



SACRAMENTO STATE

Improve Your Tomorrow University

ACADEMIC YEAR 2017-2018

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Executive Summary

Improve Your Tomorrow, Inc. (IYT) is a community-based organization focused on increasing the number of young men of color to attend and graduate from colleges and universities. IYT served over 650 young men of color in high school, making it one of the largest education nonprofits serving only young men of color in the country. IYT scholars are supported through twelve years of wraparound academic services from middle school to college.

IYT U started its program in fall 2017. Thirty five students participated during this semester. Most of them were Hispanic/Latino (43%), followed by African American (29%), and Asian (20%). Fifty seven percent of them were freshmen.

During spring 2018, 40 students participated in the program. Most of them were Hispanic/Latino (48%), followed by African American (23%), and Asian (23%). Thirty eight percent of them were freshmen.

In support of the division's goal to increase graduation rates and decrease time to degree, the program monitors students' average unit load (AUL), academic standing, and retention rates. Fifty four percent of students were enrolled in 15 units or more during fall 2017 with 74% of them in good academic standing and were enrolled the following semester at 97%. Thirty eight percent of students were enrolled in 15 units or more during spring 2018 with 78% of them in good academic standing and were enrolled the following semester at 83%.

Students participated or attended different career and campus events like All Majors Career Fair, Education Expo, Men of Honor, Men's Basketball Game, and many others. They participated in Leadership Initiative, volunteered in the community, and applied for scholarships.

Mission Statement

Increase the number of young men of color to graduate on time and prepare to enter the workforce

Five Program Pillars

- **Brotherhood:** Fellowship with like-minded men of color and promote team-building for better cooperation and communication. Activities include winter and spring retreats and food/meals during meetings, workshops, and study halls.
- **Community:** Work to make a difference in the community and develop engagement skills. Students will participate in 2-3 community service opportunities per academic year.
- **Mentorship:** Provide students with information, guidance and encouragement in order to achieve the goal of obtaining a college degree. There are monthly academic/life check-ups with designated mentors and one-on-one mentorship by professional like-minded men of color.
- **Scholarship:** Promote academic achievement and demonstrate financial need to support educational expenses. Weekly/daily study space/hall designed to assist students in applying for scholarships are provided, as well as, one-on-one academic counseling/coaching in conjunction with Academic Advising and EOP, or financial aid counseling in partnership with Financial Aid office.
- **Leadership/Career:** Offer leadership skills workshops and help students to lead one activity/task/initiative for the program. Students visit major corporations such as Facebook, Google and Tesla, and they have internship opportunities at major employers across Sacramento including the California State Capitol, SMUD, or Kaiser. Students are employed through the IYT College Academy and IYT Continue to Dream Academy.

Staffing

Renatto Guerra – College Success Coach/IYT U Program Director

Dreon Barlett – Program Coordinator of the Martin Luther King Jr. Center

Luis Kischmischian – Division Lead

Program Outcomes

This academic year, the Vice President of the Division of Student Affairs decided to align program goals with the university's goals, Student Affairs Divisional Goals, and Baccalaureate Learning Outcomes. The structure of this section will include the goals, the strategies to achieve those goals, and the outcomes.

Program Goal 1: IYT U students will carry 15 units or more per semester (30 units per academic year) and are in good academic standing.

