

**Associate in Arts Program  
Diversity and Inclusion Quality Review Assessment  
Fall 2018**

**Executive Summary**

The Associate in Arts Program (AAP), with campuses in Wilmington, Dover and Georgetown, Delaware, is an interdisciplinary and multidisciplinary associate degree program housed within the College of Arts & Sciences at the University of Delaware. The mission of the AAP is to provide a quality education at low cost to Delaware high school students of all racial ethnic backgrounds, income levels, levels of academic preparation, and physical ability levels. This mission is aligned with UD values, particularly diversity and inclusion, and service. Dedicated teams of advisors and staff work together with faculty to provide high quality advisement, instruction, and administrative support to all our students. AAP students have access to a wide range of activities that support their learning, beyond the classroom. As we continue to engage our mission to provide quality education to a diverse student body, we recognize that stronger collaboration with University of Delaware offices is an essential part of our success as a program.

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**Associate in Arts Program Statement on Diversity**

The Associate in Arts Program (AAP) prioritizes and promotes diversity and inclusion among its students, staff and faculty. The AAP provides an important pathway to a UD college education for Delaware students. Our program offers quality instruction at low cost to Delaware high school graduates who are diverse in terms of racial ethnic backgrounds, income levels, levels of academic preparation and physical ability and neurodiversity. As a leader in implementing the guiding principles in the University of Delaware Inclusive Excellence Plan, the AAP aims to recruit and develop a diverse faculty and staff, enroll a diverse student body, create and support opportunities for transformative learning experiences through community engagement, and encourage faculty and staff participation in professional development and training.

In the AAP we believe the diversity of our student body supports academic and social growth by exposing students to a variety of perspectives and experiences in and out of class. Inclusion has been a foundational principle of our program. The AAP continues to diversify its course offerings, offer ample access to advisement, and provide new experiences for students to develop both academically and socially.

**Introduction to the Associate in Arts Program**

The Associate in Arts Program (AAP), with campuses in Wilmington, Dover and Georgetown, Delaware, is an interdisciplinary and multidisciplinary associate degree program housed within the College of Arts & Sciences at the University of Delaware. AAP students pursue an associate degree that includes coursework in humanities, history, the social and behavioral sciences, natural sciences and languages.

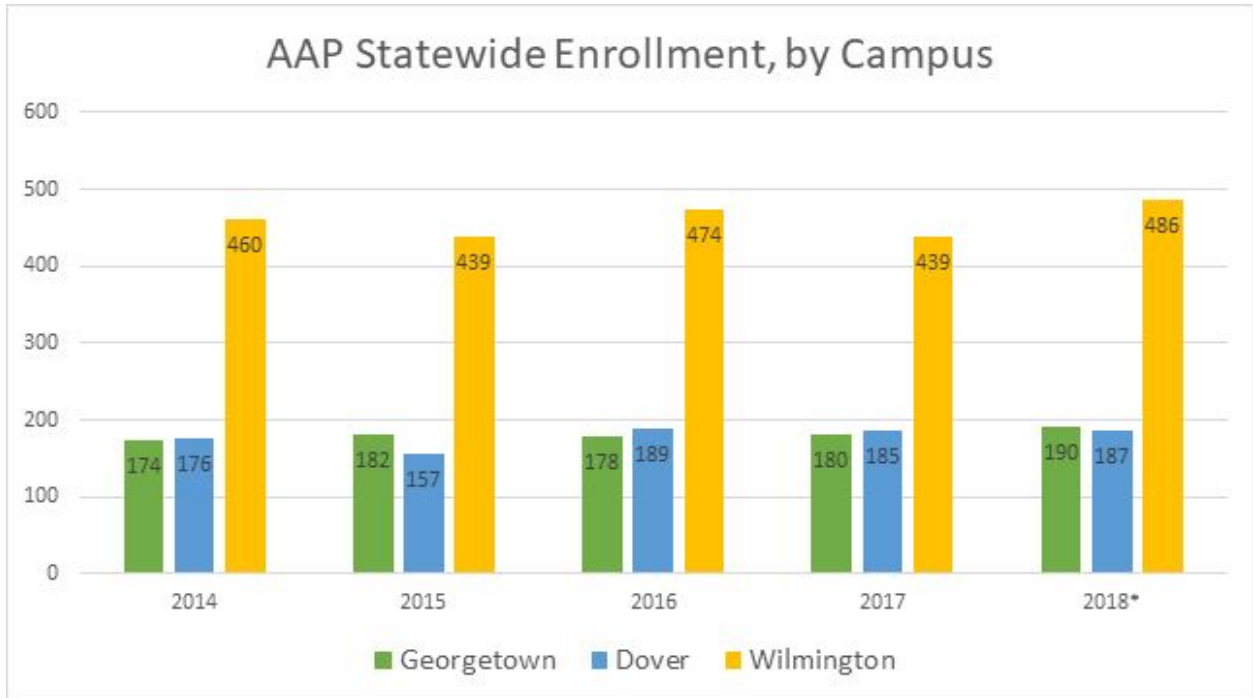
The mission of the AAP is to provide a quality education at low cost to Delaware high school students of all racial ethnic backgrounds, income levels, levels of academic preparation, and physical ability levels. This mission is aligned with the UD values, particularly diversity and inclusion, and service.

