

**Profile of
Titan Advantage Program
University of Wisconsin–Oshkosh
2019 Regents Diversity Award Team Recipient**

Highlights from nomination materials:

- The Titan Advantage Program (TAP) began in 2014 as a group of concerned faculty and staff on campus were addressing the issues of recruitment, retention, and persistence to graduation of underrepresented students. A 15-member team made up of experts on academic persistence, success, resources, and pedagogy, particularly as it pertains to students of color, created the summer bridge program for incoming underrepresented, low-income, and first-generation college students to earn four to six college credits the summer prior to their first year at UW-Oshkosh.
- TAP is coordinated by Mai Khou Xiong, assistant director and program manager for access and retention in Student Achievement Services within Academic Support and Inclusive Excellence, a division led by Associate Vice Chancellor Sylvia Carey-Butler.
- Five pedagogical goals contribute to the program's success: (1) strengthening students' ties to the instructor and to each other; (2) connecting students to crucial academic services; (3) teaching students the fundamental academic skills central to success; (4) infusing content about diverse peoples into the curriculum; and (5) promoting active and collaborative learning in the classroom and beyond it.
- UW-Oshkosh supports the program with no cost to the students and the program accepts conditionally admitted students, which creates a pathway for admission for students of color that did not previously exist.
- TAP offers a unique combination of workshops, special events, tutoring, and advising designed for students to gain admission and prepare for their first college courses. In addition, peer mentors and other staff offer support via extracurricular activities that help students learn to balance their academic and social lives.
- Five-year highlights include a 100% TAP completion rate. A total of 137 students were enrolled in and successfully completed the program (receiving a C or better in all courses). TAP boast a 97% retention rate from the summer six-week program to the corresponding fall term, of which 95% have a current cumulative grade point average (GPA) above 2.0. Of the 94 students retained over the five years, 89 students have current cumulative GPAs above 2.0.
- Data on TAP students' achievements reveal that they are not only succeeding as individual cohort groups but also that there has been improvement over time in the success of the majority of each successive cohort group. These gains over the five years that TAP has been offered speaks to the growing success of the program and the ability of the leadership team, instructors, and collaborative partners to address issues within the program and advance solutions that lead to greater success for each subsequent cohort group. Perhaps one of the greatest testimonies to TAP's success is the leadership roles that TAP students take on in their short time on campus.
- UW-Oshkosh has increased enrollment of students of color from 11.4% in 2013 to 15.7% in 2018. TAP students are recruiting family and friends evidenced by the numbers of relatives of students of color who are currently enrolled at UW-Oshkosh.

In the words of colleagues:

- "I am proud to have been part of the TAP leadership in the first two years. I look forward to the growth of TAP as we move forward with our University strategic plan in the areas of Inclusive Excellence and Academic Excellence." —*John Koker, Provost, UW-Oshkosh*
- "As a history professor, I have seen firsthand the profound impact the program has had to improve the academic success of students at the University of Wisconsin–Oshkosh." —*Michelle Kuhl, Associate Professor, History Department, UW-Oshkosh*