



**UNDERGRADUATE EDUCATION
& STUDENT SUCCESS**

**ANNUAL REPORT
2022-2023**

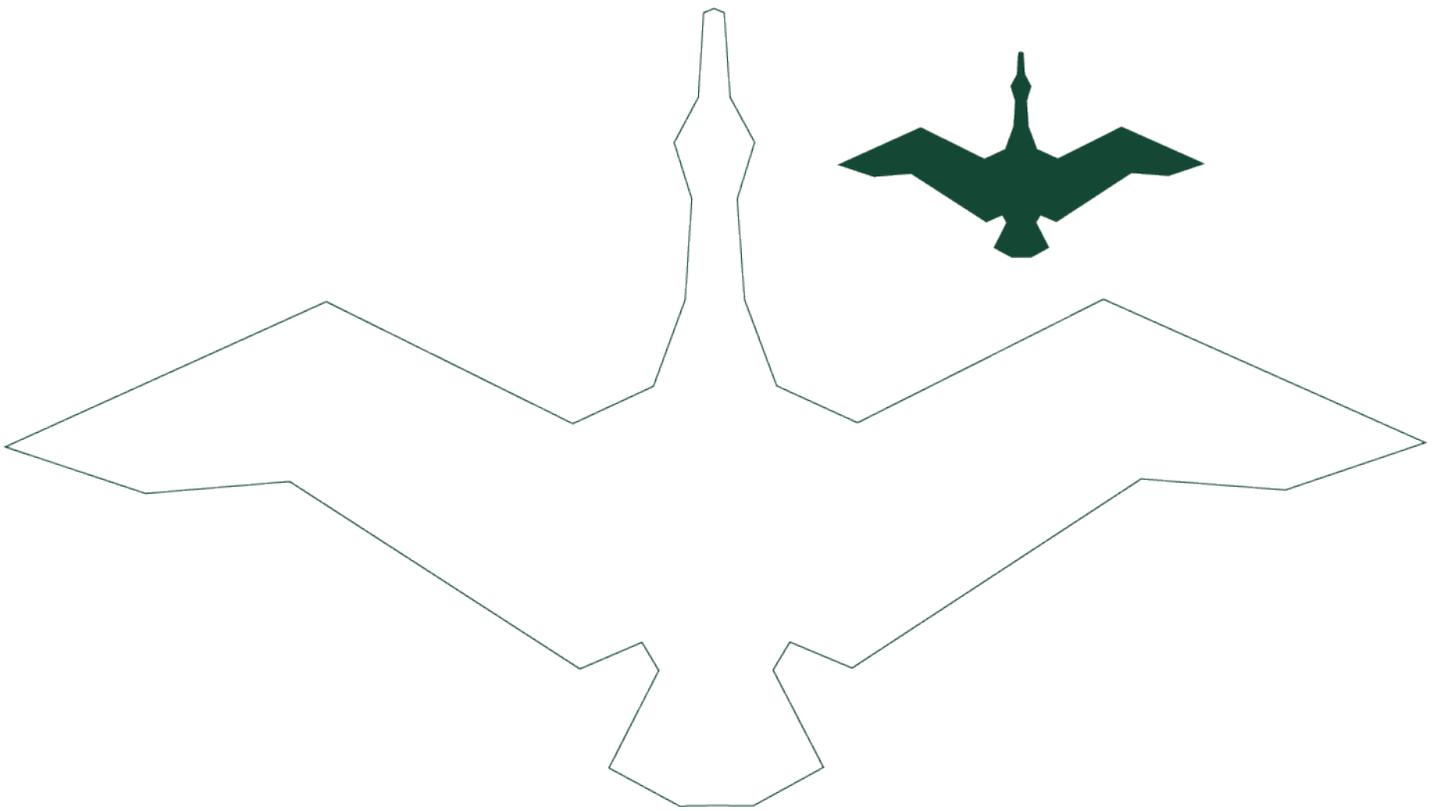


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Message From The Vice Provost

Student Success at the University of Oregon is a deeply personal endeavor to me. I grew up in Eugene, attended UO, as did my sisters and cousins, and graduated in four years and debt-free, thanks in part to what we now call the Diversity Excellence Scholarship.

Over the course of my 20-year career in higher education student success, I have been acutely aware of those the system did not work for. The more than 50 percent of my entering cohort that left the university without a degree. The unequal challenges and lack of support they faced. The loss of great potential. And the missed opportunities in a college experience that affected even those of us that made it to graduation.

Targeting those stubborn gaps and barriers in our system of higher education with an equity-minded lens has always been my north star, when I began my career as an academic advisor and career counselor through the leadership roles I've held since.

I was inspired then by the mentors who helped me find my path as an undergraduate and young professional, just as I am inspired now by the passion and dedication that our staff in the Division of Undergraduate Education and Student Success bring every day.

This year, all while continuing to rebuild teams hit hard by the pandemic, our programs developed new solutions to give students guidance and wrap-around support - inside and outside of the classroom. To build their connections to campus and their sense of belonging. To explore research opportunities and creative works. To embrace career exploration and experiential learning.

UESS programs serve as a key thread through the student experience at UO. They touch on every step of the Student Success journey, from our K-12 pre-college program and campus engagement all the way through graduation. And every day, we partner with other campus offices, our schools and colleges, and our faculty with the goal of providing a seamless, integrated experience for our students.

As we celebrate our achievements in this report, let us not forget that challenges remain. The journey to success is not an individual one, but a collective endeavor that requires each of us to lift each other higher, so that, one day, every student who comes through our doors feels the warmth of empowerment, and the dream of equitable education becomes a reality for all.

Thank you for reading about our work!

Kimberly Johnson
Vice Provost,
Undergraduate Education
and Student Success



Student Success Initiatives

Since 2014, we have increased four-year graduation rates by 8.3 percentage points through student success initiatives. The work includes:

- Investing in additional advising staff, strategic campaign outreach plans for advising campus-wide, and developing mandatory first-year advising strategy.
- Implementing continuation microgrants to assist students near graduation with small outstanding balances.
- Partnering in changing UO policies, including grade change policies, implementing first-year live-on requirement, and core education reform.
- Advancing our technology, including the co-sponsorship of a degree audit modernization project that will go live in 2024.
- Read more [here](#).



Student *Spotlights*



Derek McBride (He/Him)

Math, minor in Spanish. Class of 2023.

Student Success Program: Center For Multicultural Academic Excellence (CMAE)

Derek, who plans to become a math teacher, picked up a Spanish minor while at UO, so a language barrier wouldn't be a hindrance to his students' learning. He worked as a resident assistant, a student orientation leader, and as a math tutor for CMAE during his college years. He will begin pursuing a master's in education at UO in fall 2023.

"From the advisors to the tutors, the CMAE is filled with staff members that love and respect every student that comes into the space and are ready to help them with their individual wants and needs. Being a math tutor allowed me to drastically improve my skills in mentoring and 1-on-1 teaching students from all backgrounds - both of which will help in achieving my career goal."



Nayantara Arora (She/Her)

Neuroscience, minors in Chemistry and Global Health. Class of 2025.

Student Success Program: Center for Undergraduate Research and Engagement (CURE)

For her research on neuroscience and public health, Nayantara has received the CURE First Year Research Experience award and the Phi Beta Kappa Key in Public Service Scholarship. She also attended Oxford Consortium for Human Rights this spring, where she was able to engage with students from all over the globe on human rights and advocacy issues.