The AAP supports accessibility and inclusivity with its flexible, wide-reaching curriculum and low tuition. The associate degree curriculum allows students to fulfill breadth requirements for the College of Arts and Sciences and prepares them for coursework on the Newark campus that will enable them to complete a Bachelor's degree. As a non-residential program, AAP tuition is priced at roughly one-third of the cost of tuition on the Newark campus. The state-funded SEED (Student Excellence Equals Degree) scholarship provides further financial support and allows students a low-risk opportunity at a college education. Students funded by SEED may pay no tuition and be responsible for only the cost of their books and student fees. In partnership with the state, the AAP provides Delaware high school graduates with an opportunity to pursue a high quality college education while incurring limited debt. The diversity of our student population is a valuable outcome of the mission to offer affordable access to the University of Delaware.

## **Student, Faculty and Student Demographics**

### **Statewide Student Enrollments**

AAP student enrollment is strong at each of the three campuses. We routinely review our course offerings in order to broaden the reach of our coursework. Notably, we are seeing significant growth in the number of Latinx joining AAP campuses as well as the enrollment of a small number of students who self-identify as transgender. Enrollment developments occurring on AAP campuses may anticipate those to come on the Newark campus.



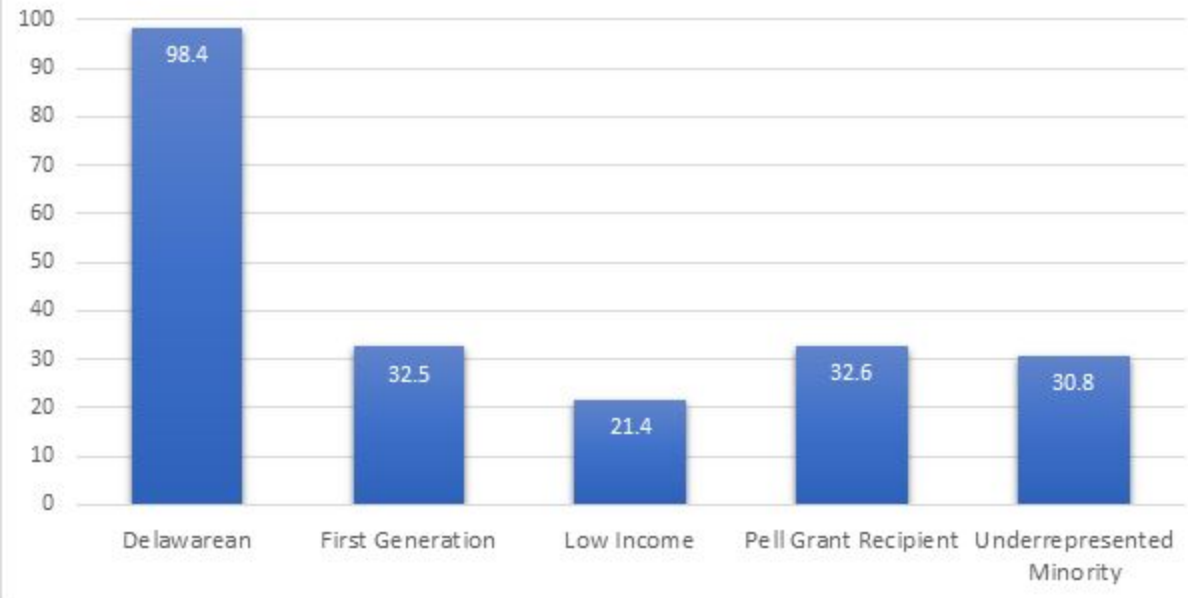
UD Facts & Figures 2017-18 Undergraduate Enrollment by Gender and IPEDS Race/Ethnicity Associate in Arts Program Overall, by Location [https://cpb-us-w2.wpmucdn.com/sites.udel.edu/dist/e/2019/files/2018/02/37-aadiversity\\_location-1d9cwtd.pdf](https://cpb-us-w2.wpmucdn.com/sites.udel.edu/dist/e/2019/files/2018/02/37-aadiversity_location-1d9cwtd.pdf)

AAP Statewide Enrollments 2013: 858; 2012: 775; 2011: 752

\* Total students currently registered. Next Official 10th Day Extract update scheduled Oct. 1, 2018

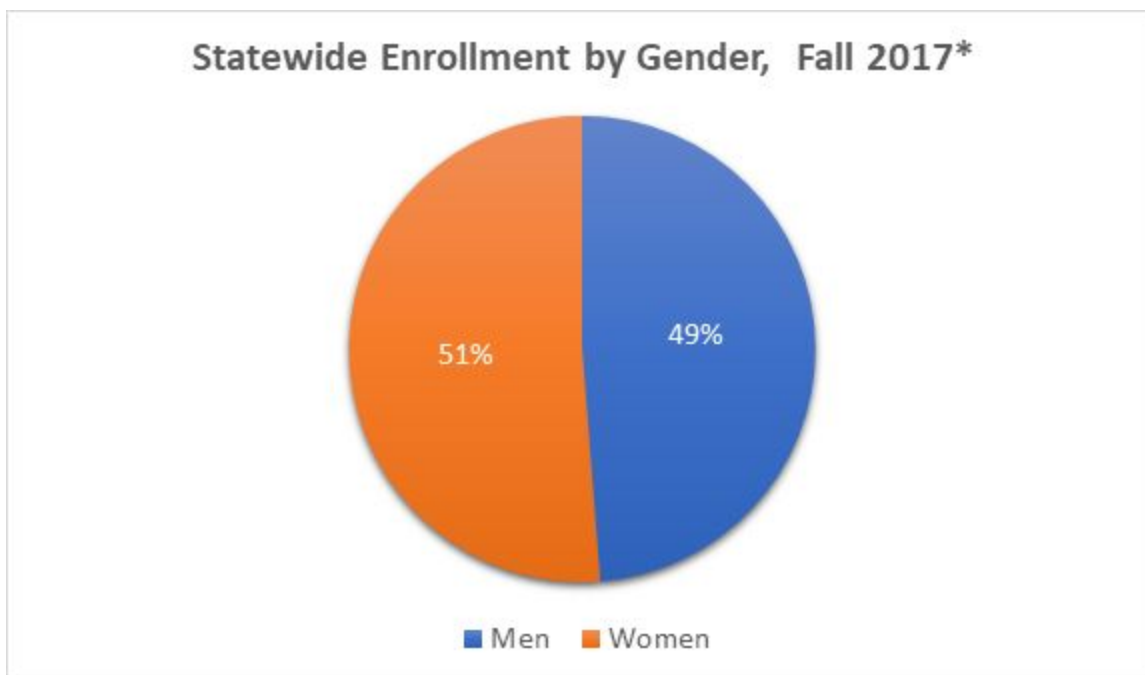
Nearly all AAP students are graduates of Delaware high schools. UD's Institutional Research and Effectiveness provides IPEDS (Integrated Postsecondary Education Data System) data on diversity for the overall student body and the study body at each of the three AAP campuses. The charts below represent AAP diversity in terms of gender, race/ethnicity and income. Roughly 38% of AAP students are underrepresented minorities. Collectively they represent the racial and socioeconomic diversity of the state. AAP students are among the most diverse at the University of Delaware.

