

Veterans Upward Bound

Annual Report

2010-2011



Veterans Upward Bound-WSU
is a 100% federally funded program hosted by Wichita State University.

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Introduction

Veterans Upward Bound-WSU is a U.S. Department of Education funded program with Wichita State University as the host of the program. Veterans are the targeted population with priority for services given to those Veterans who are first generation college students and low income. Through VUB, 120 Veterans will receive educational supportive services annually.

Tutorial Support

Many Veterans cannot afford to pay for tutoring and have limited access to educational support services. Highly qualified tutors offer services for academic success. Tutors possess a great deal of experience working with adults and are flexible in their approach, in order to meet each student's needs.

Refresher Classes

These classes which are offered both in a classroom setting and in the form of online courses are designed to increase the skill level of each Veteran preparing them for typical college classes. The basic courses offered are English, Spanish, Biology, Pre-Algebra and Beginning and Advanced Computer classes. Offering these classes through VUB enables Veterans to save their federal GI funding for regular college classes.

College Preparation and Financial Aid Counseling

Veterans receive technical assistance, one-on-one and in groups, for ACT/SAT preparation and testing, completion of college applications, assistance obtaining the appropriate military forms and records, and advice about the GI bill.

Mission Statement

The mission is to provide necessary training and support that will enable eligible Veterans to successfully enter into college or any other post-secondary institution.

Goals

The program seeks to increase target group academic improvement, college preparation, and post-secondary education.

(a) Support Veteran students in improving academic skills through rigorous refresher courses (measured by pre- and post-standardized tests).

(b) Encourage and provide support to ensure Veteran students remain enrolled and complete their prescribed VUB educational program.

(c) Enroll Veteran students in a program of post-secondary education following the scheduled completion of their prescribed VUB educational program.

(d) Monitor Veteran students to determine continued enrollment & completions of post-secondary program of study.

Objectives

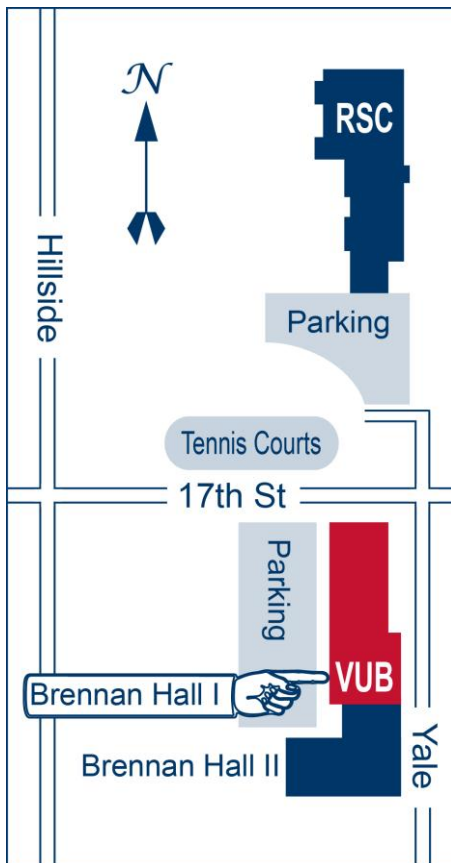
- ◆ Provide career and academic counseling
- ◆ Measure skill improvement data on Veterans through pre-/post-tests
- ◆ Maintain database of Veteran student activity, participation, academic courses and performance, and college preparedness
- ◆ Obtain transcripts and educational records for participants
- ◆ Assist with post-secondary enrollment
- ◆ Provide Veterans with access to classes including transportation
- ◆ Provide basic college course refresher classes
- ◆ Increase Veterans computer proficiency/mastery
- ◆ Provide web based courses
- ◆ Increase Veterans proficiency in test taking, studying, and other relevant post-secondary educational skills
- ◆ Assist Veterans in completion of academic and military forms
- ◆ Provide access to current technology and software
- ◆ Provide tutoring
- ◆ Assist with scholarship applications
- ◆ Provide ACT/SAT preparation
- ◆ Connect Veterans with available support services
- ◆ Assist with GED completion

Geographic Location

The map below indicates the Kansas counties that VUB serves.