"I became interested in conducting research because I wanted to see how the concepts that I was learning in classes could be applied in a hands-on and meaningful manner. It has been interesting to understand that there still exist open-ended questions related to what we are studying in class; it really reminds me that there is much to be learned in many fields of science."



Emily Kilcrease (She/Her)

Political Science, Class of 2022.

Student Success Program: TRIO SSS

A first-generation college student, Emily developed an early interest in pursuing an education in public policy and getting involved U.S. and international politics.

During her time at UO, she became a fellow at the Oxford Consortium for Human Rights and, after graduation, she was named as one of sixteen fellows at the Carnegie Council of Ethics in International Affairs in New York City, a two-year program that seeks to cultivate the next generation of ethical global leaders. She plans to pursue a master's in comparative social policy and human rights & politics in the United Kingdom.

"None of this would have been possible without my wonderful support network of amazing colleagues, professors, and TRIO advisors at the University of Oregon. They truly created an environment where I could thrive and reach my full potential."

A photograph of three students in a classroom setting, focused on a hands-on activity at a table. The student in the foreground is a young Black woman with curly hair, wearing a bright yellow hoodie, looking intently at her work. Behind her, another student in a white shirt is also working. To the right, a young man in a dark suit jacket is using green-handled pliers. The table is covered with various materials, including a ruler, a beaker of white liquid, and some papers. A large window in the background provides natural light. The overall atmosphere is one of collaborative learning and engagement.

**NURTURING STUDENT SUCCESS:
EMPOWERING PERSISTENCE,
BELONGING, AND EQUITY**

Student success at the University of Oregon means meeting individual students where they are, helping them create meaningful connections in the university community, and giving them access to the transformative academic, co-curricular, and professional opportunities that will invigorate them.

Our approach has already yielded meaningful results: the four-year graduation rate for all UO students increased by 8.3 percentage points between 2014 and 2022.

At UESS, we continue to pursue our comprehensive mission and address longstanding barriers to students by transforming our practices, policies, and curricula. With our “Next Generation of Student Success” work, we are focused on **four key areas**:

Improving Student Retention and Timely Graduation

To continue to raise the bar on overall graduation and retention rates, we are developing data tools to better time our advising outreach to individual students and to be more nuanced in our interventions.

Our Degree Progression Team coordinated advising for almost 7,500 unique students, with mandatory and recommended appointments and direct enrollment outreach. We also provided over \$107,000 in continuation microgrants this year to 93 students at financial risk of not being able to graduate.

In partnership with UO Information Services and the Office of the Registrar, we secured institutional strategic funding for a [degree audit](#) to help students plan their courses of study and monitor their progress towards their degrees. And we have invested in a data director position this year to strengthen our data-informed practices.

Providing Transformative Student Experiences

We know most successful UO students have a strong sense of connection to faculty, classmates, and support staff, as well as a positive mindset about their ability to achieve their goals here and after graduation.

To build those connections, we offer a diverse tapestry of first-year community building programs, with our 65 First-Year Interest Groups and 15 Academic Residential

Communities that serve a combined 2,500 students annually.

We also were awarded an innovation grant from the Strada Education Network to pilot [DucksRISE](#), a program to foster students’ career readiness competencies and post-graduation opportunities. The program has already invested in 169 students who identify as BIPOC, first-generation, and/or low-income, providing them with valuable internships and research opportunities and financial support.

Achieving More Equitable Outcomes

Inequitable outcomes in student retention and graduation are simply unacceptable and their elimination is the top priority of our student success and equity efforts. To make this happen, we are focused on eliminating systemic and curricular barriers, bolstering targeted student advising, and investing in programmatic efforts to achieve inclusion.

One recent initiative is the [Summer Bridge Program](#), which supports first-generation, low-income, and historically underrepresented students. Summer Bridge offers early arrival programming and wraparound support throughout students’ first year, with the goal of erasing a longstanding equity gap in first-year college retention for those student groups. Participants in the program’s first year had higher retention, GPAs, and credit accumulation rates than their non-participant counterparts.

Institutionalizing Student Success

Student success is the work of everyone at UO and it is critical that university stakeholders have a shared vision and message around our efforts and goals.

As an institutional leader in student success, UESS has engaged stakeholders through partnerships and collaborations along with a variety of student success workgroups through the years. The division also hosts a [bi-annual Student Success Summit](#) to foster learning, networking, and sharing of student success best practices. Around 150 UO employees, faculty members, and leaders attended this year’s half-day summit in June with the theme: “Achieving equitable student success.”

UESS *BY THE NUMBERS*



14,445
students served

70%
Of all undergraduate students engaged with our programs



82%
Of all first time, full-time students engaged with our programs



79%
Of all undergraduate underrepresented minority students at UO were served by our programs



*Underrepresented minority students include Black or African American, Hispanic or Latino, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander.

10,385

Students met with our academic advisors

710,000+

Page views across all UESS websites

HOW WE SUPPORT

THE STUDENT SUCCESS JOURNEY

PRE-ARRIVAL
▶ K-12 PRECOLLEGE PROGRAMS



CAMPUS ENGAGEMENT
▶ FIRST-YEAR EXPERIENCE
▶ FACULTY CONNECTIONS
▶ COMMON READING



CAMPUS ARRIVAL
▶ NEW STUDENT TRANSITION
▶ BRIDGE PROGRAMS
▶ ORIENTATION TO GRADUATION
▶ WRAPAROUND SUPPORT



ACADEMIC ENGAGEMENT
▶ ACADEMIC ADVISING
▶ TUTORING AND ACADEMIC SUPPORT
▶ PEER ADVISING AND MENTORING
▶ ACCESSIBLE EDUCATION



CAREER EXPLORATION
▶ INTEGRATED ACADEMIC AND CAREER ADVISING
▶ CAREER DEVELOPMENT PROGRAM
▶ CAREER ASSESSMENTS AND COURSES



EXPERIENTIAL LEARNING
▶ RESEARCH AND CREATIVE WORK OPPORTUNITIES
▶ DISTINGUISHED SCHOLARSHIPS
▶ APPLIED LEARNING EXPERIENCES



GRADUATION
▶ DEGREE PLANNING SUPPORT
▶ GRADUATE AND PROFESSIONAL SCHOOL PREPARATION
▶ STUDENT RETENTION MICROGRANTS



Student

Spotlights



Melissa Soliz (She/Her)

Family and Human Services. Class of 2025.

Student Success Program: First-Year Programs

Melissa spent the past year working as a peer mentor in the First-Year Experience Community, helping incoming students develop a sense of belonging at UO and finding the support they may be struggling to find. The position has been particularly impactful, Melissa says, and she has enjoyed creating events that help first-year students build community.

“As a first-generation student with low-income financial status, I experienced several barriers while navigating my first year at the University of Oregon. The knowledge I gained by exploring positive outcomes to these barriers is knowledge I can directly provide to first-year students who might relate to my experience.”

Ethan Dinh (He/Him)

Computer Science. Class of 2025.

Student Success Program: Office of Distinguished Scholarships (ODS)

Ethan is a Knight Campus Undergraduate Scholar and one of two recipients of the prestigious Goldwater Scholarship this year who attend UO. He is part of the Guldberg Musculoskeletal Lab and is a co-author on an upcoming paper in the National Professional Society Journal, focusing on the development of injectable bone-like microdots as an alternative to traditional bone grafts.