### Percent Enrollment by Residency, First-Generation, Low-Income, Pell Grant, Underrepresented Minority Status, Fall 2016

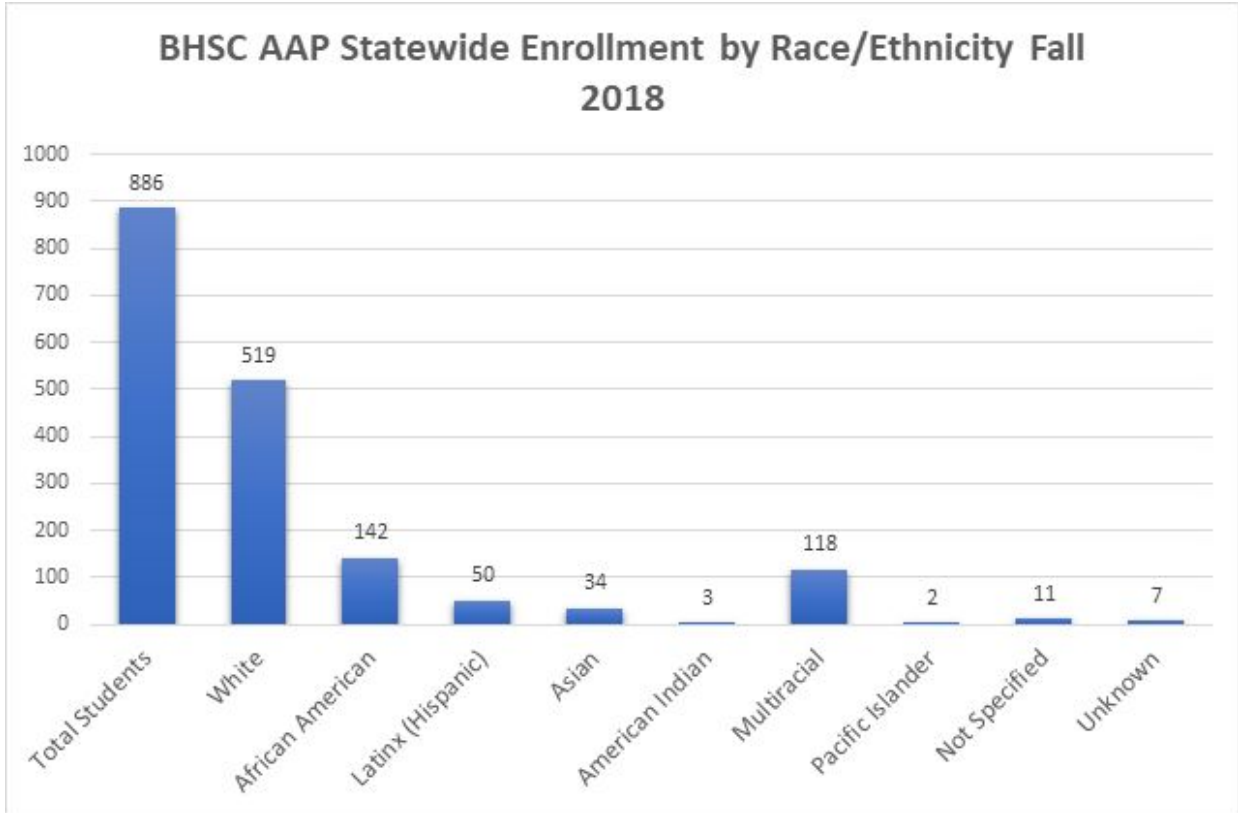


UD Facts & Figures 2017-18 Enrollment by Residency, First-Generation, Low-Income, Pell Grant, Underrepresented Minority Status, Fall 2016  
<https://cpb-us-w2.wpmucdn.com/sites.udel.edu/dist/e/2019/files/2018/02/21-resideAA-2hpy7qp.pdf>

