

Leeds School of Business Office of Diversity Affairs
Diverse Scholars Program

October, 2005

Established in June, 2001, the Office of Diversity & Minority Programs (Office of Diversity Affairs) incorporates these elements:

- Provide direction in addressing the critical need of developing a supportive learning environment for a diverse student body, with a specific focus on the Leeds under-represented undergraduate experience
- Supports the recruitment, achievement and graduation of underrepresented students by enhancing participants overall college experience and strengthening the academic relationship between students, faculty, and staff within the Leeds School of Business.
- The Diverse Scholars Program closely monitors students' academic progress, receiving midterm reports from professors throughout their university careers and sharing these with the students
- The Diverse Scholars program gains academic support from the McNeil program during each academic year.
- The partnership with McNeil has enabled the Diverse Scholars student the chance to take 1-credit co-seminars taught in conjunction with key "gateway" classes in economics, chemistry, physics, mathematics, and biology; co-seminars provide in-depth enrichment of the material and teach effective learning strategies
- Careful tracking of students and regular assessment of program components are used for continuous quality improvement
- Each Diverse Scholars student has a professional staff member to aid in her/his Academic career; this professional acts as a guide and resource person throughout the student's academic career
- Each freshman is assigned to an upperclassman as a mentor to ensure the success of a student's first academic year.
- Leeds Diverse Scholars program promotes a sense of community: community events such as orientation activities, leadership retreats and corporate mixers; the benefit of controlled enrollment courses, small guided study groups, academic enhancement workshops, extracurricular educational activities, personal contact with university staff, faculty, as well as membership in a community of highly

motivated students is proving to be essential; accessible study areas and a computer lab; leadership opportunities that include peer mentoring and tutoring

In the fall semester of 2005 the Diverse Scholars program is serving 131 students, including 43 freshmen.

Criteria for participation:

- Underrepresented U.S. students
- Attend and participate in all pre-scheduled academic & career development DSP activities
- Student must be accepted and enrolled in the Leeds School of Business
- In addition, Leeds School of Business students may apply to become a Diverse Scholar

Scholarship Funds:

- Leeds School of Business
- Associate Vice Chancellor for diversity & Equity - CU LEAD Alliance
- Corporate Sponsors
- Individual Gifts and Contributions

Participants and scholarships awarded by academic year

<i>Academic Year</i>	'00-'01	'01-'02	'02-'03	'03-'04	'04-'05	05-'06
<i>Number of Participants</i>	0	32	64	82	106	131
<i>Number of Scholarships Awarded</i>	0	35	75	75	84	114
<i>Foundation Funding</i>	0	0	70,000	70,000	70,000	70,000
<i>Total Scholarship Dollar Amounts Awarded including state and outside funding (rounded)*</i>	0	\$35,000	\$89,000	\$111,500	\$154,500	121,000

Foundation Funding: During the academic school year of 2005-2006, Seventy (70) Diverse Scholars students receive Foundation Funding scholarships, totaling \$70,000.

Residency: 95% Colorado residents

Retention rates:

Leeds Diverse Scholars Program has consistently measured a 90%+ retention rate from 2002-2005.

Graduation Rates:

By 4th yr 49%
By 4.5 yr 63%
By 5th yr 97.6%

(DSP encourages students to have an international abroad experience which moves graduation to 4.5 to 5 years. We are projecting 97% of students in DSP to graduate within 5 years; Spring '05)

Overall average **GPA** for Diverse Scholars: **3.0**

Ethnicity

Asian	27	24%
African American	19	17%
Latino	40	35%
Native American	2	2%
White	20	18%

Continuing Goals

- Increase number of underrepresented students served in Leeds School of Business
- Increase funds to offer more participation scholarships (grants).
- Strengthen student connections and interactions throughout business school and business community (improve relationships)
- Develop Pre-College “Bridge Experience” to improve preparation, transition, retention, and graduation rates.
- Actively encourage international experiences (internships / traineeships) & international education (study abroad)
- Improve communication of successes and challenges with the use of quantitative and qualitative measures