“Machines are not going to replace doctors,” he said. “But I want to help remove the innate biases that humans all have when it comes to treating patients. With predictive algorithms, doctors could have a tool to accurately assess patients across all demographics, not just those from where and when they were trained.”

Kaitlynn Spino (She/Her)

Marine Biology and Native American and Indigenous Studies. Class of 2025.

Student Success Program: TRIO SSS and Center for Multicultural Academic Excellence (CMAE)

A descendant of the Confederated Tribes and Bands of the Yakama Nation in Washington, Kaitlynn served as co-director of the Native American Student Union this past year. She was a tribal youth intern for the Elakha Alliance, a nonprofit organization working to reintroduce sea otters to the Oregon Coast. Her work included creating a traveling cultural display to educate the public on the historical, future, and tribal importance of sea otters in Oregon.

“For me and my tribe, we are Salmon People, when we lose salmon, we lose our identity. Being able to do the best I can to make sure we do not lose our identities is pushing me to complete my degrees. After graduation, I hope to find a job that allows me to use my education and my passion for keeping our traditions and lifestyles alive and thriving.”



First-Year Programs

First-Year Programs offer curriculum and resources that make incoming students' transition to the University of Oregon seamless, substantial, and rewarding. Our unit offers a variety of First-Year Experiences (FYE) to meet the needs of each first-year student, all designed to engage students in their academics, provide them with support from peer-mentors and faculty members, and assist them in exploring university resources.

Students can choose to be a part of three different experiences: First-Year Interest Groups (FIGs), First-Year Experience and Transfer Experience Communities, and UO Common Reading.



fyp.uoregon.edu

Program Highlights

1,100

students enrolled in
first-year interest groups

65

FIGs offered

94%

of FIG participants recommend
the experience to other
first-year students

First-Year Interest Groups

The primary mission of FIGs is to help students successfully transition into college. FIGs are comprised of 20 students who share a unique collaborative academic experience. The format offers participants frequent interactions with faculty members, provides peer mentorship, and facilitates peer-to-peer learning.

Highlights:

- This year, a total of 65 interest groups were offered, featuring partnerships with 70 faculty members from eight of the nine UO schools and colleges.
- FYP launched a first FIG in the virtual realm: “Immerse Yourself in Virtual Reality and the Metaverse,” through the School of Journalism and Communication. Other new FIG collaborations this year included: a product design FIG, two chemistry bridge FIGs, two support programs for undergraduate students, and a seminar for TRIO transfers.
- Students say the top four benefits of FIGs are:
 - Building connections to peers
 - Learning about campus resources
 - Learning about a new or interesting topic
 - Building connections with faculty and peer mentors

First-Year and Transfer Communities

The First-Year Experience Community provides the opportunity for all first-year and transfer students to take part in a yearlong course that guides students through resources, activities, and discussions designed help them make connections and achieve success in their first years at UO.

Highlights:

- The Community added new curriculum from the Financial Wellness Center and assignments from the Career Center to develop its career exploration.
- FYE peer mentors hosted a variety of events each term, starting with a kick-off event during “Week of Welcome,” registration workshops, well-being events, and ending with a weeklong series of events during spring term called “Soar into Your Second Year.” Events were attended by around 100 students on average.
- FYE bolstered its communications and promotional channels with the launch of two new social media accounts.

Common Reading

Common Reading helps create community across campus.

Each year, the Common Reading program presents an engaging selection, often a book, that will be the focus of a campus-wide discussion. The program offers the community an opportunity to meet authors, have lively discussions with peers, and experience the piece inside and outside of the classroom.

Highlights:

- *Braiding Sweetgrass*, this past year’s selection, became the most accessed eBook that UO Libraries has ever hosted.
- Common Reading promoted over 100 events connected to *Braiding Sweetgrass* that have been sponsored by many campus partners. The program also co-sponsored three events with other universities who had the same selection this year.
- Common Reading hired two student peer mentors for the first time, who led a variety of tabling events, hosted interactive events in-person and online with other students, and helped with program communications.

SAIL

The **Student Academy to Inspire Learning** (SAIL) is an innovative pre-college program that serves Oregon middle and high school students from low income and historically underrepresented backgrounds, including many potential first-generation students. SAIL aims to encourage teens across the state, through early exposure and exploration, to believe they can succeed at higher education.

Over the summer, SAIL offers free, weeklong residential and day-only programs on the University of Oregon campus. Pre-college programming is also offered throughout the academic year. Students learn from distinguished UO faculty members in all fields through fun, interactive, and social activities.

Program Highlights

425

students attended the 2023 summer SAIL programs

4,400

high school students and families reached through SAIL outreach events

97%

of SAIL participants attend college (2006 to present)



sail.uoregon.edu

Inspiring The Next Generation

More Highlights



More Opportunities

SAIL is increasing opportunities for students to attend immersive events on campus during the academic year. In 2022-23, it brought hundreds of students to the Undergraduate Research Symposium, Foreign Language and International Studies Day, to Biomechanics and Math events, and several pre-college workshops.



Donor Support

Thanks to additional donor support, the program increased its General Scholarship pool to six students this year. It also added a second Housing Scholarship for SAIL students, worth \$15,000 each towards room and meal charges in UO residence halls.



Brand Development

SAIL changed its name to the “Student Academy to Inspire Learning” this year to reflect the program’s increasing shift to year-round programming. The change will allow the program to keep its popular acronym, SAIL, well-known at middle and high schools around Oregon.



Student Development

SAIL hires between 25 to 50 UO students, including many program graduates, annually to assist with on-campus programming, providing them with professional and leadership development skills.



The SAIL Impact

33 SAIL graduates will be enrolling as first-year students at UO in fall 2023, meaning that a total of 87 program alumni will be attending during the 2023-24 academic year.



Storytelling

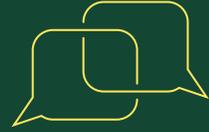
The program created a new [promotional video](#), highlighting the experiences of the summer 2022 cohort.

It’s A Marathon, Not A Sprint

Throughout the academic year, SAIL served thousands of high school students from across the state of Oregon via pre-college mentoring and outreach events. Furthermore, SAIL is increasing its partnerships with K-12 institutions across the state of Oregon and continues to develop new relationships with UO faculty and campus organizations.



Accessible Education Center



AEC offered several types of new programming this year:

- Workshops for neurodivergent graduate students
- “Starting the Term Off Right” workshop
- In partnership with Duck Nest, a weekly study space for neurodiverse students
- Weekly mindfulness meditation series

The **Accessible Education Center** (AEC) is dedicated to facilitating and supporting accessible education through access and full inclusion of students with disabilities into the UO environment. The AEC recognizes disability as an aspect of diversity integral to the university and to society.

