



Evaluating Your College's Commitment to the Recruitment & Retention of Students of color: Self-Evaluation Instrument

Dr. Charles A Taylor

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Use this self-evaluation booklet to determine if your campus fully supports racial diversity. This booklet allows you to perform a self-evaluation of 17 program areas ranging from pre-collegiate activities to alumni activities to determine if they are meeting the needs of your students of color. Two of the greatest challenges campuses face is the recruitment and retention of students of color. After over 30 years of research, the picture is clearing on what works. This booklet provides the framework for assessing institutional commitment to non-white students. It will help your campus answer questions like: What is our biggest barrier to recruiting students of color? How can we involve the entire campus in helping to create a welcoming environment for students? How has the university prepared to receive students of color? How can we convince faculty that academic standards won't be lowered in order for retention efforts to work? Are we providing the right types of programs and experiences for non-white students? **WHAT YOU'LL FIND IN THIS BOOKLET** • Model activities that campuses have used to successfully recruit and retain students of color • Probing discussion questions that will help you identify your basic challenges • Links to successful programs and resources • A research-based scale that you can use to rank the effectiveness of each program area in serving students of color • A narrative providing background information on each of the 17 program areas that you're evaluating • Numerous ideas that you can put to immediate use. • A roadmap for organizing your recruitment and retention initiatives • And much more!

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