure compliance with federal reporting, the Director submitted corrections to the 2005-2006 Annual Performance Report (APR); completed and submitted the 2006-2007 APR to the US Department of Education; updated the 2006-2007 McNair Annual Report for the fiscal year; and completed McNair proposal for continued funding.

The Director also chaired and implemented the McNair Commemorative Celebration and Research Symposium on January 27-29, 2008. A follow-up meeting was held to discuss participant responses on program evaluation sheets and other issues related to the event implementation with the Advisory Board, and the Event Planning Committee in March 2008. Twenty- two colleges and universities from across the country participated in the commemorative celebration and research symposium. To ensure the successful implementation of the events \$15,000 was provided as an institutional contribution from the Division of Student Affairs. Funds from participant registrations in the left over after the payment of all celebration/symposium expenses were used to pay registration fees for five (5) McNair scholars to attend the SAEOPP National McNair conference held at the University of Tennessee Knoxville in June 2008.

Other accomplishments related to program management during 2007-2008 include completing and disseminating the fall and spring editions of *The McNair Press* (Program Newsletter) locally and nationally; conducting Program Management Reviews for the McNair staff and evaluations for the Director of Upward Bound and the Director of Student Support

Services; contracting to complete web site updates; and overseeing the recruitment and selection process for new scholars from NC A&T and Bennett College for Women.

One (1) McNair Scholarship in the amount of \$250 each was awarded to deserving scholars from a gift from Mothers Laboratories on behalf of the father of a former McNair Scholar. Scholars submitted applications for consideration, which were reviewed by the McNair Advisory Board. All scholar applications were evaluated on the basis of academic achievement, scholarship, leadership and financial need. In addition, a McNair scholar won third place in the Chancellor's Installation Essay Contest. The scholar, an applied mathematics- major, wrote an essay was entitled "*We Believe in North Carolina A&T State University*".

The McNair program enjoyed a successful year in program implementation. Some program objectives have already been accomplished and surpassed in expectation and others are in progress of completion by the end of the fiscal year. The program objectives to which the program must address are listed as follows.

- 1. 50 % of McNair participants will complete research and scholarly activities that will directly impact their educational progression each McNair Program academic year.**
- 2. 80% of new participants served in McNair Program academic year will attain a baccalaureate degree within three (3) years.**
- 3. 50% of bachelor degree recipients will enroll in a post baccalaureate program by the fall term of the academic year immediately following completion of that degree.**
- 4. 10% of McNair Program participants will attain a doctoral degree within ten (10) years of the attainment of the bachelor's degree.**

#### **IDENTIFICATION/RECRUITMENT (OBJECTIVE 1)**

The McNair Program successfully identified and recruited six (6) new scholars who met the established eligibility criteria in fall 2007 to realize the goal of serving twenty-eight (28) students annually. All applications were reviewed and ranked by the McNair Advisory Board.

The 2007-2008 McNair Student Roster with selection criteria indicated for each scholar is as follows:

### MCNAIR STUDENT ROSTER 2007-2008

2007-2008	McNair Scholars Student Roster							
	Name	Sex	Class	FG	LI	UR	Major	GPA
<b>New Scholars</b>								
1	Maurice Adkins	M	Junior	yes	yes	yes	History	2.813
2	Fletcher Craig	M	Junior	yes	yes	yes	Computer Science	3.19
3	Keywana Darden - G**	F	Junior	yes	yes	yes	Biology	3.108
4	Calie Edmonds	F	Sophomore	no	no	yes	Psychology	3.929
5	Traona Kerney	F	Junior	yes	no	yes	Biology	2.891
6	Doris Richmond - G**	F	Senior	yes	yes	yes	Child Development	3.243
<b>Continuing Scholars</b>								
1	Brandon Bellemy -G	M	Senior	no	no	yes	Liberal Studies	3.235
2	Danielle Diggs -G	F	Senior	yes	yes	yes	Social Work	3.265
3	Quincy Dinnerman -G	M	Senior	yes	yes	yes	Social Work	3.333
4	Brittney Goodman -G	F	Senior	no	Yes	Yes	Speech Pathology	3.333
5	Meneka Johnson	F	Senior	yes	yes	yes	Child Development	3.836
6	Dana Jones -G	F	Senior	yes	yes	yes	Math Education	3.646
7	Marvin Jones -G**	M	Senior	yes	yes	yes	Math/Physics	3.750
8	Bianca Kelsey -G	F	Senior	yes	no	yes	Pro Math	3.683
9	Lesianelle King	F	Junior	yes	yes	yes	Psychology	3.192
10	Jonathan McCoy	M	Junior	no	no	yes	Mech. Engineering	4.00
11	Euniqua Neal -G	F	Senior	yes	yes	yes	Nursing	3.097
12	Nikita Patton	F	Junior	yes	yes	yes	Chemistry	3.65
13	Ashley Peoples -G	F	Senior	yes	Yes	yes	Psychology	3.96
14	Gabrielle Quhhar	F	Senior	yes	no	yes	Nursing	3.215
15	Starreka Star -G	F	Senior	yes	yes	yes	Psychology	3.564
16	Star Surgeon -G	F	Senior	yes	yes	yes	Dietics	2.718
17	Vernicia Valentín -G	F	Senior	yes	yes	yes	Nursing	3.909
18	Tedrick Vernon -G	M	Senior	yes	yes	yes	Nursing	3.150
19	Mar'Kayla Walker-Jones -G	F	Senior	no	no	yes	Psychology	3.754
20	Niah White -G	F	Senior	no	yes	yes	Social Work	3.581
21	TaKiyah Whitner -G**	F	Senior	yes	yes	yes	Social Work	3.531
22	Dana Wilkins-G	F	Senior	yes	yes	yes	Psychology	2.998
<b>Prior Year Scholars</b>								
1	Jessica Battle -G*	F	Senior	no	yes	yes	Psychology	3.50
2	Amanda Bazemore - G	F	Senior	yes	yes	yes	Journalism/Elec Media	3.623