The Accessible Education Center is the office designated to determine disability eligibility and supports the provision of accommodations. The AEC offers a range of support and services to eligible students. These include things like academic, housing, and external placement accommodations, disability-related advising, scholarship opportunities, group and 1:1 skill building, and community-building opportunities.



aec.uoregon.edu

Program Highlights

3,112

Students registered with AEC

1,000+

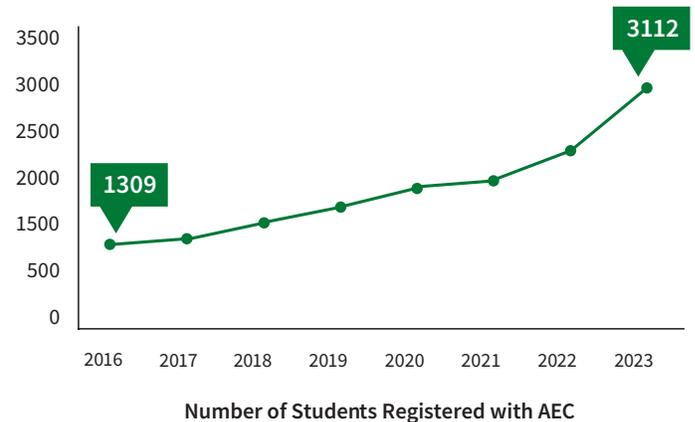
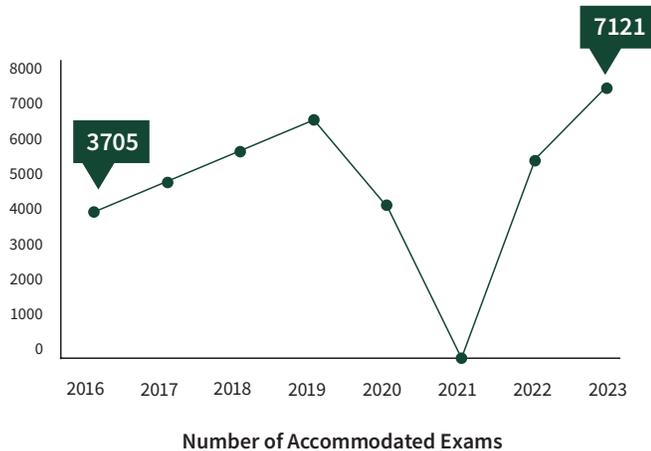
Faculty consultations regarding accommodations and accessibility

3,656

Student appointments held by AEC access advisors

Support. Inclusion. Respect.

This year, the AEC set new all-time highs for both students served and total exams accommodated.



More Highlights

- AEC staff led over 50 presentations, trainings and other outreach events in the campus community, and 37 campus partners took part in AEC's Accessibility Ally training.
- A [new partnership](#) with the Craig H. Neilsen Foundation led to scholarships to three UO students with spinal cord injuries.
- The AEC Academic Engagement student employees met with an average of 35 students each term, for a total of 380 individual meetings, to work on skill-building, self-advocacy, and holistic psychoeducational support.
- Over \$25,000 in funding was provided to students through the AEC's Disability Project Fund, the majority of which was to support students going through psychoeducational assessment.
- The center offered an ADHD Strategies and Support Group and a Social Connectedness Group every term with regular weekly student attendance.
- Professor Betsy Wheeler was awarded the sixth annual University of Oregon Faculty Excellence in Universal Design award for her strong commitment to providing course equity and access for students through UDL principles.
- Thanks to a cross-divisional collaboration, a new testing center will open in fall 2023 in the Knight Library, which will greatly help with streamlining the accommodated testing process for students.



Office of

Academic Advising

The **Office of Academic Advising (OAA)** provides outreach, advising, and support to exploring students and transfer students at UO. The office also coordinates campus-wide training and development for advisors and provides guidance to all advising units around academic policies to ensure a unified, strategic, and collaborative approach to advising across campus.

The office also supports all students across campus navigating academic and crisis concerns and exit outreach. That work includes administering the petition process for retroactive transcript changes, academic reinstatement, and the cancellation of disqualifications.

Program Highlights

5,187

student academic
advising sessions

1,407

sessions led by
peer advisors

672

academic petitions
filed by students



advising.uoregon.edu/oa

Partnership with Academic Residential Communities

OAA will be launching two new residential communities for first-year students in fall 2023, in partnership with UO Housing:

- First-Generation Community is for students who are the first in their family to go to college or graduate from a four-year college. Students in this community will be provided with additional resources and support to navigate the university’s culture, build a sense of belonging, and celebrate the diversity in their background experiences.
- First-Year Explorers Community is for exploring students who have not identified a specific major to pursue. Students in this community will be offered additional opportunities and resources related to navigating major and career exploration.

Explore Your Options Before Declaring A Major

New Initiatives for Transfer Students

- The office launched events to celebrate National Transfer Student Week in October for the first time, including department open houses, a resource fair, and workshops.
- Prospective and incoming transfer students were offered virtual, drop-in advising services, with a new dedicated staff position, to help them better understand their transition steps to University of Oregon.

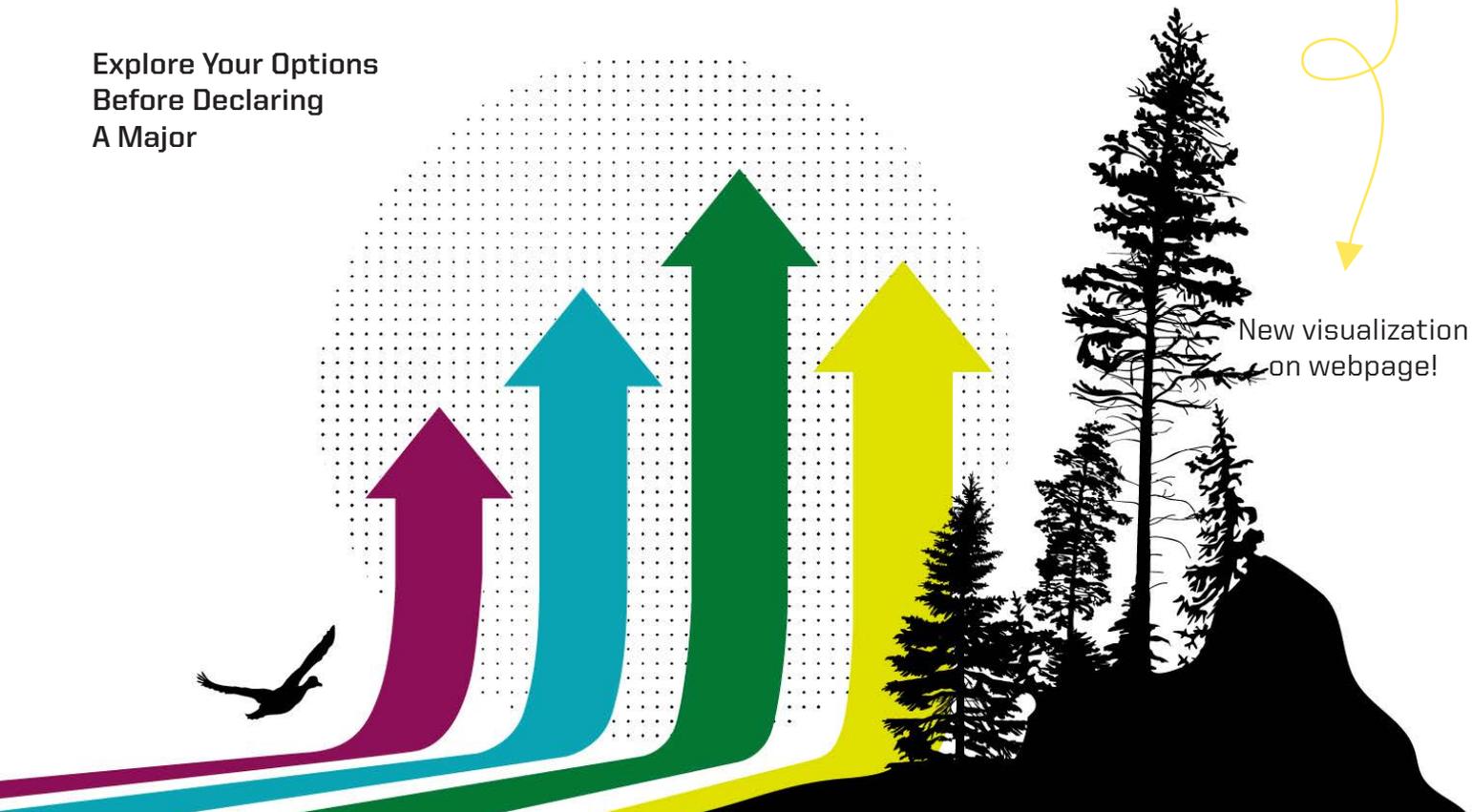
Assistance for High-Need Students:

OAA’s case management coordinator served over 150 students considered high-need or high-risk, providing them with strategies to overcome obstacles and connecting them to helpful resources.



Exploring Majors

A [new set of webpages](#) were developed this year to help students explore majors, featuring year-by-year checklists, self-assessment activities, and many other resources.



New visualization on webpage!

TRIO

TRIO Student Support Services (SSS) is a U.S. Department of Education grant-funded college retention program that helps undergraduates meet the rigors of higher education and graduate from the UO. SSS is designed for students whose socioeconomic backgrounds, educational records, and personal situations suggest they may experience challenges at the UO that could be alleviated with use of resources offered by SSS.

The TRIO SSS team helps students from orientation to graduation, providing expertise across many areas that are key to student success, including financial aid, major and career exploration, holistic advising, academic support, study abroad, and mental health support.

72:1

Student to advisor ratio within TRIO SSS
(The national median ratio across
higher education is 296:1)

3,039

Scheduled student appointments

29%

Of TRIO SSS students receive financial aid
through the program



Despite complex barriers to their success, TRIO SSS students outperform students from similar backgrounds in key academic metrics:



year-to-year persistence

78%



good academic standing

81%



six-year graduation rate

74%

Making It Happen

Financial Aid

SSS offers two types of financial support to students: Grant Aid to help first- and second-year students persist and Scholarship Aid for students who are closer to graduation but need additional support to finish.

State Assistance

Thanks to assistance from the Oregon TRIO Association, the statewide TRIO organization, nine UO students, who were nearing their aggregate loan limits and did not have the necessary funds to graduate, received funding this year - over \$26,000 total - to help them finish their degrees.

Demographics

TRIO SSS students are: 33 percent students of color, 43 percent transfer students, 33 percent nontraditional students (24 or older).

Engagement

The program hosts around 8-10 workshops per term on topics including: student loan repayment; job searches and LinkedIn; mindful meditation; summer course planning and funding; exploring majors and careers; and goal setting.

New Programming

In the fall, TRIO began offering a “Transfer Seminar” for transfer students arriving at UO during the fall term. Participating students receive course credit, learn about campus and TRIO SSS resources, and build community with other transfer students. Of the 15 students who participated in the first seminar, 14 are returning to UO for in fall 2023.



Tykeson College and Career Advising

Tykeson College and Career Advising (TCCA) provides integrated academic and career advising to students pursuing degrees in the UO's College of Arts and Sciences (CAS). UESS, in collaboration with CAS and the Career Center, launched Tykeson in 2019.

Next year, Tykeson will relaunch as a unit directed by CAS. UESS will continue to serve as the institutional leader and coordinator for advising, working with advising units across all the UO's schools, colleges, and programs.



Program Highlights

21,238

student advising sessions

8,871

undergraduate students served

80

proactive outreach campaigns
to CAS students

New Structure

The TCCA team, in collaboration with CAS colleagues, developed a new organizational structure based on academic major, with the goal of improving student access and navigation of advising services and strengthening connection with faculty and academic partners.

Intro to Advising

TCCA coordinated presentations about academic advising for incoming students in 50 First-Year Interest Group (FIG) courses during fall term. In addition to developing the curriculum for the FIG presentations, TCCA staff presented at 34 of the courses.

Partnerships with the Career Center

- The University Career Center and TCCA developed the [UO Career Readiness Roadmap](#) and launched the “First-Steps Initiative.” The First Steps Initiative focused on students activating a Handshake account, completing the VitaNavis career assessment, and building or updating their resume.
- TCCA provided significant support to two major events organized by the Career Center: the Law School Fair during fall term and the Health Professions Graduate School Fair during spring term. Over 200 students attended the two events.

The UESS Degree Progression Team designs institutional student outreach plans for UO advising units in alignment with our retention and graduation goals. One of the outreach efforts that TCCA participated in focused on academic progression, reaching students in need of additional support.

*The
Intervention*

1,300

students with academic concerns or identified as likely to benefit from additional advising support

30

outreach campaigns

750

students who received the outreach
scheduled a meeting with an advisor

58%

success rate

*The
Outcome*



Supported in collaboration with
the Division of Equity and Inclusion

Center For

Multicultural Academic Excellence

Program Highlights

4,698

Total student
visits to the CMAE space

404

Scholarship recipients
served by CMAE advisors

57

Cultural Connections
study halls hosted

The Center for Multicultural Academic Excellence (CMAE) promotes student retention and persistence for historically underrepresented and underserved populations, including undocumented and tuition equity students. The center does this by providing a culturally supportive environment that empowers students to fulfill their educational and career goals.

CMAE offers a campus hub for students in Oregon Hall - a home away from home – with a comfortable, community space that offers computers and desks to study, free printing services, snacks, and culturally responsive advising. The center’s goal is to build and empower an inclusive and diverse community of scholars who exemplify academic excellence and inspire positive change.



inclusion.uoregon.edu/center-multicultural-academic-excellence-cmae



More Highlights

- CMAE has been hosting an annual [New Student Fall Retreat](#), a college summer bridge program, for 32 years. The popular retreat provides participants an opportunity to build community and connect to campus faculty, staff, and resources.
- The center's staff works closely with the UO's academic residential communities (ARCs), providing advising and co-curricular engagement to students enrolled in a variety of ARCs and Residential Communities. This year, advisors connected with students in the Native American Indigenous Scholars (NAIS), Latinx Scholars, Umoja Scholars, and LGBTQIA+ Scholars ARCs, as well as for students in the Gender Expansive Hall.
- The CMAE team will add a new Native and Indigenous academic advisor in fall 2023, as part of the UO's new [Home Flight Scholars Program](#). The new position will work directly with close to 100 American Indian and Alaska Native students, providing advising and programming support.
- The center's 12-member Student Leadership Team are a dynamic group of students trained to serve as facilitators, peer educators, and mentors to incoming CMAE students, starting at the fall retreat.
- In fall 2023, the CMAE will begin providing wrap-around support for three recipients of the Maradel Gale Scholarship, an award dedicated to students from the Pacific Island nations. The services will mirror the support the center's staff has provided since the 1980s to recipients of the Diversity Excellence Scholarship, among others.
- Cultural Connections, CMAE's themed study halls, allowed students from different communities to visit with retention specialists and take part in workshops on financial aid, explore study abroad options, and attend class registration labs.