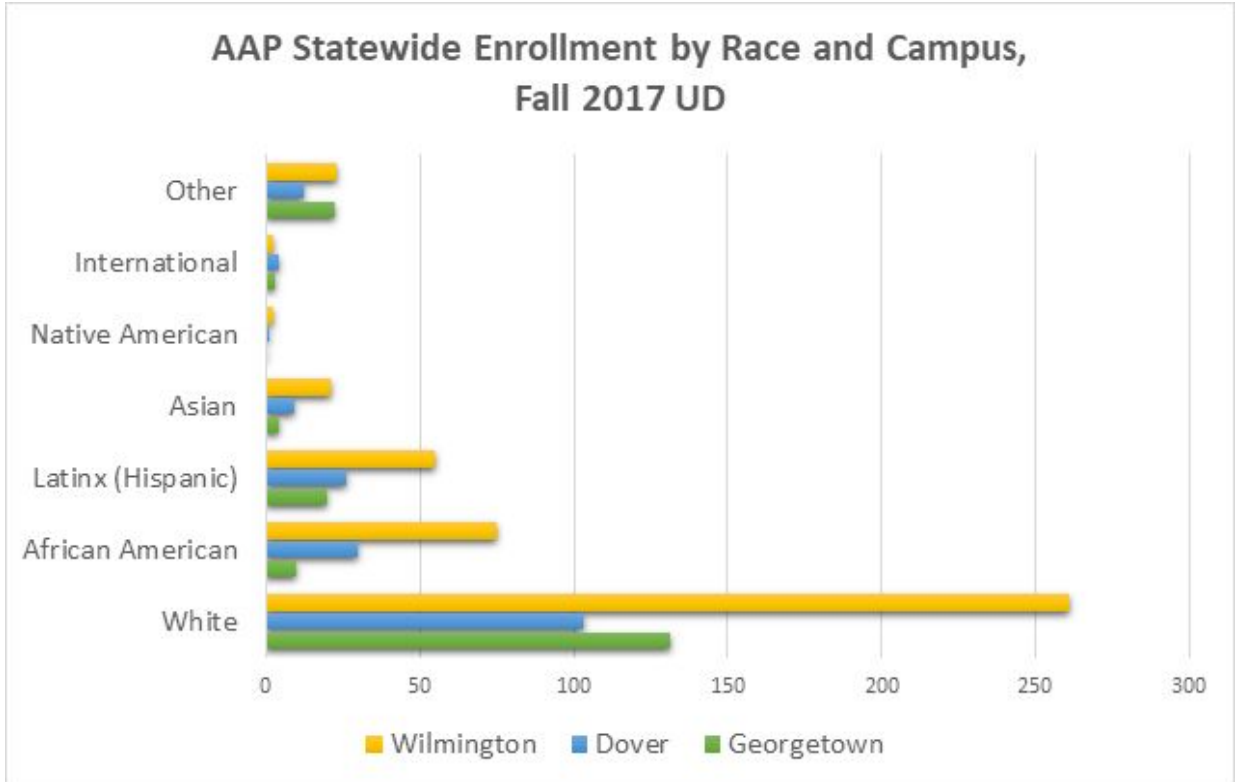
### Statewide Enrollment by Gender, Fall 2017\*



Facts & Figures 2017-18 Undergraduate Enrollment by Gender and IPEDS Race/Ethnicity Associate in Arts Program Overall, by Location  
[https://cpb-us-w2.wpmucdn.com/sites.udel.edu/dist/e/2019/files/2018/02/37-aadiversity\\_location-1d9cwtd.pdf](https://cpb-us-w2.wpmucdn.com/sites.udel.edu/dist/e/2019/files/2018/02/37-aadiversity_location-1d9cwtd.pdf)



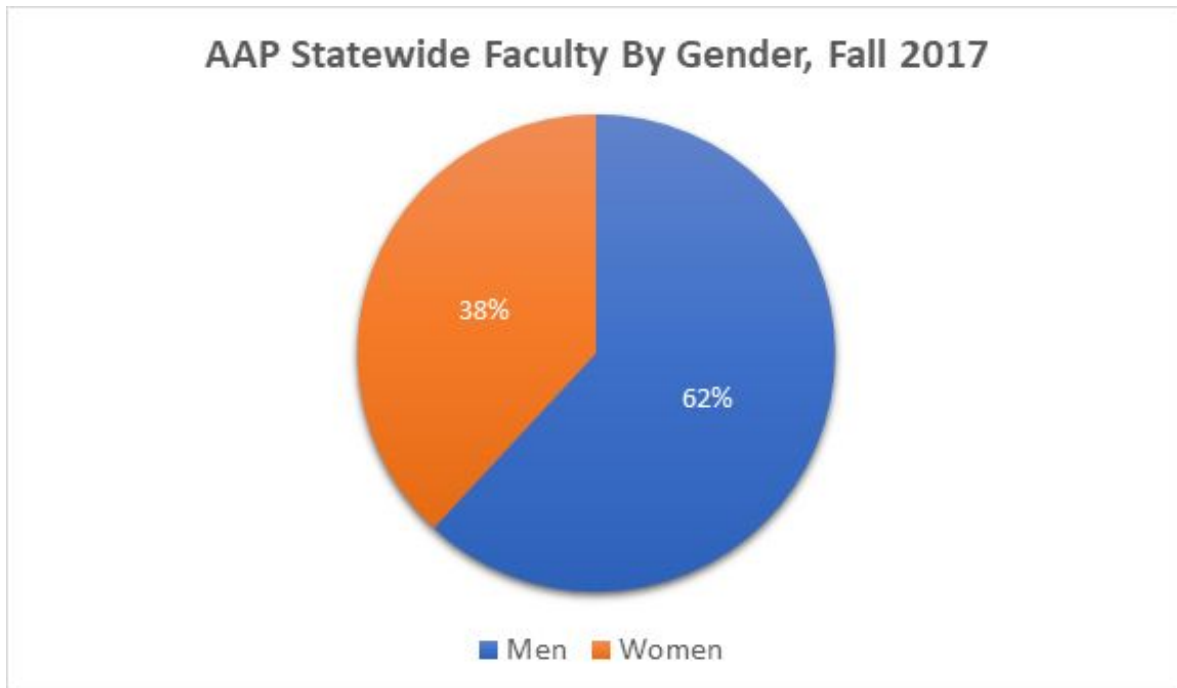
Data from Blue Hen Success Collaborative search on 10/25/18