**Note:** Summer Research Participants 2008 STEM Majors 2007-2008

G\* indicates December 2007 graduate, G indicates June 2008 graduate, G\*\* indicates December 2008 graduate, F indicates First Generation, LI indicates Low Income, and UR indicates Underrepresented

**SCHOLAR WORKSHOPS, CONFERENCES, SEMINARS, COLLEGE VISITATIONS, FIELD TRIPS ETC. (OBJECTIVES 1, 2 & 3)**

The following is representative of workshops, conferences, seminars, college visitations, field trips, etc., that were provided during the 2006-2007 fiscal year.

#### CONFERENCES/COLLEGE VISITATIONS

- Three (3) scholars attended the Annual ***Research Conference in Delevan, WI***, November 2007. Two scholars made oral presentations.
- Ten (10) scholars presented during ***the Twenty-First Annual Ronald E. McNair Commemorative Celebration and Sixth National Research Symposium***, January 27-29, 2008, NC A&T State University. Two (2) scholars won for Outstanding Oral Presentations. All 28 scholars attended the celebration/symposium.
- One (1) scholar traveled to ***Ghana, Africa***, February 27, 2008 - March 9, 2008 with the Honor's Program.
- Five (5) scholars were selected to participate in the ***Visit North Carolina State Day***, March 12-13, 2008.
- Seven (7) scholars will travel to ***the 14<sup>th</sup> Annual SAEOPP/UTK McNair Conference***, June 26-29, 2008, Knoxville, TN. Three (3) scholars will make presentations.

#### WORKSHOPS

- ***"Writing Your Personal Statement"*** July 7, 2007
- ***"Mock Research Presentations"***, September 18-20, 2007
- ***"GRE Workshop"***, October 18, 2007
- ***"Applying to Graduate School: Obtaining Financial Support"***, November 1, 2007
- ***"Career Development Conference"***, March 28-29, 2008
- ***"Choosing a Graduate School: What Should Be Considered"*** April 2, 2008

#### OTHER

- **McNair Scholars Welcome Back Meeting** was held on August 22, 2007
- **The Presentation of Summer Research**, September 27, 2007. Thirteen (13) scholars presented their research findings to faculty, staff, and peers.
- **The Annual McNair Homecoming Alumni Open House** was held on October 26, 2007 with five (5) McNair Alumni in attendance.
- **The McNair Induction Ceremony** for eight (8) new scholars, November 15, 2007
- **Orientation for New Scholars (6)**, November 29, 2008.

- **TRIO Program End of Semester/Holiday Get Together** with SSS and McNair students was held on December 6, 2007.
- **McNair Scholar's Meeting** was held on March 12, 2008.
- **The Annual McNair Awards Luncheon and Recognition Ceremony**, April 17, 2008. Nineteen (19) scholars received Honor Cords and five (5) received awards for academic achievement and service to the project.

#### **NEEDS ASSESSMENT AND DESIGN INDIVIDUAL PLAN (OBJECTIVE 2)**

Five (5) new scholars attended the **Orientation to the McNair Program** conducted from November 28, 2007 and November 30, 2007. Individualized Pre-Post test Need Assessments were conducted for five (5) new students. A sixth scholar was admitted after the official orientation and went through orientation and needs assessment separately in December 2007. A Senior Questionnaire was administered to nineteen (19) graduating senior scholars to determine the impact of services on their future academic pursuits.