Small Staff, Big Impact

The UO's Diversity Excellence Scholars, who receive wraparound advising through CMAE's four retention specialists, consistently have better retention rates and higher 4- and 6-year graduation rates than their non-DES peers.





PathwayOregon

PathwayOregon is a promise that tuition and fees for academically qualified, federal Pell Grant eligible Oregonians will be covered for four years. The innovative program, launched in 2008, uses a combination federal and state funds, as well as university grants and scholarships through the Office of Student Financial Aid and Scholarships, to cover those costs for eligible students.

PathwayOregon advisors in UESS work with award recipients from new student orientation to commencement, providing academic, personal, and financial support to help them meet their individual graduation goals and narrow a longstanding equity gap for Pell-eligible Oregonians overall.



PathwayOregon

By the numbers

2,085
Total
PathwayOregon
students



599
First-year
PathwayOregon
students



51.3%
Students of Color

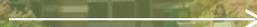


55%
First-Generation



100%
Pell-Eligible

3.84
High School GPA



PathwayOregon students call home 33 out of Oregon's 36 counties.

5,613 total advising sessions this year

Outcomes

12% Increase in four-year graduation rates in last decade

7,802

Oregon students have had tuition and fees covered since PathwayOregon launched in 2008

88% Average second-year retention rate (past five years)

\$50 million

Tuition aid distributed so far

Successful Peer Mentor Program

Around 300 first-year students were paired with an upper class PathwayOregon peer mentor aligned to their academic interests. These 41 mentors served as a resource and point of connection during mentees' first term, with regular check-ins, providing assistance with normalizing the common challenges of the transition to college, and fostering connections to PathwayOregon and other UO communities. Mentees reported that the most positive parts of their experience were the check-ins, the opportunities for relationship building, and mentor advice and support.

Summer Bridge Support

Almost 250 incoming PathwayOregon students participated in Engage & Connect, a summer bridge program to help ensure a successful transition to college. Participants moved in early to their residence hall and attended a welcome program aimed at helping new students connect with peers, campus resources, and staff before the majority of students arrived on campus. The program is a partnership between PathwayOregon, Center for Multicultural Academic Excellence, Lyllye Reynolds-Parker Black Cultural Center, and Tutoring and Academic Engagement Center.

Staff Training

PathwayOregon advising team engaged in shared learning and professional development to further support students' career readiness. The full staff completed the National Association of Colleges and Employers two-day Career Coaching Intensive, developing a shared understanding of career coaching theory, techniques, and practical resources to support student career exploration and preparation.

Additionally, four advisors were trained to facilitate Leadershape's Catalyst, a one-day student-centered leadership program aimed at helping students identify areas of interest and charting a plan for engaging communities and causes they care about. Next year, PathwayOregon will pilot a new career-focused student advising service, an opt-in career readiness certificate program, and hold Catalyst sessions for peer mentors and upper-class students.

Advising Engagement

- Peer advisors provided over 2,600 hours of support in the summer, from registration help to proactive outreach to incoming PathwayOregon students. Advisors made outreach phone calls to ensure students scheduled an initial advising appointment, enrolled in a full-time course load, and completed new student deadlines. This support extended through the academic year, including over 800 phone calls to encourage FAFSA submissions, graduation plan completion, and advising appointments.
- To continue to encourage in-person engagement post-COVID and promote connections to PathwayOregon advising and resources, advisors implemented new initiatives, including 13 informal advisor drop-in events – hosting students in our program space for coffee, pastries, and quick advising-related questions and held a mixer for all off-campus first-year students.



Degree Progression

The Degree Progression Team (DPT) develops, coordinates, and evaluates interventions to support undergraduate students' degree progress and timely completion, including coordination of advising caseloads, proactive outreach, and continuation grant funds. Working with all campus advising units, DPT serves as a central resource for proactive advising and utilizes student data analytics to provide targeted support.

Program Highlights

8,119

Required advising and enrollment outreach contacts

107

Advising campaigns coordinated across all advising units

\$107,624

Continuation grant funds awarded

Predicting Risk to Support Success

In supporting undergraduate students' path to graduation, timely and proactive intervention can be the difference between stopping out and leaving the UO with a degree in hand. The challenge, especially in a quarter system, is identifying students likely to struggle before they are struggling when support is most effective to helping a student reverse course. Over the last two years, UESS has been collaborating with the Provost Office's Academic Data Analytics Unit (ADA) to use machine learning to predict which first-year students are at risk of not returning for their second term before they arrive on campus so advisors can provide timely outreach and support for their continued enrollment and success.

This collaboration resulted in a model that predicts winter term retention at a rate three to five times higher than alternatives. Before the start of the academic year, the model was used to identify incoming students who were least likely to return for their second academic term and coordinate proactive advisor outreach during the first weeks of fall term across all campus advising units:

*Student
Success
Intervention*

428

incoming students identified by new model with higher predicted risk of stopping out

11

outreach campaigns across all campus advising units

87%

of students met with advisor during their first term

93%

of students who met with an advisor enrolled in their second term

Outcomes

Tutoring and Academic Engagement

The Tutoring and Academic Engagement Center (TAEC) provides resources and services for students who want to enhance their learning and academic performance. Available to all undergraduates, the TAEC offers a range of support services including: small group subject tutoring, drop-in math and writing support, individual learning consultation, peer academic coaching and supplemental instruction, and preparation for graduate school entrance exams.

These resources are instrumental in helping students fill in subject and skill gaps, strengthen their academic performance in critical coursework, and help them make solid progress toward achieving their educational goals.

