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## HAWK Link Retention Program

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## **HAWK Link Retention Program**

### **Abstract**

*Parents, faculty, and staff have preached the importance of the student's first year in college. Critical as this time is, many students view their freshman year as a time to experience everything that they can get involved in that is associated with college life. Unfortunately, some of these experiences are not as productive and can lead to a difficult first year which they will constantly battle the rest of their college days.*

### **Mr. Robert N. Page, Jr.**

Director, Office of Multicultural Affairs, University of Kansas, Lawrence, KS.

### **Juan Izaguirre**

Assistant Director, Office of Multicultural Affairs University of Kansas, Lawrence, KS.

### **Student Panelists**

Student Panelist will encompass current and past participants in the HAWK Link program.

### HAWK Link Program

HA WK Link is an academic based retention program designed to assist first year students of color navigate through their first year by utilizing existing programs at the university. The multicultural affairs staff person works with staff members from the freshman-sophomore advising center, admissions and scholarship, student development center, women's resource center, supportive educational services, the writing center, financial aid, career and employment services, and student housing in planning the year's events. The offices work collaboratively on the HA WK Link program highlighting the service that each office provides.

The HAWK Link program is successful because of the university wide effort to address the issue of retention for students of color at the University of Kansas. This program encompasses many components that will assist students in persisting through their first year. These components include:

- .Recruitment .Orientation I .Advising
- .Living/Learning Environments .Mentoring
- .Financial Aid
- .Educational & Developmental Programs .Student Involvement
- .Career and Employment Services .HAWK Link Graduation
- .And an Assessment of the Program

Through the components, HAWK Link introduces existing campus programs to students through direct intervention and operates from an inclusive model that will prepare students for success well beyond their college days.

By linking students with various departmental programs and services, HAWK Link is designed to bring focus to the first year. From the recruitment process, mentoring programs from both faculty and students to the HAWK Link graduation, HAWK Link is designed to help students with both academic and personal success. Students must sign up for this program to take advantage of all services offered.

#### goals and Objectives

The HAWK Link program targets the first year student. The student of color may be a transfer student or a first-time freshman. The students who may sign up for the program identify as an African American, Native American, Asian American, or Hispanic American. As stated previously, while this retention program focuses on students of color, no student will be turned away from the program.

While our target group of students of color is specific, our goals and objectives are basic in premise. The HAWK Link program goal is to get the right information in the hands of the first year student so they can have the necessary information to be successfully retained at the university. The goal is met through a series of communication and contact with the student.

The student is introduced to what services are available to them. They are sent information about the academic success programs, given reminder calls, and asked to evaluate the sessions they attend. Students receive e-mails reminding them about enrollment and given an opportunity to ask questions if they need

information.

While this program is academically grounded, students have an opportunity to network and meet other students of color through the orientation class, the academic success programs, and other events

sponsored by HAWK Link Program.

#### Adaptability of Program

The HAWK Link Program has the potential to be successful at any size institution that has the goal of increasing retention through intentional and structured collaboration. The simplicity of the program in that it takes the cooperation of numerous offices, divisions, and leaders to bring existing resources together for the students to utilize.

#### **Presenters**

**Robert N. Page Jr.** is currently the Director of the Office of Multicultural Affairs at the University of Kansas. He has worked in postsecondary education for over 14 years and specializes in retention and recruitment programs for students of color, diversity training and awareness, conference coordination, and the motivation of all students to achieve at their highest potential.

In his current position at the University of Kansas, Robert oversees and supervises an office that assists with academic progress and leadership development. He develops the budget for the Office of Multicultural Affairs and plans all programs related to the office. He has overall responsibility of all programs in the Office of Multicultural Affairs including: the stEp Program, a mentor program that

focuses on tutoring and mentoring, the Multicultural Resource Center and the HAWK Link retention program for students of color.

Robert has conducted countless workshops, seminars and keynotes on many issues with a focus on multiculturalism. Certified and trained through the National Multicultural Institute and the institute on

Racial Justice, his areas of expertise include; multiracial identity; dominant culture privilege; training and curriculum design, equitable policies and practices, multicultural education, multilingual issues, inclusive decision-making processes, multicultural curriculum training, cultural communication and a specific focus on "Cycle of Socialization Theory".

The founder of such programs as the Black Greek Leadership Conference, Minority & Friends Network at the Oshkosh Placement Exchange, African American Male Summit, the Tunnel of Oppression Diversity Activity, his successes are attributed to people that he has worked with.



Robert holds a Master of Science in Counseling from Central Missouri State University. He is a member of the National Association of Student Personnel Administrators and the Association of College Personnel Administrators, Alpha Phi Alpha Fraternity Inc and the proud father of two daughters Morgan and Madison Page.

**Juan Izaguirre** is a native of Lincoln, Nebraska and serves as the Assistant Director in the Office of Multicultural Affairs. Within his general duties, Juan supervises the nationally recognized HAWK Link program. He works closely with the students of the program in collaboration with KU staff, faculty, and departments to provide successful resources for the participants. He looks forward to working with each HAWK Link student in the upcoming school year. Juan has been with the Office of Multicultural Affairs for three years, having served as the Graduate Assistant in the Multicultural Resource Center for a year and a half. There, he created and implemented programs for the MRC, such as the monthly Brown Bag Luncheons. f

Other campus activities involve serving as an Advisor for the Hispanic American Leadership Organization (HALO) and the Mu Beta Chapter of Sigma Lambda Beta international Fraternity Incorporated. He is also a member of the KU Hispanic Network.

Juan graduated with his Bachelor's of Science in Secondary Education from the University of Nebraska in 2001 and earned his Master's of Science in Higher Education Administration from the University of Kansas in May 2003. He is a member of the National Association of Student Personnel Administrators, Sigma Lambda Beta International Fraternity, Inc., and the MASA Alumni Association.

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