#### **GRE PREPARATION (OBJECTIVE 3 & 4)**

Paid for two (2) scholars to take the six-week **GRE course** through the Princeton Review sponsored by the NC A&T Honors Program. In addition, a six-week GRE course sponsored By Cambridge was taught through the project for ten (10) scholars beginning June 2008. Mrs. Geraldine Burnett, program Counselor is teaching the course. Ten GRE Fee Reduction Certificates for 2007-2008 were received and disseminated.

#### **RESEARCH SEMINARS/COURSE & SUMMER RESEARCH INSTITUTE (OBJECTIVE 1)**

To ensure all scholars had some basic knowledge of the research process, Research Seminars/Workshops were conducted during spring and summer semesters of 2008 by experts in the field. The seminars presented are as follows.

- ***“The Basics of Research” and “Writing the Research Proposal”***, February 14, 2008
- ***“Conducting Research, the Literature Review”***, February 28, 2008

- *"Orientation to Summer Research"* and *"IRB Nuts & Bolts Workshop"*, May 19, 2008
- *"Library Orientation Workshop"*, May 21 and 22, 2008
- *"Scholars Peer Review Session"*, May 29, 2008
- *"Research Writing Across the Disciplines: Part 1 and Part 2"*, June 4 & 11, 2008
- *"Power Point and Electronic Presentation Modes"* June 16, 2008

### **THE RESEARCH COURSE**

The Research Methods Course Soc. 403 was offered for scholars participating in the Summer Research Institute through the Department of Sociology and Social Services during the first session of summer school 2007. Dr. Asha Khopkar taught the course for the six (6) McNair scholars that registered. The program paid for the scholars' tuition and books.

### **THE RESEARCH INSTITUTE**

The McNair Summer Research Institute is serving twelve (12) scholars on campus during summer 2008 that are paired with a faculty research mentor. Six (6) scholars are residing on campus and six (6) are living off campus. The Institute is being implemented from May 18, 2008 to July 27, 2008. Scholars will receive a total \$2,800 stipend, one half after receipt of the first draft and the other half after successful completion of their research studies. The implementation of the Summer Research Institute satisfies **Objective 1 (All Scholars will be paired with a Faculty Research Mentor) and (Research Seminars/Course & Summer Research Institute).**

### **MCNAIR SCHOLAR OFF CAMPUS RESEARCH/INTERNSHIPS 2007-2008**

Three (3) scholars will be involved in off campus research/internships during summer 2008; the University of Arkansas George Washington Carver Summer Internship Program, 2008 Undergraduate Program (SURP) at the University of Georgia and Shell Oil Company in Houston, TX.



### ***COUNSELING AND ADVISEMENT (OBJECTIVE 2)***

Individualized conferences were held with all 28 scholars during the 2007-2008 academic year. Academic counseling and services with reference to preparing for graduate school. Telephone and email contacts were made to all scholars throughout the year to maintain contact.

Senior information was compiled and submitted to the 2007-2008 McNair Directory Service to enable senior scholars to receive graduate school information from various universities. Information on current scholars was also compiled and submitted to the Council for Opportunity in Education Senior Scholars Data Base.

### **GRADUATE SCHOOL ENROLLMENT AND ATTAINMENT OF A DOCTORAL DEGREE (OBJECTIVES 3 AND 4)**

Fifteen (15) McNair scholars received their bachelor's degree in May 2008; five (5) are scheduled to graduate in December 2008. To date eight (8) scholars are scheduled to enroll in Master's programs and one (1) alumni scholar has been accepted into a Ph.D. program for fall 2008. One (1) scholar enrolled in a graduate program immediately after graduation in fall 2007 and three (3) alumni scholars also enrolled in graduate programs in fall 2007. In addition, three (3) alumni scholars received terminal degrees; one (1) received a Ph.D., one (1) received an Ed.D. and one (1) received the Doctors of Jurisprudence in May 2008. Further, four (4) former scholars received a Master's degree during the 2007-2008 academic year.

### **ADVISORY BOARD WITH DIVERSE BACKGROUNDS 2006-2007 (OBJECTIVE 1)**

The members of the McNair Advisory Board for 2007-2008 are as follows.