University Strategic Goal: Enhance student learning and success

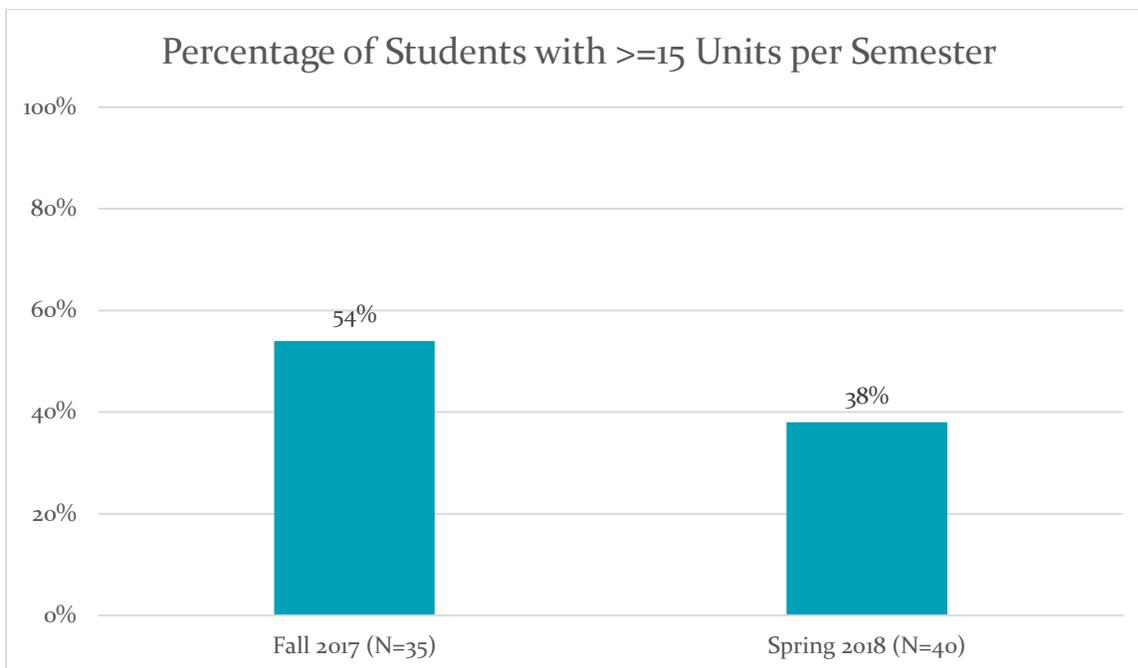
Student Affairs Divisional Goal: Increase graduation rates and decrease time to degree

Baccalaureate Learning Goal: N/A

Standard of Achievement: *Collect baseline data on unit load and academic standing*

In support of the University's goal to increase graduation rates, the program monitored the average unit load (AUL) of IYT U student who participated in the program, as well as their academic standing. Figures 1 and 2 shows the percentage of students who were enrolled in 15 units or more and who were in good academic standing.