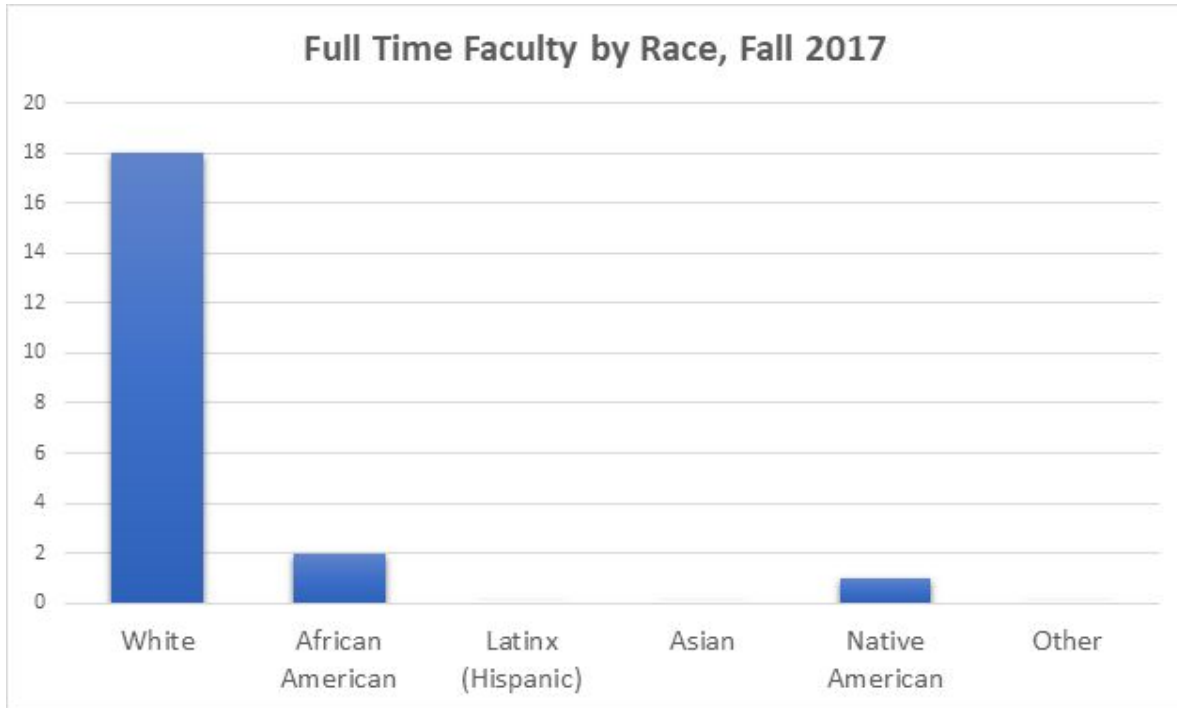
Facts & Figures 2017-18 Undergraduate Enrollment by Gender and IPEDS Race/Ethnicity Associate in Arts Program Overall, by Location [https://cpb-us-w2.wpmucdn.com/sites.udel.edu/dist/e/2019/files/2018/02/37-aadiversity\\_location-1d9cwtfd.pdf](https://cpb-us-w2.wpmucdn.com/sites.udel.edu/dist/e/2019/files/2018/02/37-aadiversity_location-1d9cwtfd.pdf)

## Faculty

AAP is a department in everything but name—and a fairly large one. As of the Fall 2018 semester, the AAP is comprised of 20 full time and 2 temporary full time CT faculty, nearly half of whom have been hired since 2015. (The charts below represents 20 faculty in Fall 2017.) Two additional CT faculty searches are active for 2018-19. Eight of the twenty full time faculty are women. Two are African American and one is American Indian. Roughly two thirds of our courses are taught on S-contract by a cadre of experienced, committed and well-credentialed instructors. Full time faculty from the Newark campus also teach AAP classes on occasion.



Office of Equity and Inclusion Annual Report Faculty by Department, Gender and Primary Ethnicity Fall 2017 Semester  
<https://cpb-us-w2.wpmucdn.com/sites.udel.edu/dist/e/2019/files/2018/02/OEI-Fall-2017-Report-Faculty-2bj2ztw.pdf>



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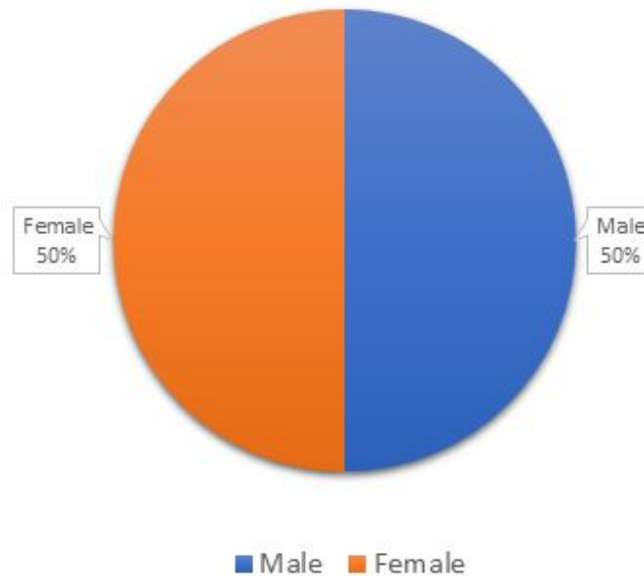
## Staff

Our full time staff consists of two professional, four non-exempt, and two miscellaneous wage employees. All but one are women.