**Thessalenuere Hinnant-Bernard, Ph.D.**  
**Geraldine Burnett**  
**Bernadine Chapman, Ed.D.**  
**Robert Davis, Ph.D.**  
**Donna Eaton**  
**Alan Goble, Ph.D.**  
**Joseph Graves, Ph.D.**

**Sandra H. Lee**  
**Kevin L. Maxwell**  
**Diana R. Robinson, Ph.D.**  
**Cynthia Carlton-Thompson, Ph.D.**  
**Audrey Ward, Ph.D.**  
**Rodney Westmoreland**  
**A. Ayanna Boyd-Williams**

## **STAFF CONFERENCE/PROFESSIONAL DEVELOPMENT TRAINING/MEETING ATTENDANCE**

The McNair staff attended a variety of professional development training and meetings during the 2006-2007 fiscal year, which are as follows:

**Director** - Fall Welcome Back for Faculty and Staff, August 2007; COE National Conference in Chicago, IL from September 5-11, 2007; Student Voice workshop, September 13, 2007, Fall Convocation Program on 10/25/07; 36<sup>th</sup> Annual Regional SAEOPP Conference held in Atlanta, GA from February 6–8, 2007; the installation of Dr. Stanley Battle as the new chancellor of NC A&T State University and the inauguration concert, April 2008; and the Minority Vendors Day..

**Geraldine Burnett, Counselor**- Fall Welcome Back for Faculty and Staff, August 2007; Employee Recognition Day, October 19, 2007; Fall Convocation Program, October 25, 2007; 36<sup>th</sup> Annual Regional SAEOPP Conference held in Atlanta, GA from February 6–8, 2007; Honors' Day Convocation, March 18, 2008; served on the search committees for the Director of Student support Services and counselor for Upward Bound Math Sciences, March and April 2008.

**Marie Chapman, Administrative Assistant** - Fall Welcome Back for Faculty and Staff, August 2007, and Employee Recognition Day, October 19, 2007; Staff Senate Spring Forum, May 2008; and proctoring for Dudley High School in January 2008 and June 2008.

**UPWARD BOUND AND UPWARD BOUND MATH AND SCIENCE PROGRAMS**  
**STUDENT AFFAIRS ANNUAL REPORT 2007-2008**  
**Beverly Wallace, Director**

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**UPWARD BOUND PROGRAM**

The 2007-08 program year marked the 41<sup>st</sup> annual year for this Upward Bound Program and marked the first year of the new four-year funding cycle. A total of \$434,484.00 was awarded for each year of the grant for a grand total of \$1,737,936.00 for 2008 - 2011. The following is a report on the activities and accomplishments of this historic year.

**ENROLLMENT**

According to federal TRIO regulations, Upward Bound participants that are selected for participation must come from families that meet certain economic and educational guidelines. Two thirds must be classified as first generation and low income, the other one third must be classified as either first generation only (neither parent has a college degree) or low income only. Enrollment figures for 2007-08 are as follows:

First generation and low income	88 (79%)
First generation only	7 (6%)
Low income only	<u>17</u> (15%)
	112

**SUMMER PROGRAM**

The **41<sup>st</sup> Annual Summer Program** was held June 18 – 25, 2008. Activities included orientations (staff, student, parent), classes (academic, elective, seminar), recreation, special programs (talent Show, fashion show, international celebration, Mr. and Miss Upward Bound pageant, Exchange Program with Mars Hill College Upward Bound, special seminars, SGA elections, drama production, awards program) and a field trip at the end of the summer to Washington, DC.

## **Bridge Program**

Fifteen (15) Upward Bound participants classified as rising college freshmen attended the second summer session at A&T June 28 – August 3, 2007. They were enrolled in English and math classes. Bridge participants were required to attend a weekly meeting with the Director. They also attended some of the Upward Bound special programs. Fourteen (93.3%) received at least a “C” in their classes and were able to transfer credits for at least one class to other institutions (or keep those credits at A&T).

## **ACADEMIC YEAR PROGRAM**

Upward Bound tutorials were held October 3, 2007 – April 19, 2008.

- An average of 58 participants (50%) attended tutorials on a regular basis. Others who were not as active had jobs or were involved in community and/or school activities.
- As of April 16, 2008 30 out of 51 (60%) seniors had documented their acceptances to at least one college for the 2008-09 Academic Year.

Activities included orientations (staff and student), class meetings, SGA and Court meetings, A&T University Day, Financial Aid Workshop, A&T Admissions presentation, College Fair, cultural activities (*Black Nativity, Bullet Holes in the Wall: Reflections on Acts Of Courage in the Struggle for Liberation*). The final activity was an awards luncheon.