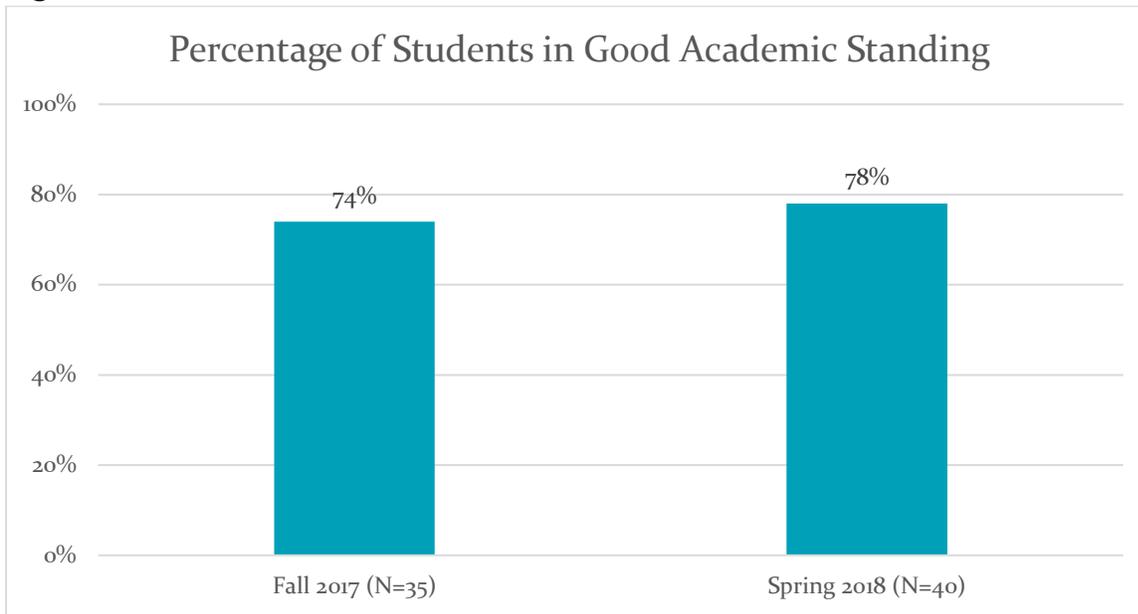
Figure 1



Sources: 1) Fall 2017 – COGNOS Report extracted on 2/1/18. 2) Spring 2018 – COGNOS Report extracted on 6/7/18.

Notes: 1) Fall 2017 AUL is 15.14. 2) Spring 2018 AUL is 13.40.

Figure 2



Sources: 1) Fall 2017 – COGNOS Report extracted on 2/1/18. 2) Spring 2018 – COGNOS Report extracted on 6/7/18.

Program Goal 2: IYT U students will enroll the following semester.

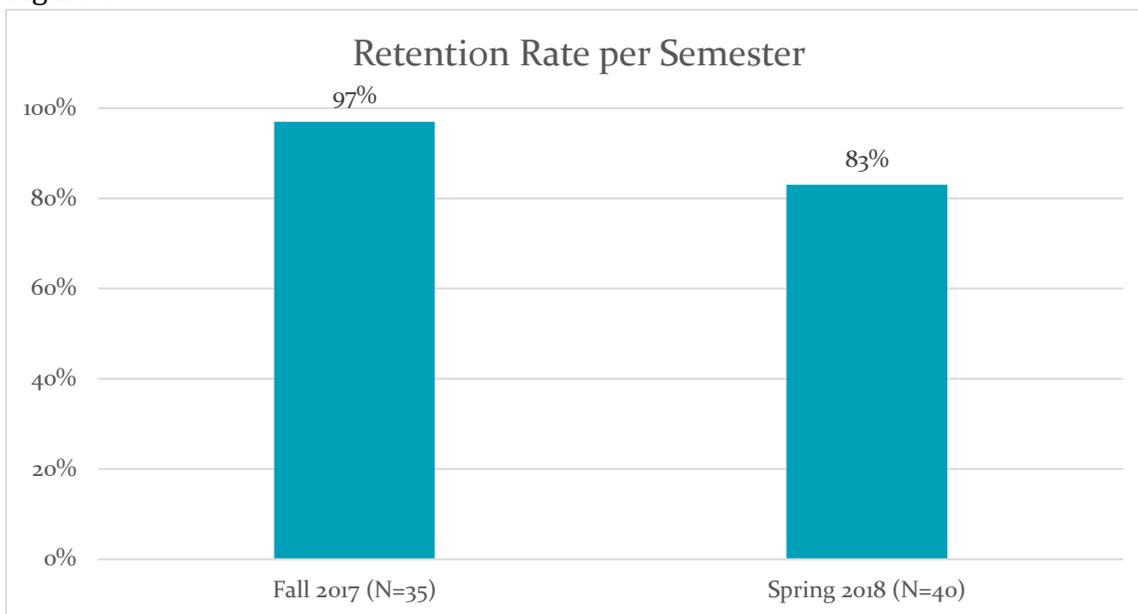
University Strategic Goal: Enhance student learning and success

Student Affairs Divisional Goal: Increase graduation rates and decrease time to degree

Baccalaureate Learning Goal: N/A

Standard of Achievement: *Collect baseline data on retention rate*

Figure 3



Program Goal 3: IYT U students will participate in career readiness workshops or events.

University Strategic Goal: Enhance student learning and success

Student Affairs Divisional Goal: Increase student engagement

Baccalaureate Learning Goal: Intellectual and practical skills

Standard of Achievement: Collect baseline data on students who participated in career readiness workshops or events

Students participated in different Career Center events. Sac State Career Center partnered with JC Penney store in Arden Mall to host a Suit-Up Event on 3/4/18, Sunday from 6:30 pm to 9:30 pm. The store offered students and alumni the opportunity to shop for career wear at discounted prices.

