



WRIGHT STATE
UNIVERSITY

LATINO CENTER STRATEGIC PLAN



COPA

Cultural competency and connectedness

Opportunities for engagement

Positive identity development

Academic Achievement

Fermin Recarte

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Executive Summary

As a way to ensure the success of Latinx students at WSU and respond to the

academic, financial and personal challenges impacting their engagement and progress, the Latino Center at Wright State University is committed to the development of supportive ethnic specific retention initiatives. The hiring of a director of the Latino Center is a direct result of such commitment. The director's responsibility is to establish a more holistic approach to address students' needs and support their entire journey, from prospective student through college graduate. This initiative will serve to comply with the university's goal to improve recruitment and retention metrics and position students for success after WSU. This strategic action plan outlines initiatives and strategies to carry out the objectives presented below.

Some of these key strategies include:

- Partnership Admissions and Advising
- Early intervention support for students in academic difficulty and academic tutoring
- Transitional seminars and small support groups for new and transfer students
- Leadership development
- Career and internship advising
- Mentoring
- Cultural programs to involve entire campus community
- Evolve WSU systems and culture

Director Overview

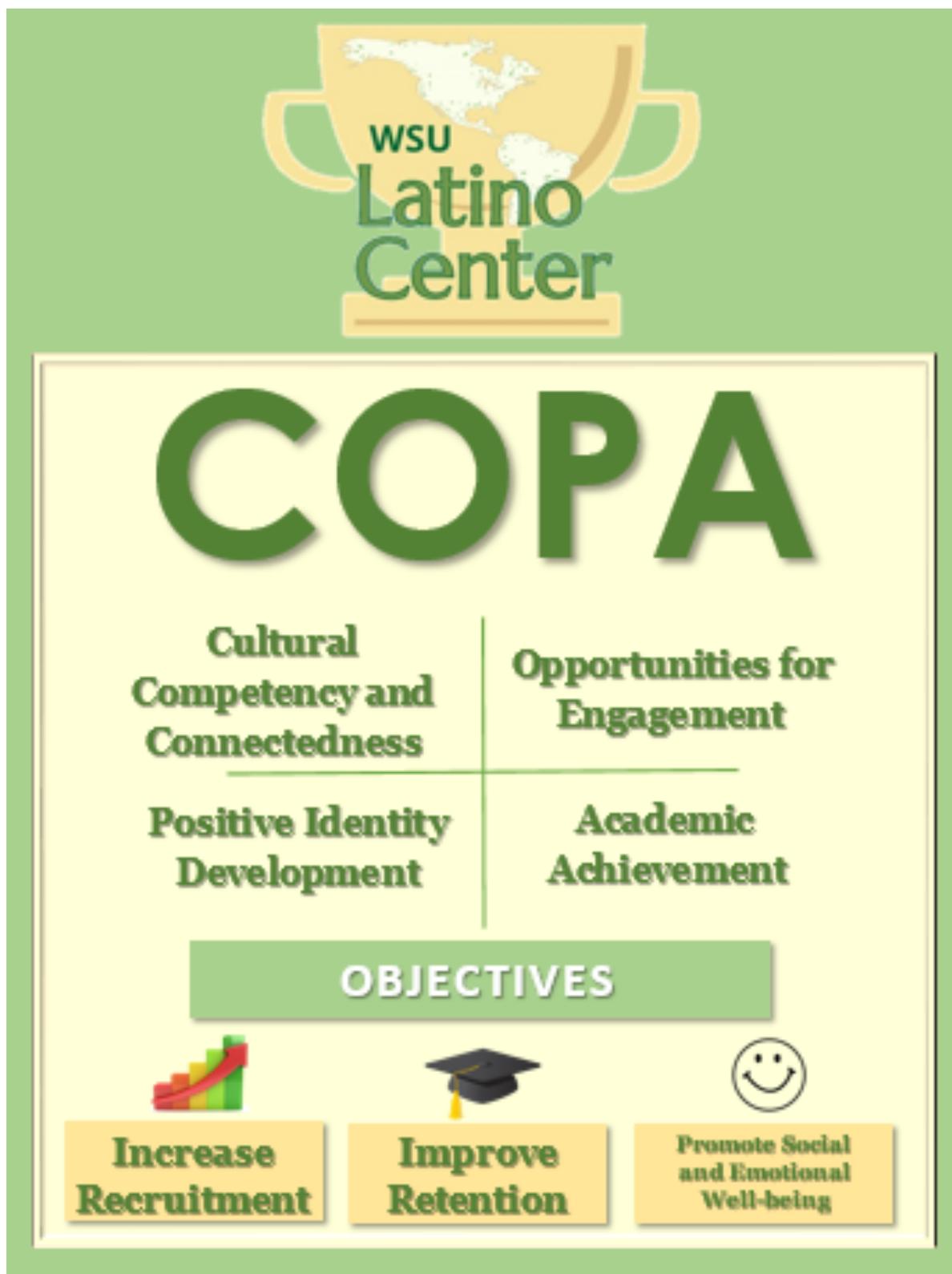
The responsibility of the Director of the Latino Center is to create and provide

