Emerging Leaders Program

www.memphis.edu/leadership

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U of M Demographics

- Urban high research
- Fall, 2014 Enrollment---21,059
- 17,088 Undergraduates
- 6,219 African Americans (undergrads)
- 89 % Commuter and On-line
## Enrollment By Ethnic Group

<table>
<thead>
<tr>
<th>Ethnic Group</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alaskan Native</td>
<td>1</td>
</tr>
<tr>
<td>American Indian</td>
<td>52</td>
</tr>
<tr>
<td>Asian</td>
<td>628</td>
</tr>
<tr>
<td>African American</td>
<td>7140</td>
</tr>
<tr>
<td>Hispanic</td>
<td>757</td>
</tr>
<tr>
<td>Multi Race</td>
<td>630</td>
</tr>
<tr>
<td>White</td>
<td>10,812</td>
</tr>
</tbody>
</table>
Retention Challenges

• Memphis one of the poorest cities in Nation
• 42 % of FTF are first generation
• About 47 % of students are Pell Eligible
• Financial Issues
• Academic Preparation including study skills
• Working off campus
## FTF Retention Rates

<table>
<thead>
<tr>
<th>Year</th>
<th>African American</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>70.3</td>
<td>78.6</td>
</tr>
<tr>
<td>2012</td>
<td>75.1</td>
<td>76.8</td>
</tr>
<tr>
<td>2013</td>
<td>78.2</td>
<td>78.7</td>
</tr>
</tbody>
</table>
Strategies

• Intentional Focus on Diversity in all programs
• Multicultural Organizations including Black Scholars Unlimited, Empowered Men of Color, Professional Assertive United Sisters of Excellence
• TRIO Classic
• TRIO Stem
• First Scholars
Strategies con’t

- Early Alert
- Participation in Leadership Programs including Emerging Leaders
- Participation in Student Government and Honors Programs
- About 50% of residential students are African American
UM LEAD

• Training Tomorrow’s Leaders Today
• Program includes LeaderShape, Tiger Leadership Institute, UofM LEAD Conference, Emerging Leaders
Emerging Leaders

• Began in 1983
• 10 – 20 Students Per Year
• Student Mainly from Shelby County
• UM 6-year Graduation Rate in 1983 between 34 & 36%
• Emerging Leader 5-year Graduation Rate—90%
Changes

- Increases in # of Scholarships
- Leadership Identity Development Model
- Learning, Classes, Actions and Activities
Freshman Year

- Living/Learning Community
- Meet Learning Outcomes around leadership
- Participation in organizations
- Service Learning
- GPA 2.75
Sophomore Year

- Formal Study of Leadership Models
- Group Goal Setting
- Increasing Responsibilities in Organizations
- Personal Values
- UM LEAD Conference
- GPA 3.0
Junior Year

• Strategic Direction of Organizations
• Help Develop New Leaders
• Promote Trust
• Conferences and Speakers
• GPA 3.0
Senior Year

- Transitions—Community
- Connecting Learning
- Capstone Service Project
Today

• 50 Scholarships per year
• 100 Schools; 17 States
• Front Door Marketing
• Donors
• Employers
What Makes the Program a Success

• Cohort
• Living on Campus
• Purpose
• Intentional & Intrusive
• Progressive Responsibilities
• Interactions with Staff
• High Profile