On April 3, four students participated in the Spring 2018 All Majors Career Fair held at the Union from 10:00 am – 2:00 pm. Over 100 employers were planning to recruit full-time, part-time, internship, and volunteer opportunities for students. The event was open to both students and alumni from ALL majors. The Education Expo was held on 4/18/18 at the Union from 10:00 am – 2:00 pm. This was a great event for students to connect with school districts, education services and agencies.

On April 27, the “Fun in the Sun Internship Fair” was held in the Library Quad from 10:00 am to 1:00 pm. This event attracted three students seeking top employers who were offering summer internships and allowed students to network with employers while looking for internships related to their academic disciplines.

Program Goal 4: IYT U students will participate in leadership opportunities.

University Strategic Goal: Enhance student learning and success

Student Affairs Divisional Goal: Increase student engagement

Baccalaureate Learning Goal: Intellectual and practical skills

Standard of Achievement: Collect baseline data on students who participated in leadership opportunities

Four IYT U members were involved with the Leadership Initiative (LI) program to develop students’ leadership and professional skills, serve as a foundation for involvement in campus life, and promote retention, academic success, and graduation. The foundation of the LI is based on the Social Change Model of Leadership Development, which encompasses three sets of values individuals build upon to become social change agents - individual values, group values, and societal/community values.

On April 13, 2018, one IYT U student participated in STRONG 2018, an academic competition where students presented ideas about how to improve their lives, their community, or their career field to regional employers. The IYT U student together with a non-IYT U member proposed a literacy program that broadens African American and Latino youth who reside in low-income neighborhoods their perspectives, bridges the education gap, challenges sociocultural dynamics and enables them to generate purpose.

Program Goal 5: IYT U students will participate in community service opportunities.

University Strategic Goal: Commit to engaging the community by building enduring partnerships that strengthen and enrich the region

Student Affairs Divisional Goal: Increase student engagement

Baccalaureate Learning Goal: Social and personal responsibility

Standard of Achievement: Collect baseline data on students who participated in community opportunities

On March 10, 2018, IYT U partnered with Arden Middle School's Black Student Union and Project Optimism for a community service project in downtown Sacramento. Five members walked around the streets passing out boxes of food, water bottles, hygiene products, clothes and more to the homeless population in the area.

During the spring semester, IYT U members (5 students on average) volunteered once a month at an IYT College Academy study hall at four different high schools in Sacramento. They tutored high school students in Math and/or English.

Program Goal 6: IYT U students will apply for scholarships.

University Strategic Goal: N/A

Student Affairs Divisional Goal: Increase students' sense of well-being

Baccalaureate Learning Goal: N/A

Standard of Achievement: Collect baseline data on students who applied for scholarships

IYT U students were encouraged to apply for scholarships. Students' chances are greater when they invest time and effort into their application. Eleven students applied for different scholarships such as 1st Generation College Scholarship, Hispanic Scholarship Fund, BEL Foundation Scholarship, and California Latino Legislative Caucus Foundation Scholarship Program.

Program Goal 7: IYT U students will attend campus events.

University Strategic Goal: Engage students in a comprehensive university experience

Student Affairs Divisional Goal: Increase students’ sense of belonging

Baccalaureate Learning Goal: N/A

Standard of Achievement: *Collect baseline data on students who attended campus events*

IYT U students attended multiple campus events during the academic year. Table 1 shows the events and number of students who attended.

Table 1

Event	Date	Number of Students
Men’s Basketball Game at Golden 1 Sac State vs UC Davis	11/21/17	12
Men of Honor	2/12/18	22
Rapid Rise with Chris Johnson	---	1
Nammour Symposium	4/11/18	1
DEGREES Project Graduate Talk	---	1
Sac State Football Game	---	1
Sac State Soccer	---	1
Full Circle Project Gala	5/4/18	2
Bachata Unique Event	---	1
Campus Concert	---	2

The Male Empowerment Collaborative and Improve Your Tomorrow (IYT) University hosted the Men of Honor event on 2/12/18 from noon to 1 p.m. in the University Union, Orchard Suite. The celebration recognized the accomplishments of great men throughout history and in our current times. The event included lunch, unity building activities, and inspirational talks on the theme of “Honoring the Legacies of Great Men.” Scholars from IYT University were also recognized.