## **UPWARD BOUND PARENT'S COUNCIL**

All parents of Upward Bound participants are encouraged to be involved in the Upward Bound Parents' Council. Activities for parents and the Council included:

- Refreshments for students and parents at residential check-in
- Contributions to the pageant and arts night during the summer program
- Refreshments following the pageant and Arts Night

- A float for NC A&T's homecoming parade for the Upward Bound Court and SGA
- Regular meetings (the second Tuesday of each month)
- Community Service Project to Guilford Health Care
- \$500.00 scholarships to Amber Jones and Artansy Hailey

**STAFF DEVELOPMENT AND AFFILIATIONS**

**Kevin Maxwell**                      SAEOPP Conference, Atlanta, GA, February 24 -27, 2008  
 NCCEOP Spring Conference, Raleigh, April 16 – 18, 2008,  
 NCCEOP Conference Committee member  
 TRIO Alumni Committee (NCCEOP)  
 Ron McNair Advisory Board and Symposium Planning  
 Committee  
 First Annual Teen Summit, Greensboro Parks and Recreation  
 Department

**Angela Ford Wilson**                      SAEOPP Conference, Atlanta, GA, February 24 – 27, 2008  
 NCCEOP Spring Conference, Raleigh, April 16 – 18, 2008  
 NCCEOP Workshop Presenter  
 Chancellors' Installation Committee  
 Retention Committee  
 Ron McNair Symposium Planning Committee  
 Gamma Beta Phi Honor Society Celebratory Speaker Awards  
 Program

**E. Albertina McGirt**                      NCCEOP Spring Conference, Raleigh, April 16 – 18, 2008  
 Office Professionals Chair  
 NCCEOP Scholars Bowl committee  
 A&T Staff Senate

**Coradene Rutledge**                      Campus training (Banner Finance, Purchasing and Travel)

**Beverly Wallace**                      UNC Tomorrow Committee (campus)  
 UNC Tomorrow (UB, ETS, GEAR-UP Directors), UNC General  
 Administration  
 NCCEOP Upward Bound Evaluation Task Force

**OTHER**

**Beverly Wallace** attended training and submitted a successful application to the North Carolina Department of Health and Human Services for a Summer Food Service Program. A total of \$12,869.00 was requested.

#### **OBJECTIVES**

- A. 80% of all Upward Bound participants, who at the time of entrance into the project had an expected high school graduation date during the school year, will have achieved at the proficient level during high school on state assessments in reading/language arts and math.**

**Outcome:** The outcome is pending confirmation of final transcripts for the 2007-08 school year. However, tentatively, 41 (77%) out of 53 achieved at the proficient level on state assessments in reading/language arts and math.

- B. 75% of 9<sup>th</sup>, 10<sup>th</sup> and 11<sup>th</sup> grade project participants served during each school year will continue to participate in the Upward Bound Project during the next school year.**

**Outcome:** Out of the 92 9<sup>th</sup>, 10<sup>th</sup> and 11<sup>th</sup> grade participants that were served in 2006-07, 85 (92%) continued into the 2007-08 school year.

- C. 70% of all Upward Bound participants, who at the time of entrance into the project had an expected graduation date during the school year, will enroll in a program of postsecondary education by the fall term immediately following the expected graduation date from high school.**

**Outcome:** For the class of 2007, 25 out of 37 enrolled in a postsecondary education institution immediately following graduation from high school. This number includes 9 persons that were dropped from Upward Bound before their senior year in high school.

**D. 70% of all Upward Bound participants who enrolled in a program of postsecondary education during the fall term immediately following high school graduation will be enrolled for the fall term of the second academic year.**

**Outcome:** This has not yet been determined for the class of 2007.

### **UPWARD BOUND MATH AND SCIENCE PROGRAM**

A new Upward Bound Math and Science Program was awarded in October 2007. It was one of 115 that were funded out of 275 applications that were submitted to the Department of Education. A total of \$250,000.00 was awarded for each year of the grant for a total of \$1,000,000 for the four year period. Activities with the new grant include:

- Establishment of the Program Counselor position with the University
- Recruitment meetings with counselors and prospective students at the target high schools – Dalton McMichael and Reidsville High school
- Recruitment of new students
- Preparations for the 2008 Summer Program
- Arrangement of office space for the Program Counselor

**STUDENT SUPPORT SERVICES PROGRAM  
ANNUAL REPORT 2008-2009  
Sandra H. Lee, Director**

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The North Carolina A&T State University Student Support Services Program (SSSP) serves two hundred (200) students who are economically challenged, do not have a family history of college attendance and completion, have a physical or learning disability and possess the aptitude to advance academically, personally and professionally through its SSSP. In order to achieve this goal, SSSP personnel will coordinate with relative faculty as well as various academic and student services departments within the University to create an academic climate that promotes student success and retention and a program of study leading to a post-secondary degree.

The SSSP at North Carolina A&T State University has been designed to provide optimum benefits for its participants. The purpose of the program is to increase the retention and graduation rates of disadvantaged students enrolled in the University. The program will identify, select and serve two hundred (200) low-income, first-generation and disabled college students who are enrolled or accepted for enrollment in the University, and provide them with the support necessary to persist successfully in a program of study leading to a post-secondary degree.