In 2015 Latoya Watson filled a vacant position as Assistant Dean for AAP. Her position is housed within Undergraduate Academic Support (UAS) within the College of Arts & Sciences. Her staff consists of 4 professional academic advisors, 2 in Wilmington, 1 in Dover and 1 in Georgetown. The College of Education and Human Development (CEHD) supports a Program Coordinator for the Elementary Teacher Education (ETE) Associate Degree program in Georgetown.



## AAP Statewide Advisement Staff by Gender, Fall 2018



### Program Highlights

As part of the College of Arts and Sciences portfolio, the AAP is aligned with the College of Arts and Science's goals to

- educate students to think about and engage their personal identities, experiences and culture toward greater acceptance and understanding;
- improve the recruitment, retention, and social support networks for historically underrepresented, first-generation, low-income and international students, faculty and staff; and,
- partner effectively with other colleges and University offices to shape curricular and co-curricular experiences that develop positive relationships with local, community-based, statewide and national groups.

The AAP strives to meet these goals through offering a diverse curriculum along with several opportunities for students, faculty and staff to engage with the local communities.

## Diverse Curriculum

The AAP strives to provide a breadth of learning opportunities for all our students by way of our course offerings and partnerships. Our diverse curriculum gives students access to a range of courses in arts, humanities, social science and natural sciences. Course offerings include traditional options like World History and General Chemistry as well as opportunities for students to explore creativity in courses like Painting, Poetry and Public Policy.

A partnership between the UD Associate in Arts Program and Beebe Healthcare's Margaret H. Rollins School of Nursing affords students at the Georgetown campus in Southern Delaware an opportunity to earn their associates degree along with a diploma in professional nursing. Students who graduate with an Registered Nurses diploma are then invited to apply for UD's RN to BSN degree program offered online.

The AAP also supports a partnership with the College of Education and Human Development that allows students to complete an associate degree in elementary teacher education on the Georgetown campus. The partnership is expected to expand to the Wilmington campus in the fall of 2019.

## Engagement

Student involvement with academic and social development opportunities beyond the classroom is an important component of the AAP learning experience. Our goal is to foster an inclusive environment that nurtures creative expression, leadership development, academic innovation, collaboration and support. Below is a list of some of the highlights of AAP's initiatives to support inclusive excellence. A more detailed list of engagement initiatives on each campus can be found in the [appendix](#).

- Beginning in fall 2017, UD Engage, under the leadership of Drs. Dan Rich and Lynnette Overby, has supported an AAP Community Engagement Fellow. Dr. David Teague, professor of English, has made available to students a broad range of engagement opportunities.
- With support from the Provost's Office and First Year Experience, we've launched a Peer Mentor Program for the AAP to complement the program offered for students on the Newark campus.

- Under the direction of Disability Support Services Director Elizabeth Reed, Interim Director, AAP faculty member Dr. Dan McDevitt is serving as AAP liaison to DSS in Wilmington. Adjunct instructor Ms. Amy Shupard serves a similar role for Dover and Georgetown.

### **Next Steps**

As noted earlier, the AAP is sized like a small college and operates in every way as a department. With over 800 students, the AAP provides its own services for New Student Orientation (NSO) and Convocation. We provide access to advisement on each of our campuses and continue to offer quality education in and outside of the classroom at an affordable price. Our potential is limitless; but there is still much progress to make. That progress toward inclusive excellence can be divided into two categories: 1) internal opportunities for growth in the AAP, and 2) external opportunities for stronger support and collaboration with UD offices.

### **Internal Opportunities**

An important goal that moves us toward inclusive excellence, statewide, is providing a holistic, campus-wide culture of caring for the whole student. Ideally, we want to ensure there is a safety net when students have trouble emotionally, financially or academically. Our doors are open to a diverse student body, but students do not always stay in the program because of transportation, health, or emotional issues. We need mechanisms in place to support students and equip them to be problem solvers. Below are some goals for how to build the safety net across each campus.

- Expanding First Year Experience for AAP students. This could be a pivotal experience for our students to develop time management and study skills. Students could be stronger advocates for their education by learning to use degree audit effectively and having assignments where they interview faculty or engage in support/study groups. The course could be a great support to AAP students, but the curriculum is so full of university policy priorities that meeting the needs of our students, namely helping them transition to college life, is often neglected. AAP faculty are working to brainstorm different options for addressing this need (either by adding a course, or revising the current offering).

