Please complete the following sections, highlighting key activities, practices and statistics relevant to your unit since July of 2016, projecting through June of this year. Although the space provided will expand to accommodate text provided, please note that your responses may be edited for length in the final report. You are encouraged to bold any text describing accomplishments or efforts your unit would especially like to have highlighted in the final report.

Please submit your responses by no later than May 23, 2017. If you have questions, please contact Elnora Mitchell, emitch@ufl.edu, 392-2477.

I. Equal Opportunity Compliance

Describe internal and external policies that are followed to encourage non-discrimination practices. What were the results of any assessment, self-assessment, and monitoring of your program services?

The Machen Florida Opportunity Scholars Program is a scholarship and program designed to support low-income students who are the first in their families to attend college. Eligibility for the scholarship does not discriminate based on race or ethnicity.

1,249 Total number of scholars enrolled in fall 2016 (Fall 2016 Impact Statement, IPR*)

- Race/Ethnicity
  - 38.3% Hispanic/Latino
  - 26.8% African American/Black
  - 19.8% White
  - 10.3% Asian/Hawaiian/Pacific Islander
  - 3.7% Two or more races
  - 1% Unknown
  - 0.2% American Indian/Alaska Native

Eligibility requirements are as follows:

- First-time-in-college freshman at UF beginning Summer B 2006 or later who have been admitted to UF by March 15 (transfer students are not eligible).
- Neither parent has earned a bachelor’s degree (if parent has a bachelor’s degree from another country, student is ineligible). First-generation status is gathered from the admissions application and/or FAFSA.
- United States Citizen or permanent resident
- Florida resident
- Graduated from a Florida High School within the last three years and during that time was not enrolled as a degree-seeking student in another institution
- Total parents’ income less than $40,000.
- Total parents’ assets as reported on the FAFSA less than $25,000 (reduced from $100,000 in 06-07 and $75,000 in 07-08 due to changes in the federal need analysis).
Florida Educational Equity Act Report
July 2016 – June 2017

- Applied for financial aid by completing an error-free FAFSA by March 15 preceding enrollment.

II. Equity Accountabilities

List or describe specific programs, visits, outreach activities and statements used to support diversity.

- MFOS New Scholar Orientation (Summer B, Fall, Spring)
- New Scholar President’s Welcome Reception
- Financial Literacy Workshops (1st Year)
- Peer Mentoring
- First-Year Florida
- Career Planning Workshops (2nd Year)
- Life Planning Workshops (3rd Year)
- Florida Opportunity Scholars Academy of Leadership
- First Generation Organization
- First Generation Advocate Program
- Life Coach Program
- Study Abroad and Graduate School Panels
- Featured Alumni Talks
- Individual Advising
- First Generation Summit
- GatorLaw Mentoring Program
- First-Generation TRiP
- Graduation celebrations
- MFOS Student Ambassadors
- National Conference Presentations and Publications
  - NASPA – Student Affairs Professionals in Higher Education: 2017 Symposium on Collegiate Financial Well-Being
  - Southeastern Conference – INSPIRE meeting to discuss retention and success of underrepresented students.
  - Educational Advisory Board, Expert Insight Piece, to be published June 2017.
- MFOS Staff Campus Presentations
  - Orientation Leaders
  - Higher Education graduate students
  - New Faculty Orientation
  - First Year Florida – Staff Edition
  - Admissions representatives
  - Various colleges and departments

III. Diversity in Services

Provide data, population statistics, cost, awards, participants and staffing that reflects diversity in services.
All MFOS programming and services is inclusive of the population listed in the “Equal Opportunity Compliance” section of this report.

As of spring 2017, here are some data points:

- 3,889 Total scholars since program began in 2006
- 2,147 Total program graduates
- 97.6% Year 1 to Year 2 Retention Rate
- 81% Six-Year Graduation Rate
- 3.27 Average GPA
- 300 Total number of freshmen funded in most recent 1617 cohort
- $18,875 Average Family Income of an MFOS scholar
- $9,160 Average MFOS Award
- $10,772,082 Total dollars paid for MFOS program in scholarship support

Current staffing includes:
1 Director (40hrs/week)
1 Assistant Director (40hrs/week)
1 Graduate Assistant (20hrs/week)
1 Undergraduate Student Assistant (10hrs/week)

IV. New Initiatives

What are your plans for 2017-2018 to support equity and increased diversity?

As of July 2017, we will have increased our staff by one FTE, adding an additional Assistant Director position. With the inclusion of this additional staff member, we will reach additional students as well as expand partnerships across campus and with MFOS program alumni.

In addition, we will continue to expand efforts to reach the broader first-generation college student population at UF, beyond MFOS. Our goal is that programming, advising, and intentional support initiatives will lead to greater retention and graduation rates, along with a meaningful collegiate experience, for all first-generation college students. An overhaul of the current first-generation student success branding will be a focus for this upcoming year.

Research and assessment is a continued focus for 2017-2018 with the emphasis on the creation of a longitudinal study of MFOS students, program alumni, and all first-generation students to further understand the first-generation and MFOS student experience and post-graduation outcomes.

MFOS Staff Member, Leslie Pendleton, is currently co-chairing a task force focused broadly on student retention and success with a narrower focus on the success of male students, including male students of color.