Program Highlights

21,125

Total academic support sessions

3,805

Individual students served

35%

Of first-year students accessed TAEC services



engage.uoregon.edu

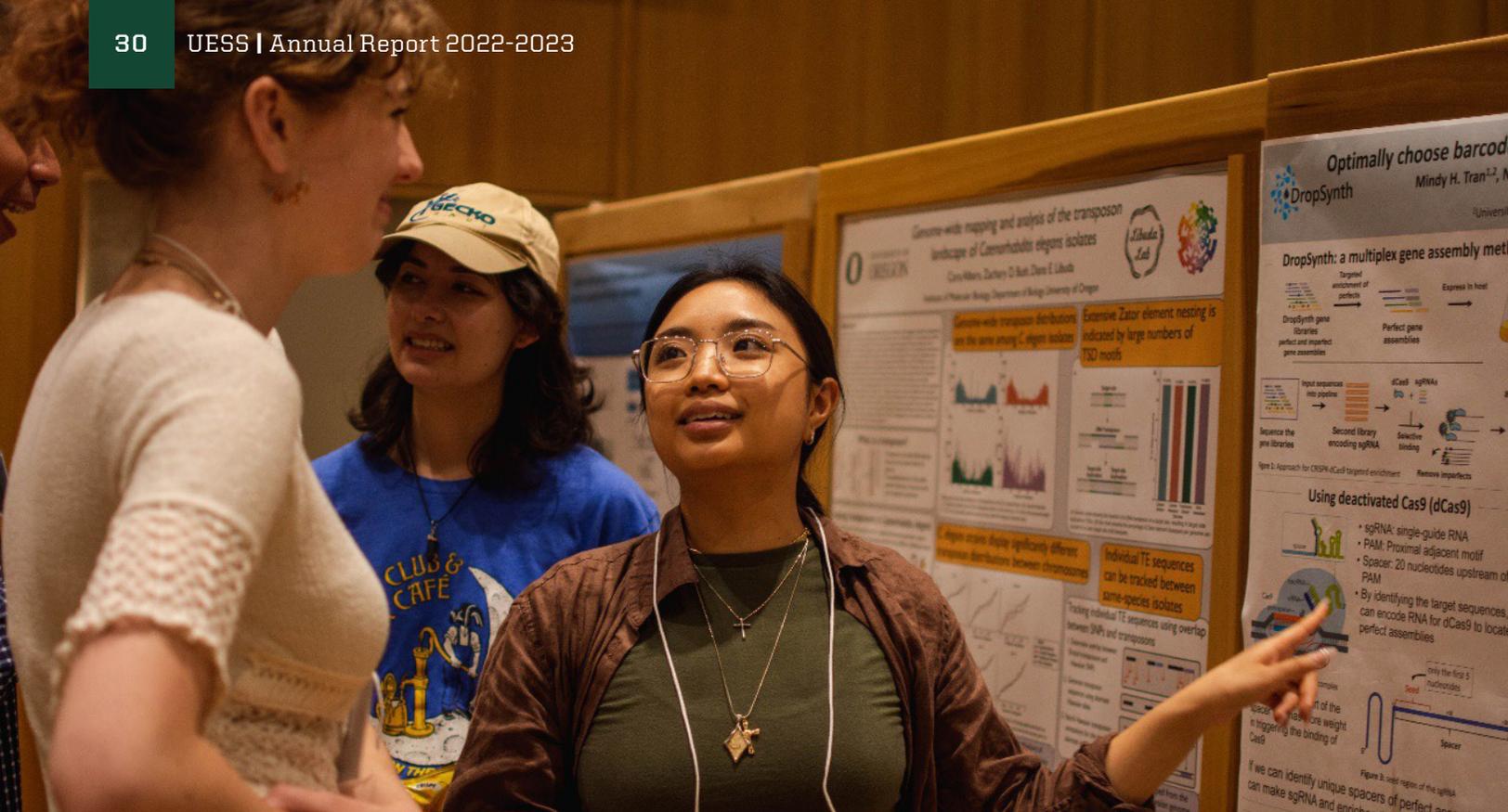
Top 20 Majors That Used TAEC Services



Expanded Free Academic Support:

The TAEC offered more than 37,160 direct academic support hours this year, including new services, to meet the needs of UO students:

- Math, writing, language, and science tutors were available on a drop-in basis for over 75 hours per week, including evening and weekend hours. Usage has dramatically increased since this support was relocated to the Knight Library in 2015 and this fall hit an all-time high with over 10,000 peer tutoring contacts.
- Class Encore hosted 348 study groups spread across Accounting, Business, Biology, Chemistry, Computer Science, Mathematics, and Physics, almost doubling the number study groups from the year prior. With 10,812 total student contacts, Class Encore saw a 95% increase in student engagement.
- 507 new students attended [Summer Bridge](#), an early move-in program aimed at smoothing the transition to college for historically underrepresented students. Initial results are promising with participants having higher retention, GPA, and credit accumulation rates than their non-participant counterparts.
- Now in their second year, [Peer Academic Coaching](#) and [Academic Success Hub](#) continue to build out critical support for first-year students.
- 27 first-year students were conditionally admitted to the University of Oregon through the Undergraduate Support Program (USP), a longstanding partnership with Admissions that provides students who did not meet standard admission criteria but demonstrated potential and motivation to succeed. The program provides wraparound advising, supplemental instruction, required coursework, and personal support throughout the first year.



Undergraduate Research and Distinguished Scholarships

Undergraduate Research and Distinguished Scholarships (URDS) is comprised of nine allied offices, focused on excellence in academics and research among UO undergraduate students. They include the Center for Undergraduate Research and Engagement (CURE), the Office of Distinguished Scholarships (ODS), the Academic Residential and Research Initiatives (ARRI), the Affiliated Students of Undergraduate Research and Engagement (ASURE), DucksRISE, Ronald E. McNair Scholars Program, and Alpha of Oregon Chapter of Phi Beta Kappa.

Each unit within URDS offers enterprise-wide, comprehensive support to undergraduate students and recent alumni exploring and participating in undergraduate research, distinguished scholarships, paid internships, experiential opportunities, and post-completion destinations. Their work is conducted in alignment with the UO's institutional framework around Student Success focusing on equity and access to high-impact practices.



urds.uoregon.edu

Program Highlights

110

Undergraduate students awarded funds to conduct research and explore creative works through URDS programs

3

Students received the prestigious national Goldwater and Truman scholarships this year

454

Students presented their research at the 2023 Undergraduate Research Symposium

Undergraduate Research and Engagement

Over the past year, URDS awarded UO undergraduates funding for:

- 67 research fellowships
- 25 conference travel awards
- 10 small grants
- 9 paid internships

The [2023 Undergraduate Research Symposium](#) recognized students with exceptional poster, oral, and creative work presentations with 60 presenter awards, totaling nearly \$16,000.

URDS launched a new [Impact Fund](#), which raised around \$22,000, to support foundational opportunities for students of all backgrounds to engage in research, other high impact activities, and enrich their academic experiences at UO.

URDS offices offered weekly drop-in advising hours to provide students with comprehensive support, resources, and guidance to explore undergraduate research, distinguished scholarship opportunities, and other scholarly endeavors.

The team works to develop collaborations that allow students to showcase their research work off-campus. Recent examples include:

- Monthly presentations at the City Club of Eugene
- Four students traveling to Saudi Arabia to compete in a university poster competition
- UO iGem (International Genetically Engineered Machine) undergraduate student team presenting at 2023 The World Expo of Synthetic Biology in Paris, France.

Office of Distinguished Scholarships

The Office of Distinguished Scholarships was honored this year to support and endorse:

- [Two Goldwater winners](#)
- One [Truman recipient](#) and one finalist
- [Marshall and Rhodes Finalist](#)
- Mitchell semi-finalist
- [Phi Beta Kappa Key into Public Service](#) award recipient

ODS provides comprehensive advising and guidance to students and recent alumni interested in applying for highly competitive national and international scholarships and fellowships in support of post-graduate study and career exploration.



DucksRISE

Research, Internship & Student Engagement

A cohort-based, career-development program focused on bringing into effect equitable post-graduation outcomes for underserved students at UO, centering on BIPOC, first generation, and low-income students. DucksRISE launched in winter

2022, thanks to a one-year Beyond Completion Challenge grant from the Strada Education Network. DucksRISE provides wraparound support, promotes well-being and belonging, develops professional competencies, and builds community and networks.