**MISSION STATEMENT**

The primary mission of the Student Support Services Program at North Carolina A&T State University is to address the unique needs of academically capable individuals who are economically challenged, do not have a family history of college attendance and completion, have a physical or learning disability and possess the aptitude to advance academically,



personally and professionally by offering them high-quality programming and services while maintaining a strong commitment to their success in post-secondary education and beyond.

### VISION STATEMENT

The Student Support Services Program (SSSP) is dedicated to providing high quality programs and services to its target audience and is committed to providing resources to aid its participants at all stages of their post-secondary education, careers and social environments.

We achieve this vision by:

- Providing SSSP participants with an opportunity to succeed within the post-secondary education system.
- Providing tools and skills to move SSSP participants to economic independence, academic success and social advancement.
- Providing support to help the SSSP participants graduate from the University in a timely manner and transition into a professional career while becoming a viable, productive citizen.
- Enhancing internal and external communication and collaboration between program staff and among the University community.
- Adopting innovative models for staff development and training.
- Marketing and promoting SSSP programs and services throughout the University and beyond the campus borders.
- Creating a system that is reproducible at almost any level.

### OBJECTIVES

- 1. Each year, the SSS Program will identify, select and serve 200 eligible participants who show academic potential and demonstrate a need for supportive services. This objective was met.**
- 2. Each year, 100% of the SSS participants will be administered an academic and needs assessment and provided with an individual plan within two (2) weeks of enrollment of the Program (In progress).**

- 3. At least 75% of the SSS participants (excluding those who transfer, graduate, or exit due to health or death) will be retained within the project, and will persist toward completion of their academic programs each year (In progress).**
- 4. Each year, the SSS Program will meet 100% of its administration requirements for the U.S. Department of Education and N.C A&T State University (In progress).**
- 5. At least 80 % of the cohort group will achieve the necessary academic performance levels to remain in good academic standing each year (In progress).**
- 6. At least thirty-five percent (35%) of each new cohort group will successfully obtain their baccalaureate degree within six years starting with AY 2005-2006 to AY 2007-2008 (In progress).**
- 7. The SSS Program will promote, encourage, and support SSS graduating seniors to apply to graduate and professional schools each year (In progress).**

#### **COUNSELING AND TUTORING SERVICES**

Student Support Services Program (SSSP) serves an important area for retention for the University. The SSSP helps students persist toward graduation because it provides opportunities for academic developments, assists students with basic college requirements and serves to motivate students to complete their college experience and degree programs successfully. The Program Counselor and Tutor Coordinator interfaced with a diverse student population and served with other University administrators and services units throughout campus to help promote the retention goals of the University and the SSSP.

Programs, activities and enrichment events were scheduled for students as retention initiatives. Supportive services were provided to participating students to help them complete their college experience and degree programs successfully. The services offered by SSSP included, but were not limited to, orientation sessions, personal and academic counseling, personal development workshops, cultural events and activities as well as other program requirements.

On several occasions, the Program Counselor and Tutor Coordinator made contact with the 200 program participants for the 2007-2008 Fall and Spring semesters via email, telephone calls, letters and office visits. These contacts apprised the students to programs and activities sponsored by SSSP. Of the 200 contacted by the Program Counselor and Tutor Coordinator, fifty-eight (58) students utilized the counseling and tutoring services offered through the SSSP program. The participating students made numerous visits to see the Program Counselor and Tutor Coordinator throughout the academic year. Other students utilized other services provided within the SSSP office such as the laptop loan initiative and the student computer lab. Consultation and referrals to program services were recommended for students in areas of concern, such as study skills, anxiety, time management, goals and individual concerns.

Of the fifty-eight (58) who visited the Program Counselor and Tutor Coordinator, at least forty-five (45) were new students who met with the Counselor to make application to the program and thirty-five (35) met with the Tutor Coordinator for tutoring application. All of the students were provided information about the SSSP program activities, were given academic need assessments and learning styles inventories and had their Individual Education Plans. Consultation and referrals were recommended to students in areas of concern, such as study skills, personal and test anxiety, time management, goal setting and other concerns as identified by the student or the Program Counselor and Tutor Coordinator during the visit.

All students who made visits to the Counselor received academic assistance with their course and major concerns and had their academic progress monitored regularly by the Counselor. Other services provided assistance with their study skills, test preparation, learning styles, IEPs and academic assessments. Students were given consultation about and referrals

for tutoring, instructor consultations and other campus resources such as the University Writing Lab, Career Services and Counseling Services.