- Faculty are also researching a curriculum for a college literacy course, that would address issues common to first year and/or underrepresented minority students.
- Providing access to counseling for students on all three AAP campuses. We have developed a proposal for counseling support that will be submitted to John Pelseko, Interim Dean of College of Arts and Sciences and Jose-Luis Riera, Vice President for Student Life in Spring 2019.
- Addressing students' financial problems. Many AAP students are financially strained. We want to develop a plan to discover more about the day-to-day needs that low-income students have so we can effectively address those needs. In the interim, one easy goal is to use faculty meetings to encourage faculty to consider the financial constraints of students when choosing course materials.
- We have worked with the library on Open Educational Resources (OER). The Dover campus hosted the workshop in Spring 2018 for AAP faculty to work with and review OER, with the goal to encourage AAP faculty to use OER rather than costly textbooks. We aim to continue and expand this initiative.
- Addressing students' transportation challenges. Many students across our three campuses struggle to find transportation to and from classes. We would also like to investigate the possibility of providing a discount (or free service) to UD students for DART bus transportation fees.
- Nurturing collaboration between faculty and advising. Currently the faculty and the professional advisors work independently of each other. We would like to develop a culture of collaboration between to create a stronger safety net for students.
- Developing more interdisciplinary courses. We want to be in alignment with UD values of [innovation](#) by introducing and offering interdisciplinary courses. The challenge is developing courses that meet breadth requirements. AAP faculty need to develop a plan to move forward with this goal.
- Hiring a more diverse faculty. Right now our faculty-to-student ratio is 38:1. Ideally we would like to see the ratio closer to the faculty-to-student ratio in Newark, which is 13:1. In order to meet that goal we would need to hire a significant number of faculty over the next 5 to 10 years. Currently,  $\frac{2}{3}$  of AAP courses are taught by adjunct faculty on S-contracts. The goal is to request

searches for faculty to teach more of the courses now taught by primarily adjunct faculty. We are engaged in two full time Continuing Track searches for Wilmington. We have included a request for a diversity statement as a part of the application materials to encourage having a pool of applicants who are doing work with inclusion.

## **External Opportunities**

By offering low-cost, high quality education to Delaware residents, the AAP is living out its mission to offer accessible and inclusive education. Yet, some AAP goals for inclusive excellence require support beyond what we can do alone.

Other academic units on campus are able to lean on Student Life to provide services for New Student Orientation, Convocation and Counseling. The AAP has been using its resources to manage these program needs with little institutional financial support. While the programs have been successful, more institutional support could free AAP resources be redirected toward other needs, like fostering a UD college student culture unique to the Georgetown, Dover and Wilmington campuses.

Some students and faculty of this program do not often feel included in the overall UD experience. We are looking for ways to nurture a sense of connection to UD for our students on each campus. Part of the challenge is geographical, especially for students in Georgetown, Delaware. For faculty, a connection can be nurtured with higher level coordination with UD offices and CAS academic departments, specifically around mentorship.

## Appendix

### Associate in Arts Program Engagement Opportunities

Student involvement with the broader community is an important component of the AAP learning experience on each of the AAP campuses.

#### Georgetown

##### **Community and Student Engagement**

On the Georgetown Campus, students formed a Community Engagement Club that participates in several activities over the course of the year to connect UD students to the communities around them. Among the activities that students have done or are planning to do are: Beach Grass Planting with the Delaware State Parks, adopting a stretch of beach in Rehoboth through the Adopt-a-Beach program, volunteering with the Sussex County SPCA, and participating in the “Stop the Bleed” first-responder training program. Students are also planning a fundraiser to buy an X-box for the use of children in the pediatric center at Beebe Hospital.

- UDelve/Launchpad Series: Because of the students’ lively interest in volunteering, the Georgetown UDelve/Launchpad Series this year included a presentation by Glen Stubbalo, the Chief of Volunteers at DENREC. Also included in this year’s presentations will be a retrospective from several members of the faculty discussing why the year 1968 was important in their particular discipline.
- Students in the Georgetown ETE program work with the Woodbridge and Seaford School Districts as student teachers. These districts both have high African American and minority populations.
- Georgetown Elementary School has an 85% Hispanic population. Students from the Georgetown campus both work with these students and come from these families.
- Faculty, students, and staff represent UD at both the Delaware State Fair in Harrington and Coast Day in Lewes.

- Academic Challenge Program: The Academic Challenge Program serves gifted and talented high school students across Sussex County, augmenting their curricula starting in the seventh grade to make it possible for them to earn UD credit in their junior and senior years. The program works with every public school in the county and 27.25% of the enrollment includes racially diverse students.
- UD Pluribus: The UD-Pluribus program, a literacy enrichment initiative dedicated to helping ESL students in the middle and high schools, was made possible by a President's Diversity Grant and began in the Cape Henlopen School District in 2013. The program involved intensive individual instruction that helped students to be college-ready and to see UD as a real possibility in their future. Though the program's funding was not renewed and the program ended in 2016, we hope to restore the funding for the program going forward.

### **Faculty Engagement**

- Rehoboth Beach Writers Guild: UD students in Dr. Anne Colwell's Introduction to Poetry class have a dedicated reading each year with the Rehoboth Beach Writers Guild. Students are, thereby, introduced to a community of older writers who value creativity and connect them to a larger community of readers and writers.
- Dr. Nancy Hall directs a Community Engagement Seminar whereby students earn credit for volunteering in the community and writing about their experiences. UD students have volunteered to tutor in local schools, to work at the Boys and Girls club, and to help in assisted care facilities.
- Dr. Brian Peasnall teaches anthropology for the English Language Institute on the Newark campus, a program that focuses on both the linguistic and cultural needs of students and business people from a variety of other countries across the world.
- Film: Professor Erin Tanner, along with Delaware Tech professors, Rob Rector and Rob Waters, coordinates the Milton Theater Revival House, a film series that screens classic and cult-classic films, provides contests and screening opportunities for local filmmakers (including UD students), and pairs films with events and activities.

- Theater: Dr. James Keegan both performs in local professional theaters, like Clear Space and Possum Point Theater, and offers acting and Shakespeare workshops which are attended both by UD students and by members of the local community. Dr. Anne Colwell and Dr. James Keegan rehearsed and performed a two-person show, The Guys, in several venues throughout the state including the Newark campus and the Georgetown campus.

Having Professor Erin Tanner as our full-time writing specialist on the Georgetown campus means that we can successfully serve more students who need help, especially first-generation students, students who don't speak English in their homes, and academically borderline, struggling students.

