New American Outreach and Access & Abenaki Outreach Program

**Specific Recommendations:**

*New American Outreach and Access.* We see this program maturing through three phases. The phases are not distinct and there will be overlap. In Phase I, beginning in FY 13, we will meet with local refugee community leaders, high school counselors and administrators, colleagues from other local colleges, VSAC, and community organizations to develop communications and programs to increase college awareness among families and students. Phase II is based on approval of creating a pathways program at UVM to increase international enrollment. During Phase II, similarly as we will do for international students, we will admit students into the pathway from local refugee communities who require additional English language and academic preparation. If they successfully complete the pathway program, they could progress to degree status. Since many of these students will require financial aid, depending on the ultimate financial structure of the pathway model and fund raising, we may have to limit the number of students we admit into the pathway program and continue to utilize CCV as a means for students to progress to UVM. During Phase II we will also begin offering expanded ESL services to UVM staff. Phase III is program maturity and is characterized by an effective outreach program, clear roads that lead students to entry into UVM directly, through a pathways program or through transferring, and provision of adequate financial aid support to ensure access. It will also include sufficient ESL opportunities to UVM staff to support professional growth and development.

*Abenaki Outreach.* The Abenaki Outreach Program was developed as a collaborative effort between UVM and Abenaki Tribal Leadership to support consistent sustained support to benefit Abenaki students in attaining post-secondary education. At the core of this program is *Summer Happening* where middle and high school students come to UVM for two days to experience campus life and see college as a realistic option. The program has an Abenaki coordinator who works with school counselors, students and families. While the Summer Happening is an important effort, it is still a limited opportunity of short duration. We will expand pre-college outreach beyond *Summer Happening*, including outreach to families.

**Rationale:**
The Burlington area is a refugee resettlement area. Local schools, particularly the Burlington and Winooski School Districts, enroll students from many different parts of the world. These students bring cultural and experiential diversity to our local schools; however, since English is a second language to these students, they often lack the academic preparation to matriculate to UVM. Additionally, since their families are not familiar with the college admissions and financial aid processes, they don’t receive guidance and support at home. Promoting access and encouraging enrollment of these students as well as providing education opportunities for their parents with ESL or other workforce development coursework is consistent with our goal to promote diversity and our mission to support the state. In campus outreach sessions, along with faculty and staff development, organized programs to promote access for refugee and immigrant populations was the highest priority among faculty and staff. Abenaki students also bring cultural richness to our community and support to this community is foundational to our university’s traditions, mission, and vision.
Risks:
The risk of not doing this is the perception that we are seeking international diversity by recruiting students from all over the world and providing those students English language and academic support, but we are not doing anything, literally, in our own backyard. The refugee and immigrant communities are and will continue to be vital to the economic vitality and development of our areas. Additionally, we have a long-standing relationship and tradition of supporting access for Abenaki students, a population that is inextricably tied to the history of our area. The risks of doing this are part of the overall risk and opportunities that are within the financial aid model, and the complexity of managing enrollment goals and tuition revenue after aid. This risk is mitigated through expansion of out-of-state markets, including international student markets.

Associated Professional Development Needs:
Faculty and staff have recognized the need to improve multicultural competency. This is needed now and the need will increase as we continue to improve the diversity of our community, including the enrollment of international students. Therefore, faculty/staff training and development is a specific priority from the Diversity and Internationalization Team.

Assessment - How will we:
Promote continuous improvement through formative assessment? Conduct regular coordination meetings with community partners and refugee community leaders. How many students attend programs for visit campus? How many students apply to college? How many students apply to UVM? How many families filled out a FAFSA?

Use summative assessment to measure success, and determine whether the activity should continue? How do students perform in the pathways program? How many complete the pathway and matriculate to degree status? How many Abenaki students do we enroll? How many are retained after one year as a degree student? How many graduate in 4, 5, and 6 years? What is there post-graduation success rate in finding work or graduate opportunities? How many remain in Vermont?

New American Recruitment and Abenaki Outreach Strategy - Pro Forma

A rough estimate of costs required for start-up includes:
FY 13. $15,000 to support to events at UVM to bring together refugee community leaders, families, and students and additional outreach programming for Abenaki students
FY 14. $45,000 staff and operational resources for outreach and recruiting; other resources TBD as part of planning to implement the international enrollment strategy. ESL and ESL support service costs are built into the international recruitment pro formas.