opportunities for students to engage with their university experience in meaningful ways as well as collaborate with campus departments to promote a dynamic, inclusive systems approach. The COPA Strategic Framework will guide the activities of the Latino Center and provide a tool to collaborate across campus departments. The director identifies unique academic, social, personal, and cultural needs of Latinx students and engages with campus and community resources to support these needs. Furthermore, the director provides the necessary infrastructure in programming to address student needs and provide an environment of support and inclusion.

The director aspires to have Latinx students experience a sense of belonging, community and empowerment that helps them overcome academic and personal challenges impacting their success at WSU. Under the direction of Vice President of Inclusive Excellence, the director strategically collaborates across campus to connect students with academic support services and events. The director establishes interdepartmental partnerships to fulfill the universities' commitment to campus diversity and degree attainment.

The objectives of the Latino Center are focused on increasing recruitment, successful retention and graduation, and promoting a general sense of emotional well-being in our Latinx student population. This will require not only addressing the individual needs of the students, but also understanding the environmental and systemic barriers that present challenges for Latinx students in these three areas.

STRATEGIC FRAMEWORK



Cultural Competency and Connectedness

The mission of the Latino Center is to support Latinx student achievement and in order to be successful it is essential to engage the entire campus. Latino students must see themselves reflected in the broader campus to promote a sense of ownership and belonging. Furthermore, non-Latinx must have opportunities to engage and learn about Latinx stories through multidisciplinary means. The Latino Center plans to provide opportunities for cross-cultural engagement and understanding such as:

- Latinx Festivals
- Theater and Film Programs
- Student Recognition and Awards
- Guest speakers
- Literature presentations
- Celebration of Latinx Holidays
- Social events and activities



Opportunities for Engagement

Many studies have supported the view that high levels of positive engagement in campus and community activities correlates to improved academic achievement and better social and emotional well-being for students. Due to the fact that Latinx students are an historically marginalized group in the national landscape, an especially concerted effort must be made to engage Latinx students in campus life and provide accessible opportunities for engagement beyond campus.

The Latino Center is dedicated to providing a variety of opportunities for engagement such as:

Campus Engagement

- Embajadores (Ambassadors)
- Mentoring
- Cultural events
- Social events
- Leadership opportunities

Community Engagement

- Service and Outreach
 - Support high school Latinx student clubs and associations
 - Volunteer in community Latinx events and festivals
- Professional Mentors

Global Engagement

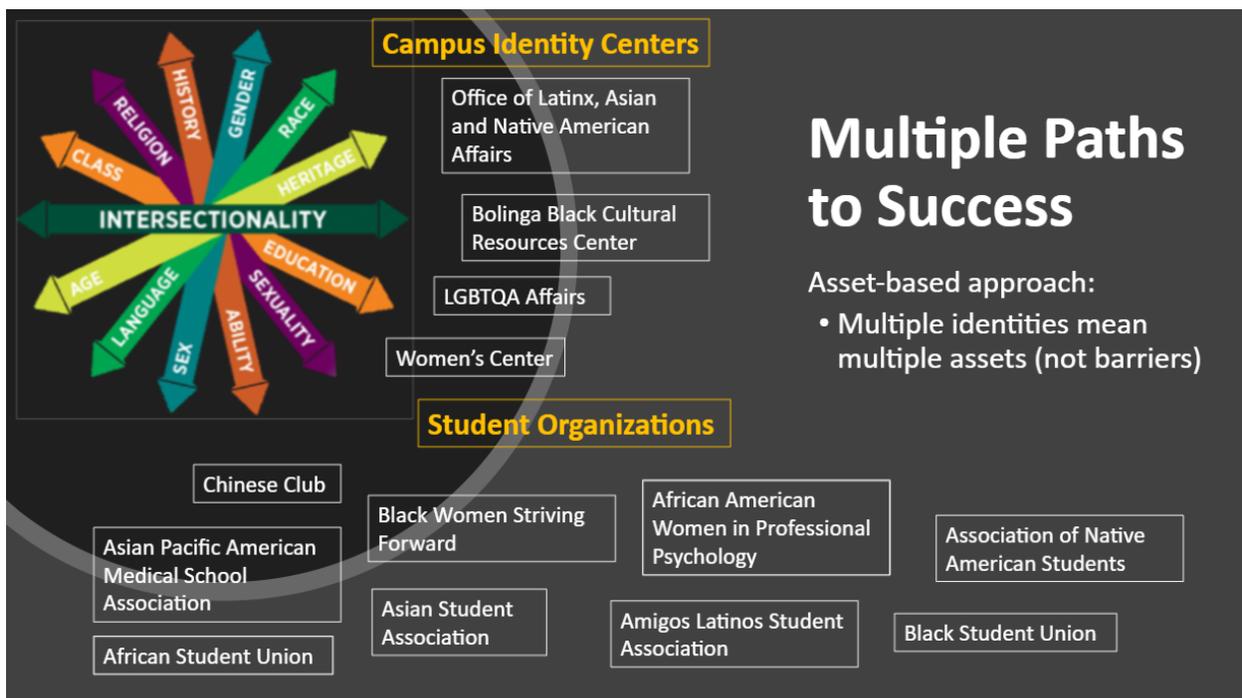
- Passport ready
- Cultural travel programs
- Service Learning travel opportunities