Appendix A

Program Goals	What will be the standard of performance?	Program Outcomes
1. IYT U students will carry 15 units or more per semester (30 units per academic year) and are in good academic standing.	Collect baseline data on unit load and academic standing	Fall 2017: 54% of students with => 15 units 74% of students in good academic standing Spring 2018: 38% of students with => 15 units 78% of students in good academic standing
2. IYT U students will enroll the following semester.	Collect baseline data on retention rate	97% of students enrolled for spring 2018. 83% of students enrolled for fall 2018.
3. IYT U students will participate in career readiness workshops or events.	Collect baseline data on students who participated in career readiness workshops or events	Students participated in 4 career events during the academic year including Suit-Up, All Majors Career Fair and Education Expo.
4. IYT U students will participate in leadership opportunities.	Collect baseline data on students who participated in leadership opportunities	Four students participated in the LI initiative. One student presented in the STRONG 2018 event.
5. IYT U students will participate in community service opportunities.	Collect baseline data on students who participated in community opportunities	On average, 5 students volunteer at the IYT College Academy. Five members volunteer for a community project.
6. IYT U students will apply for scholarships.	Collect baseline data on students who applied for scholarships	11 students applied for different scholarships.
7. IYT U students will attend campus events.	Collect baseline data on students who attended campus events	Students attended 10 campus events.

Appendix B

Student Testimonials

“I’ve gained access to plenty of opportunities and I’ve gained access to relationships that have expanded my network and ultimately my ability to achieve some of my goals.”

“I gained the experience to make bonds with many people that benefit my personal goals as they likely have the same goals as me. Also the great experience to work under IYT at valley as an academic aide really helped a lot.”

“I learned about the importance of networking and making connections everywhere I go. I have always knew to do this, but IYTU showed me how to truly value those I come in contact with that could benefit my future.”

“I gained some confidence about my abilities as a student.”

“As someone who has only been a member of Christian organizations or other off-campus religious clubs and youth groups, I've never really took the chance to be a part of a secular program. The enunciation on kinship with each member was surprising to me because I've only had limited experience and knowledge about how academic programs treat their members and how members treat each other. But "kinship" was a familiar feeling for me (similar to fellowship in Christian organizations) and within my short time I've had with IYT U, I found that it's truly dedicated to helping students to be successful in college in preparation for the workforce and helping students to develop their interpersonal skills.”

“Since joining IYT I have gained so much. I have gained a brotherhood that can never be broken between my IYT brothers but also with IYT staff. I can go to them, as well as my IYT brothers, with any problems and achievements and receive the same amount of support. I feel like I am a part of something and can say that Sac State is my home.”

“IYT U offers a safe environment, a place where I can express my concerns for my well-being as a first generation Latino student. It offers feedback on my current role as a student and my future role as an educator by offering seminars by which I can measure myself as a man and a student. IYTU has shaped my outlook, by bringing young men, primarily of color, who are determined just as much as I am or more to re-shape our outcomes and gain equity in the workforce in general.”

“The thing I like most about the program is the constant interaction we have as a unit. This includes Real Talk Tuesdays, IYTU events and especially our monthly meetings. The fact that we can view each other's growth, my mentor Renatto is constantly checking in with us, and the program values our input and wants us to establish the program's various committees demonstrates to me as a student, that they want us to be involved in all of areas of our lives, not just a club, but rather a lifestyle.”

Appendix C

Student Events

IYT U Membership Meeting on 8/31/17



Brother Hood Hike on 9/16/17



Fall Retreat on 11/18/17-11/19/17



IYT U Membership Meeting on 1/25/18



Men of Honor Event on 2/12/18



IYT U Professional Development Workshop on 2/8/18



Brotherhood Hike on 3/3/2018



Community Service on 3/10/18



Google Trip on 3/19/18

