



## Policy Concept Form

As part of the University of Oregon Policy development process, all new Policy proposals, as well as proposals for the revision or repeal of existing Policies, must be submitted via this form to the University Secretary (the policy custodian). The Secretary will forward completed concept forms to the President's Policy Advisory Council for consideration pursuant to the University's Policy on University Policies. Please remember:

A "Policy" as defined by the University Policy on Policies (1) has broad application or impact throughout the University community, (2) must be implemented to ensure compliance with state or federal law, (3) is necessary to enhance the University's mission, to ensure institutional consistency and operational efficiency, or to mitigate institutional risks; or (4) is otherwise designated by the Board or the President as a University Policy subject to the Policy-Making Process authorized in Section 4. A policy establishes rights, requirements or responsibilities. Excluded from this definition are things such as, but not limited to, implementation guides, operating guidelines, internal procedures, and similar management controls and tools.

[Complete the following information as thoroughly as possible; response boxes will expand as filled.]

### CONCEPT SUBMITTED BY:

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ORGANIZATION:	Enrollment Management & CMAE

### POLICY CONCEPT SUBJECT MATTER (including existing policy number if appropriate):

Repeal of OSBHE OUS 36 Minority Student Enrollment Initiative.

**STATEMENT OF NEED FOR THIS POLICY CONCEPT (i.e. What is the problem this concept seeks to address, and how does this proposal do so?):**

This policy is no longer necessary as units are addressing through other mechanisms including the University's IDEAL plan. Additionally this policy, effective in 1987, set targeted recruitment goals and addressed fee waivers systemwide featuring a campus specific distribution. These goals and fee waivers are moot as both goal setting and granting of waivers are handled in a very different manner today. The Office of Admissions, as part of their strategic planning process, sets regular goals that are reactive to changes in high school graduation patterns and other pressures. This allows for more fluidity and adaptation than placing specific goals in policy. Fee waivers are handled by the Office of Financial Aid and Scholarships. Their number and dollar amount value are calibrated on a regular basis to match enrollment.

**WHO OR WHAT MIGHT BE AFFECTED BY THIS POLICY CONCEPT, AND HOW? *List all individuals, groups, etc. that would be impacted by this concept and the nature of any possible impacts (both positive and negative).***

Faculty, staff and students as it pertains to enrollment numbers and diversity of students body.

**WHAT COSTS MIGHT BE ASSOCIATED WITH THIS CONCEPT, BOTH IMPLEMENTATION AND RECURRING?**

None

**WHAT OTHER RESOURCES (HUMAN, PHYSICAL, OPERATIONAL, FINANCIAL, TECHNOLOGICAL, ETC.), WILL BE NEEDED TO IMPLEMENT AND MAINTAIN COMPLIANCE WITH THIS POLICY?**

None

**DOES THE PROPOSED CONCEPT IMPACT EXISTING POLICIES, GUIDELINES OR PROCEDURES? DOES THE PROPOSED CONCEPT RELATE TO A MATTER WITHIN A UNION CONTRACT? IF SO, PLEASE LIST.**

Yes - please see above.

**ADDITIONAL INFORMATION YOU WISH TO SHARE?**

The Division of Enrollment Management, through their overall strategic planning will develop policies and goals that will allow flexibility but remain true to the goals of increasing access, equity and diversity within the student body of the UO.

**PLEASE PROVIDE ANY SUGGESTED LANGUAGE AS AN ATTACHMENT TO THIS FORM.**

FOR OFFICE USE ONLY  
Date Received:

**Reason for Policy**

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**Entities Affected by this Policy**

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**Web Site Address for this Policy**

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**Responsible Office**

Division of Equity and Inclusion: 541-346-3175, [vpinclusion@uoregon.edu](mailto:vpinclusion@uoregon.edu) OR

Office of Enrollment Management: 541-346-9386, [vpem@uoregon.edu](mailto:vpem@uoregon.edu)

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**Enactment & Revision History**

Became a UO policy by operation of law on July 1, 2014.

Adopted by the Oregon State Board of Higher Education May 15, 1987.

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**Policy**

The Minority Student Enrollment Initiative was proposed to achieve the goal of a more diverse student body in Oregon's eight public colleges and universities. The initiative is described below:

The Proposal

The goal of the Minority Student Enrollment Initiative is to double the enrollment of new freshmen, underrepresented minority students (145 in 1986) to 290 by fall 1989. Concurrently, all institutional student services and academic support programs would be directed to make every effort to improve the retention of those students once enrolled.

The Minority Student Enrollment Initiative has two components:

1. Better and more intensive recruitment efforts, and
2. Special financial incentives and support through a waiver of mandatory fees required for enrollment. Currently, all mandatory fees total approximately \$1,500.

First, extra and special recruitment efforts would be undertaken Systemwide and by each institution to identify, contact, and encourage qualified underrepresented minority students in Oregon to attend a state college or university.

Second, a waiver of mandatory fees for enrollment (about \$1,500) would be awarded to 146 Black, Hispanic, and Native American students enrolling as first-time freshmen who are Oregon residents and meet all regular admission requirements. Waivers would be awarded on a competitive basis by a committee on each System campus. The award would be renewed annually for up to five years (or a maximum of 15 regular academic terms) as long as the student completes 36 credit hours of coursework with a 2.00 GPA each academic year and makes normal progress toward an undergraduate degree. Applications for the awards would be solicited through recruitment activities and from schools, appropriate agencies, and organizations.

A total of 146 fee waivers would be allocated Systemwide each academic year of the biennium as follows:

<u>Institution</u>	<u>Number</u>	<u>Approximate Fee Waiver Amount</u>	<u>Approximate Totals (1 Year)</u>
UO	32	\$1,500	\$48,000
OSU	32	1,500	48,000
PSU	32	1,500	48,000
OHSU	10	1,500	15,000
SOU	10	1,500	15,000
WOU	10	1,500	15,000
EOU	10	1,500	15,000
OIT	<u>10</u>	1,500	<u>15,000</u>
TOTAL	146		\$219,000

Projected program cost for 1987-1989 biennium: \$569,400.

If an institution does not fully use its annual allocation by June 1, the remaining allocations would become available to other System institutions until all allocations are utilized. (Because this program is being considered late in the academic year, institutions would have until August 14, 1987, to fill their quotas for the fall 1987 class.)

**Summary**

The Minority Student Enrollment Initiative would immediately and realistically address the need in Oregon to provide a more representative pattern of enrollment by all segments of the population in Oregon's state colleges and universities. The System is confident that the benefits of this effort will also stimulate the enrollment of underrepresented minority students in other postsecondary institutions in Oregon. Lastly, and in addition, the System will pursue vigorously

other programs that enhance the college enrollment and success of underrepresented minority students.

In approving the program, the Board noted that consideration would be given to the request to include the GED student population within the scope of the program. Flexibility should be maintained to permit necessary changes. Brief yearly reports should be submitted to the Board for information. At the end of four years from the inauguration of the program, the staff shall prepare a report for submission to the Board on the effectiveness of the program, describing how the program is working and evaluating what changes, if any, should be made to improve it.

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**Related Resources**

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