Multimedia Communication and Virtual Connections

- Podcast
- Newspaper/blog/social media

Positive Identity Development

An essential element to whole-student development is implementing an asset-based approach to educating Latinx students, both inside and outside the classroom. The Latino Center will provide a program of professional development for both high school teachers, counselors and administrators as well as WSU faculty and staff that will include strategies to promote an asset-based approach to working with Latinx students.



The Latino Center will also establish programs to build individual relationships with students and acknowledge the multiple identities and assets that students embody and ensure that all students are seen and valued as essential members of the WSU community.

These programs include:

[COPA Mentoring](#) (see attachment)

Professional Development

- Curriculum Design: engaging the entire campus
 - Windows, Mirrors, Sliding Glass Doors

Academic Achievement

Ultimately, it is the mission of the Latino Center to ensure the academic and career success of all Latino students. In order to do this it is critical to address the unique needs and gaps in a culturally competent manner. Building an open environment where families feel welcome and connected is essential. In addition to this, many students will need specialized tutoring and language support that is responsive to the needs of multilingual learners. The Latino Center plans to implement culturally responsive program to address these needs such as:

Home – Family – Campus Connection

- Parent empowerment programs
- Application workshops
- Campus services/information workshops

Early Warning System

- Identifying students at risk and skill gaps
 - Attendance
 - Behavior
 - Academic Performance
 - Provide support services

- Develop a Campuswide Resource Map
- Develop a network and collaboration with admissions, deans, faculty, students services to make sure our latinx students can manage their way to all the services available for them
- Provide High school with support to help them to organize Latinx students by promoting Latinx clubs and organizations that connect them to post secondary opportunities.
- Educational Training Sessions ETS
 - Organize training sessions to High school advisors so they can have the tools necessary to advise Latinx students properly and utilize expertise in our university and give our faculty opportunities to serve their community
- Work closely with ELL in local high schools and act as a bridge between our own ELL department and HS as well as promote social and cultural events and trainings for teachers of ELL
- Plan and execute Latino Day on Campus for high school students.
- Organize an Ohio Latinx Higher Education Council to provide a forum for collaboration across higher education institutions and promote college readiness for high school Latinx students and leadership opportunities for college Latinx students.
- Create volunteer opportunities in the community where students can participate in leadership and community involvement activities
- Implement COPA Mentoring program to make sure high school students can understand how to access higher education, develop their own identity. The COPA Mentoring program will facilitate connecting professionals from the community as well as universities to help Latinex students
- Create a safe space for Latinx student on campus and use this space to educate them utilizing the intersectional resources available
- Cultural and social events to establish positive relationships and foster an asset-based lens for interactions with Latinx culture
- Continue with Gala event as a fundraising activity
- Support MIS AMIGOS student organization

ASSESSMENT METRICS

<https://www.wright.edu/about/quick-facts>

Retention

Freshman Graduation Rates

4-year Freshman Graduation Rate				
Student Population	2021 Cohort	2022 Cohort	2023 Cohort	2024 Cohort
Campus				
Latino				
6-year Freshman Graduation Rate				
Student Population	2021 Cohort	2022 Cohort	2023 Cohort	2024 Cohort
Campus				
Latino				

Transfer Graduation Rates

2-year Transfer Graduation Rate				
Student Population	2021 Cohort	2022 Cohort	2023 Cohort	2024 Cohort
Campus				
Latino				
4-year Transfer Graduation Rate				
Student Population	2021 Cohort	2022 Cohort	2023 Cohort	2024 Cohort
Campus				

Latino				
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Recruitment

Enrollment Rates

Freshman Enrollment				
Student Population	Fall 2021	Fall 2022	Fall 2023	Fall 2024
Campus Total				
Latino				
Transfer Enrollment				
Student Population	Fall 2021	Fall 2022	Fall 2023	Fall 2024
Campus Total				
Latino				

Social and Emotional Well-being

- Track student volunteer participation
- Track participation in social events
- Complete formal survey each semester