## Dover

- LGBTQ initiative in Dover. Sarah Trembanis, Faculty Coordinator in Dover, has been working with Dover student Alex Szubielski to establish an active LGBTQ student group on the Dover campus. In response to student requests during meetings, the Dover campus held a successful Game Night Study Break during December Finals Week and will be offering an LGBTQ-centered ENGL 150 course during Winter 2019.
- As part of the new HIST 316 course (co-taught by Dr. Barry Joyce in the History Department and Dr. Sarah Trembanis in the AAP), 14 AAP-Dover students collaborated with 20 Newark students in a service-learning course that placed UD students in fourth and eighth grade classrooms. UD students provided lessons on civic engagement and mentored elementary and middle school students as they developed civic engagement proposals. This novel course was funded by a grant obtained by [Dr. Joyce from CTAL](#).
- With support for the CAS & CHS respective Dean's Offices and [INBRE](#) Director Melinda Duncan, five AAP students from Dover will conduct science research with UD faculty members this summer. Congratulations to Krystal Mendez, William Robinson, Betty Akalu, Aaliyah Coles, and Alissa Strouse. AAP faculty member Tom Giardina played a central role recruiting students for this opportunity.
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## Wilmington

- Dr. Vickie Fedele is working with students in the Student Associates Leadership Group in Wilmington. Student Associates develop leadership skills through serving at AAP events like Admitted Student Nights and New Student Orientation.
- Students have an opportunity to work at [UDairy Creamery on Market Street](#) where they become a part of the Wilmington community and gain valuable experience learning about and promoting sustainable business practices. Wilmington AAP student and UDairy Creamery employee [Christian Wills](#) recently appeared in a Delawareonline article featuring the poetry slam and open mic series he hosts at the UDairy Creamery in Wilmington.
- **Just Write! William “Hicks” Anderson Community Center Fall 2017**
  - Partnering with Stacey Henry of 100 Men Reading, WHACC Director U’Gundi Jacobs and staff, UD Artist in Residence Aurora Sidney-Ando, and five AAP students, conducted 6-week creative writing workshop culminating in publication of “Football, Basketball, Lost at School, Peanut Butter.” Honored writers at annual Wilmington Literacy Day in December 2017 at Wilmington Police Athletic League, presented book to Wilmington Parks and Recreation Director Kevin Kelley. At Westside Christmas Party, presented book to Mayor Purzycki.
- **UDairy Creamery Poetry Slam Open Mic**
  - Three open-mic poetry slams hosted by UD students and UDairy. Each attended by approximately thirty-five community members and UD students and faculty, culminating in Open Mic Slam with prizes in December.
- **Wilmington First Friday December Art Loop**
  - Hosted at UDDC, UDAAP students displayed and sold artwork, partnering with City of Wilmington and Creative Vision Factory artists and poets for Open Mic poetry during event.
- **12:20 Launchpad**
  - Hosted Garrison Davis, Emory Marshall, and Liz Thorpe of Public Allies of Delaware; Michael Kalmbach of Creative Vision Factory; and Kirsten Cornell and Kailyn Richards of Delaware Center for Justice for Community Engagement Idea Incubator series, 12:20 pm, third Monday of each month
- **Harriet Tubman Underground Railroad Byways Bucks**

- Canvassed in partnership with Delaware Department of Transportation and US Small Business Bureau to develop “historical tourism” on Market Street Corridor.
- **Just Write! Elbert-Palmer Elementary School 2018**
  - Creative writing workshop and book publication project for 4<sup>th</sup>-grade at Elbert-Palmer Elementary on similar model to Hicks. Revisions to fit needs of community partner school forthcoming, coordinated with/by Partnership for Public Education
- **Abolitionist Gravesite Tour Documentary**
  - Film documentary of lives and burial sites of famous Wilmington Abolitionists, in conjunction with Jon Cox and documentary photography students from Newark.
- **YWCA of Delaware Garden Box Project**
  - Build, plant and maintain garden box at the YWCA domestic violence shelter in West Center City
  - <https://www.delawareonline.com/story/news/local/2018/07/28/ywca-delaware-uses-vegetable-garden-help-families-grow-together/825074002/>
  - The garden produced several hundred pounds of vegetable consumed by families at the Center; plans are in motion to expand and to begin beekeeping on premises.
- **UDairy Creamery Poetry Slam Open Mic**
  - Three open-mic poetry slams hosted by UD students and UDairy through the spring, with special MLK Day event in January.
- **Night at the Museum Literary Festival: Delaware Historical Society**
  - Host “Night at the Museum” celebration of historical storytelling for Stubbs Elementary end-of-year literacy night. On-site at DHS.
- **Wilmington Summer Scholars Pilot**
  - The Wilmington Summer Scholars program is an extension of the Service Learning Scholars program offered at the University of Delaware (UD) through the Community Engagement Initiative. The program provided UD Associate in Arts students and students from UD’s Newark campus with the opportunity to immerse themselves in community engagement in the city of Wilmington. The purpose of this engagement was to advance key recommendations of the CDC Community Advisory Council to:
    - Foster violence-free environments and promote positive opportunities and connections to trusted adults,
    - Protect children and youth from violence in the community,
    - Integrate services.

- <https://www.udel.edu/udaily/2018/august/summer-scholars-research-service-undergraduates/>
- <https://www.udel.edu/udaily/2018/august/adolphus-fletcher-summer-scholar-wilmington/>
- The project culminated in the presentation of recommendations toward a City Youth Master Plan to Wilmington Parks and Recreation and Wilmington City Council