Eighty-five (85) students were given consultation and referrals to other University services to assist them with their academic studies including consulting their instructors and academic advisors, writing labs, residence life, the infirmary and counseling services. One hundred twenty-five (125) students received goal and career planning assistance. The students were encouraged to visit and use Career Services in addition to the advice given by the Program Counselor. Fifty-nine (59) students made visits for personal concerns. These visits were handled discreetly. Really serious issues and concerns were referred to the counseling office. Sixty (60) students received scholarship and financial aid guidance. These students were concerned with finding financial aid and scholarships to fund their education.

### **PROGRAMS AND ACTIVITIES**

Descriptions of program activities, counseling services, tutorial services and administrative services rendered from July 2007 through June 2008 can be found in the following narratives:

The SSSP Staff began research planning for 2007-2008 school year by scheduling special workshops, cultural events, fall orientation and all activities for new and old SSSP participants. As the month of August 2007 began, the Director, Program Counselor and Tutor Coordinator attended a SAEOPP Priority/Training Workshop for record keeping and encoding data. The Tutor Coordinator facilitated the SSSP Tutor Training Workshop for new and continuing peer tutors and completed and processed six (6) peer tutor E-1 forms and two (2) student tutor applications.

September 2007 was an active month for workshops and cultural trips. The New Student Transition Workshop and the Aggie On-Line Training Workshop was a concerted effort by the Program Counselor and Tutor Coordinator and was successful for all who attended.

Additional Workshops held from October 2007 through November 2007 were the Test Anxiety Workshop, fifteen (15) attending, Money Management Workshop, nine (9) attending, Co-Op and Internship Planning Workshop, six (6) attending and Health Awareness Workshop, eighteen (18) attending. Also SSSP participants were able to attend the Aggie Homecoming Step Show, fifteen (15) participants.

The Director of the North Carolina A&T State University, Mr. Aaron Keith McCullough, was relieved of his duties effective November 30, 2007. However, to ensure continuity in service delivery and overall program management, Dr. Joyce Brown, Executive Director of TRIO Programs, provided these services. In the month of December 2007, Administrative efforts were expended on the preparation of the Annual Performance report, budget management and staff supervision. Efforts were also made to coordinate with the Division of Student Affairs and Department of Student Development to facilitate the institution-wide retention effort by implementing programs designed to alleviate student stress during mid-term exams.

The month of December 2007 found the SSSP and The Ronald McNair Program celebrating the end of the year TRIO Celebration and Senior Recognition Celebration. The Tutor Coordinator hired ten (10) tutors to work with twenty-three (23) SSSP student participants.

During the month of January 2008, the North Carolina A&T State University SSSP staff continued to provide services designed to support the needs of all students enrolled. Administrative efforts were expended on the preparation of Budget Revisions, SSSP Spring Orientation, The Ronald E. McNair Symposium/Celebration Planning Grant-Aid eligibility and employee Banner Training. The SSSP staff encouraged and registered undergraduate students, faculty and special presentation judges for The Ronald E. McNair Symposium/Celebration. As a part of this celebration, the new Director of SSSP was interviewed and appeared on our local news Channel 14 and spoke on the significance of all the TRIO Programs and The Ronald E. McNair Celebration.

The spring orientation was held January 18, 2008 with fifteen (15) students attending and a welcome speech by new SSSP Director along with presentations by the Financial Aid office and the Registrars Office.

During the month of February 2008, the North Carolina A&T State University SSSP staff provided academic monitoring, counseling, tutoring and collaboration with Student Financial Aid for SSSP Grant-Aid Awards (2007-2008). The SSSP had \$32,671.00 to offer to all eligible students through its Grant-Aid initiative. These funds are used to assist qualifying students with tuition, fees, books and other expenses incurred during the school year. Eligible students had to be an active participant of the SSSP, be a second semester freshman or sophomore, have at least a 2.5 GPA, be eligible for the Pell Grant and have an unmet need as determined by the Financial Aid Office. The SSSP granted twenty-six (26) qualifying students Grant-Aid stipends of \$1,256.58 each.

March 2008 was an active month for SSSP. A Round-Table Writing Series on March 17-18, 2008, was provided to assist students with critical thinking and writing along with APA

and MLA techniques. Attendance and participation was great with twenty (20) students attending each workshop. With the assistance and guidance from Student Affairs Office staff, SSSP was able to establish a website with Power Point presentations and services offered including Summer Bridge. SSSP's website also included photos depicting workshops, seminars and special events. The 2008 Summer Bridge Program will begin Sunday, June 15, 2008 and end Friday, June 27, 2008. Many special events are planned for these two weeks including a Black Historical Tour of Greensboro, three (3) workshops, a SSSP block party hosted by local radio stations and a picnic in the park for the closing celebration.