DucksRISE

By the numbers

Population



169
students served

86%
students
of color



53%
first-
generation



66%
pell-
eligible



Outcomes

39

Research fellows and five DucksRISE Research Seed Grant recipients

22

Students placed in Lane County internships

18

Students placed in Portland Internship Experience workplaces

29

Students studying abroad

25

Undergraduate research symposium participants

Financial Investments In Our Students

\$142,500 in research funding disbursed

\$54,000 in study abroad scholarships

\$61,000 in tuition remission

\$7,000 for professional development support

\$99,500 in internship stipends

McNair Scholars Program

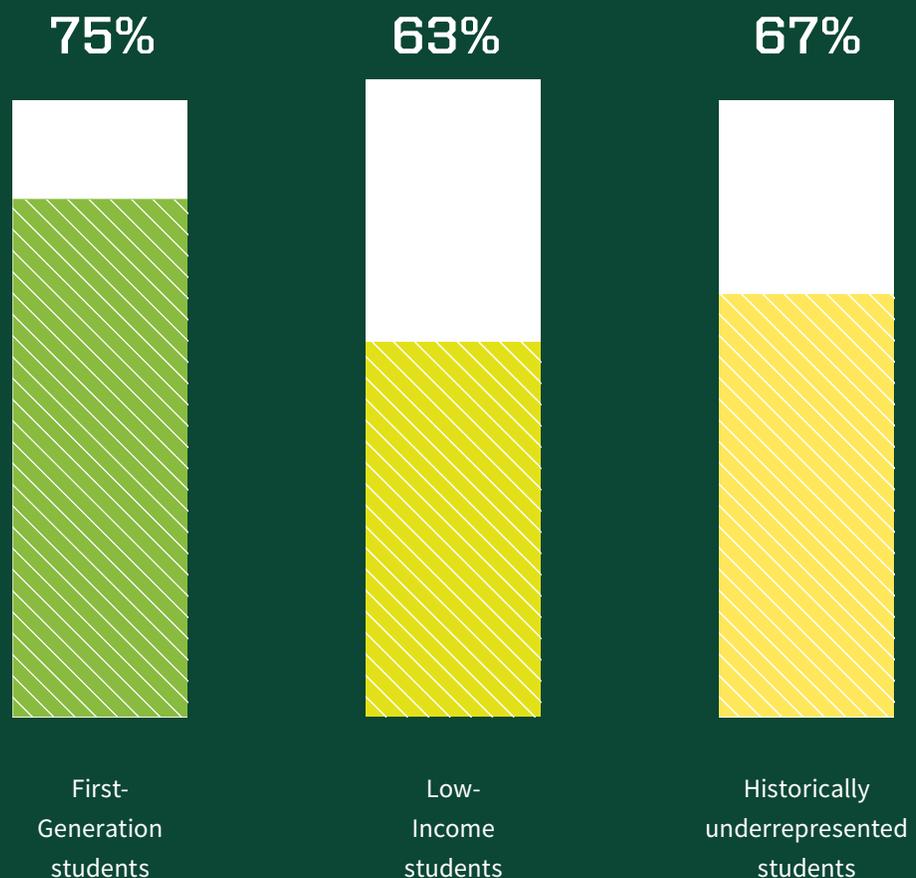
The McNair Scholars Program is a federal TRIO program funded at UO since 1999 by the U.S. Department of Education, designed to prepare undergraduate students for doctoral studies through involvement in research and other scholarly activities.

McNair participants are either first-generation college students with financial need, or members of a group that is traditionally underrepresented in graduate education and have demonstrated strong academic potential. Through a combination of academic support, research opportunities, and mentoring, the program aims to foster the development of scholars who will contribute to the diversity and excellence of the nation's academic and scientific communities.

PROGRAM HIGHLIGHTS

- The McNair Scholars Program is deeply embedded at UO, with 24 mentors across the university's faculty and scholars majoring in a total of 16 disciplines.
- A graduating McNair Scholar, Tom Farrenkopf (Cinema Studies, '23), created a first-ever [McNair program video](#) this year, featuring interviews other scholars about how the program helped them and their future plans.

In the 2022-23 academic year, McNair Scholars were:



Academic Residential and Research Initiatives

Since 2005, the Division of Undergraduate Education and Student Success and University Housing have partnered in leading the first-year residential curricular experience and the network of [Academic Residential Communities \(ARCs\)](#), [Residential Communities](#), [Faculty-in-Residence](#), [Faculty Fellows](#), and residential tutoring and advising. These initiatives help support the UO's first-year live-on requirement, adopted in 2017 to assist with student outcomes.

Program Highlights

15

Academic Residential Communities

1,400

Students enrolled in ARCs

16

Faculty-In-Residence and Faculty Fellows

Community and Faculty Support:

Students enroll in faculty-led ARCs to join a themed learning community. Students room together and take part in yearlong ARC seminars that engage them in an experiential, project-based, research-oriented pedagogy.

Faculty-in-residence and faculty fellows play a key role, along with professional staff and peer leaders, in supporting students' social and academic transitions into UO through co-curricular programming and engagement.

Academic Resources:

The Academic Success Hub offers students daily academic services and resources, including tutoring, workshops, classes, group study sessions, peer coaching, and individual consultations. The hub offers great access through its location in the Living Learning Center, and its evening and weekend hours. Likewise, the CURE Hub, in Global Scholars Hall, coordinates weekly drop-in advising with undergraduate research offices and programs from across campus.

Better Outcomes:

Our five identity-based ARCs improve equity outcomes by creating majority-minority spaces in residence halls and fostering a sense of belonging between student peers, mentors, faculty members, and alumni. Underrepresented students enrolled in ARCs consistently outperform their peers in retention and



housing.uoregon.edu/communities



Student

Spotlights



Yazzie Chee (He/Him)

General Social Sciences, minor in Native American Studies. Class of 2023.

Student Success Program: DucksRISE

Coming to UO as a transfer student, Yazzie interned at the Urban League in Portland, a law firm, and the Civil Liberties Defense Center in Eugene, thanks to connections he made through DucksRISE. He says those opportunities developed his outreach and fundraising skills and started him on the path to attend tribal law school. As an undergraduate, he connected with fellow Indigenous student activists, organizing an awareness event in the spring for missing and murdered Indigenous people.

"I would like to be a presence on my reservation and to give opportunities to people that were in similar situations as me growing up. People that don't have access to resources or don't have a strong parental figure in their life. People that didn't have anybody to tell them that they were worth anything, or that they could succeed."



Ellis Mimms (He/Him)

Physics. Class of 2022.

Student Success Program: McNair Scholars Program

Ellis entered the McNair Scholars Program in 2018, interested in pursuing graduate study in physics. He was mentored by Pine Mountain Observatory Director, Dr. Scott Fisher, and conducted two research projects titled "The Pine Mountain Observatory Deep Field" and "Pine Mountain Observatory and Beyond." He plans to attend Washington University in St. Louis for a master's degree in the fall of 2023.

"My time at UO helped foster in me a resilience and confidence that I will carry for the rest of my life. The instruction and support of the McNair program allowed me to exercise my full potential as a student and researcher while also greatly preparing me for graduate school."



Kaitlyn Nguyen (She/Her)

Journalism: Public Relations and Family and Human Services. Class of 2023.

Student Success Program: PathwayOregon

Kaitlyn played an integral role in creating a positive experience for fellow students in need during her time at UO. Her student employment with University Housing and the Office of the Dean of Students helped foster and grow Kaitlyn's passion for building better systems of support. After graduating, her goal is to apply her skills and knowledge to a career in human resources for social service agencies.

"It means a lot to me to be earning a college degree: I am a first-generation student and am very grateful for the opportunity to have attended a four-year university. From a young age, I always knew I wanted to attend higher education, but I was unsure how I would be able to afford it. PathwayOregon helped me achieve my goals. (My advisors') support helped me feel welcome on campus and made me feel that I belonged at the University of Oregon."



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