

**Eastern Michigan University
Men of Color Degree Completion and Retention Plan**

Presentation by:

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EASTERN
MICHIGAN UNIVERSITY
DIVERSITY and COMMUNITY INVOLVEMENT

BROTHERHOOD
I N I T I A T I > E
EASTERN MICHIGAN UNIVERSITY

(**H**elping **O**thers **O**btain **D**egrees)

MISSION

The **BrotherHOOD** is a university-wide initiative designed to engage, empower, retain and graduate more first-generation, low-income and culturally underrepresented men of color at EMU.

Strategic Theme #1: Student Engagement and Success

- **Goal 2:** Develop a comprehensive and systematic approach to improve services and processes that enhance student persistence and graduation.
- **Goal 3:** Prepare students to successfully and meaningfully interact with people from diverse backgrounds.

Strategic Theme #2: Service and Engagement

- **Goal 2:** Improve community perceptions of EMU.

Learning Outcomes

Through participation in the **BrotherHOOD**, men of color will be able to:

1. Establish and maintain healthy, mutually beneficial relationships.
2. Effectively manage interpersonal conflicts and demonstrate appropriately assertive behavior.
3. Exhibit self-reliant behaviors necessary to effectively seek out help, manage their time and offer assistance to other men of color.
4. Develop and articulate plans to achieve individual short- and long-term academic, professional and personal goals.
5. Effectively and coherently communicate through writing and speaking.

What Makes This Program Different?

1. Research-based, success-driven model
2. What motivates men of color to persist and graduate?
3. Assume greater institutional responsibility

Programs and Services

1. Engagement and Mentoring
2. Academic Support
3. Intervention Initiatives
4. Professional and Leadership Development
5. Pipeline Programs
6. Campus Awareness Campaigns



Capacity-Building Grant: \$10,000

EMU was 1 of 20 grantees selected nationwide from a pool of over 140 applicants, including only one other higher education entity (University of Georgia System)

Capacity-Building Action Plan (1 of 5 development areas)

- Financial Sustainability
- Strategic Planning
- Leadership, Team and Governance
- **Performance Measurement and Impact**
- Black Male Achievement Field Advancement

Capacity-Building Provider:

University of Wisconsin's Equity and Inclusion Laboratory



1. Quantify the impact of environmental factors we believe lead to greater attrition rates for men of color at EMU
2. Identify specific success strategies that best promote retention and degree completion for men of color
3. Measure the impact of the intervention strategies we implement as part of our Degree Completion and Retention Plan



Safe space for men of color to foster stronger relationships with other male students, faculty and staff and to participate in intentional developmental conversations



The
University
of Akron

Black Male Summit

April 11-12, 2014

17 EMU students, faculty and staff

Members of EMU Upward Bound



QUESTIONS?