The SSSP held an Exam Jam for all SSSP participants on April 3, 2008 to prepare the students for final exams. This was the new Director's first special program which she planned for the students and the attendance and participation was the largest in years. Sixty-five (65) students, faculty and guests attended with a special welcome by Greensboro's new Mayor, Yvonne Johnson and a presentation on stress management by the Sebastian Clinic staff.

During the month of May 2008, workshops were held for all SSSP participants on Graduate School preparation and planning. Administrative efforts were made towards SSSP staff performances on Time and Effort Reports. The school year ended for SSSP students with all being invited to the SSSP Senior Reception and Graduation Celebration in the Student Union with twenty-five (25) students, staff, faculty and guests attending.

### **COMPETITIVE ADVANTAGES**

The SSSP at North Carolina A&T State University is a federally-funded TRIO program that helps students overcome class, social and cultural barriers to higher education. The individual services and programs of the SSSP help students succeed in college as well as

increase persistence and graduation rates of students at the University. Considering this, there are several competitive advantages to the SSSP.

One advantage the SSSP has is that it offers one-on-one tutoring services. What makes this service unique is that it is offered year-round. Other academic support systems on campus offer tutoring services during the academic school year only; no summer session tutorials are offered by these programs. In some cases, departmental units are unable to offer tutoring, because of budget constraints. What makes the SSSP stand out among other University support programs across campus is that it works with and provides students who come to the University with identified social and academic deficiencies with the tools required to make them successful.

The target population of students that the SSSP works with gives it a competitive edge among similar programs across campus. Even though other TRIO programs such as The Ronald E. McNair Scholars Program, Gear-Up and Upward Bound share the same caliber of students as do the SSSP, the SSSP can be most proud of the fact that it works with students who normally lack access to opportunities of higher education. This population of students is unique because they are first-generation, low-income and/or students with disabilities.

Further, what makes the SSSP distinctive in the field and gives it a competitive advantage over other University programs is that the SSSP staff mentor, coach and train its students to become responsible and productive citizens who make valuable contributions to society. This is one of the SSSP's most significant assets.

One aspect of the SSSP that prowess is its theme. The theme for the SSSP is "*Students Striving, Achieving and Succeeding.*" Simply stated, the students the SSSP serves make the program stand out among the rest. Thus, the SSSP is committed to supporting its students as



they earn their undergraduate degrees and set goals to extend their education by applying to, attending and completing graduate and/or professional programs after graduation.

Other aspects of the SSSP that makes it special are that it caters to a select group of students providing them support o encourage their success in college, that is fosters a supportive institutional climate driven towards the success of the SSSP population through appropriate services, that it provides assessments for its students to help them identify their strengths and weaknesses and determine their needs, and that it offers cultural enrichment and other social activities to enhance the development of its students. These and other facets of the program give the SSSP its competitive advantage.

### **STAFFING**

The SSS Program Staff is comprised of the Director, Counselor, Tutor Coordinator and Secretary. For the 2007-2008 Program Year, the SSS Staff had two turnovers. In November, 2007 the SSS Director was relieved of his duties and in May, 2008 the SSS Counselor resigned her position. The present SSS Director came on board January, 2008 as the Interim Director and was made permanent Director May 9, 2008. The SSS Director, Sandra H. Lee, has attended the 36<sup>th</sup> Annual SAEOPP Conference in Atlanta, Georgia February 23-27, 2008 where she received valuable training in preparation of proposal writing due September, 2008. Mrs. Lee is scheduled to attend the COE Conference July 25-26, 2008 in Washington, D.C. and will receive more training in proposal writing since this is the year SSS will have to write a new proposal.

The SSS Counselor, Mary Westmoreland attended Priority 1 Training in Puerto Rico in 2007 along with the Tutor Coordinator, Amy Bell and the SSS Director Keith McCullough. This training was for record keeping, reporting student and project performance and the

evaluation of project performance. Also in 2007, Ms. Bell attended the Staff Senate Executive Committee meeting, Student Affairs Free Zone Training, and SECC Solicitors Orientation. Each staff member serves at 100% level of effort per the Department of Education requirements.

### **SUMMARY**

This document is a brief summary and update of what has taken place with the SSSP project over the past year. As noted in the past, the SSSP at North Carolina A&T State University suffered significantly due to the lack of proper administration of the project. Fortunately, the Director's position has been filled permanently for the past five (5) months and many improvements have been made within the program. Though improvements have occurred, there is significantly much more to do and the entire SSSP staff is committed to seeing that the project excels and improves to exemplary status. I hope you find this update sufficient and that it gives you a good idea as to how the program has improved.