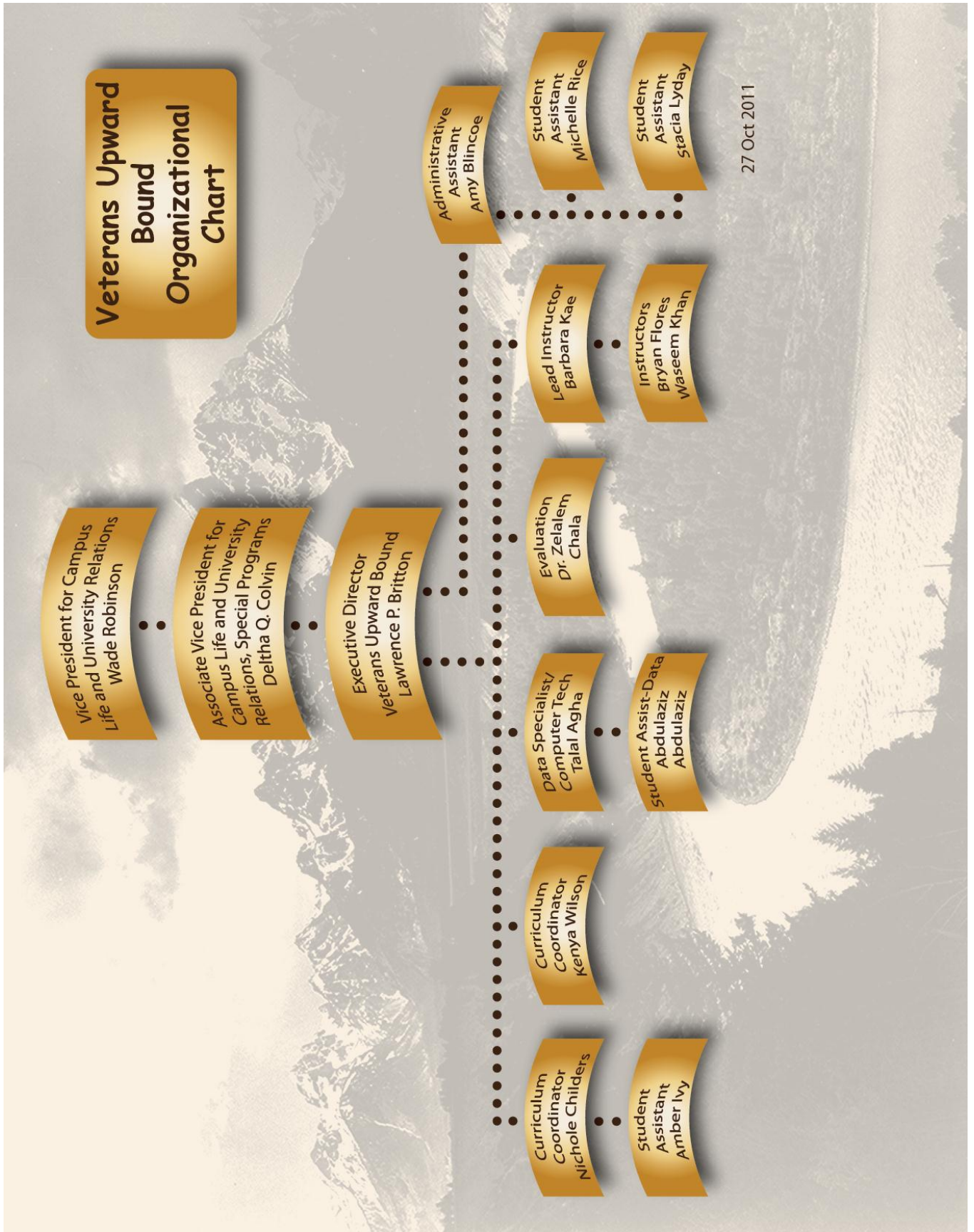


Main Office Location at Wichita State University Campus



Entrance

Veterans Upward Bound Organizational Chart



27 Oct 2011

Community Partners

Wichita State University

Wichita State's location in the largest city in Kansas enhances the traditional classroom experience by providing Veterans greater opportunities and resources, contacts with business and government leaders, employment, and internships. With an enrollment of more than 15,000, Wichita State prides itself on specialized attention to each student. An important resource to the Wichita area business community, Wichita State supports business and industry through various programs.

Workforce Alliance

Workforce Alliance is a not-for-profit corporation with the mission of managing federal job training funds and overseeing the workforce development system in South Central Kansas. A majority of the local board members come from the private sector. Representatives from various community based organizations and educational institutions also serve on the board. Workforce Alliance is an important resource that offers several kinds of services and classes that benefit people in the community.

Bishop's Office, United Methodist Church
Botanica, The Wichita Gardens
Catholic Charities
Center for Health and Wellness
COMCARE
Diversity Kansas
Kansas Career Pipeline
The Lord's Diner

The Vet Center
Veterans Administration
Winfield Veterans Home
VFW Post #3115
Wichita Area Technical College
Wichita Drop In Center
Wichita Public Libraries
Wichita Regional Veterans Center



Veterans Upward Bound wishes to extend a special thank you to everyone in the community who has offered us support in the past year.

Veterans Upward Bound Office Staff



Top Row, VUB: Barbara Kae, Nichole Childers, Michelle Rice, and Amy Blincoe

Bottom Row, VUB: Lawrence Britton, Abdulaziz Abdulaziz, Talal Agha and Amber Ivy.

Exclamation Point, Top to Bottom: Kenya Wilson, Dr. Zelalem Chala and Stacia Lyday

Lawrence Britton, Executive Director, earned a B. S. in Biology with a minor in History. He has been the Director of TRIO's WSU Veterans Upward Bound since November 2007. Prior to TRIO he was a Site Coordinator for Communities In Schools and worked at Colvin Elementary, Alcott Academy and Curtis Middle School. Larry served concurrently in the Army Reserves and was deployed to Iraq as the Commander of the 323rd Engineers. While in Iraq he served as "Jayhawk 6", the Fire Marshall for the Forward Operating Base (FOB) Al Asad, in Al Anbar province. While in Iraq he volunteered to assist with the Public Affairs Mission. This involved travelling throughout the region 2-3 times a week to cities including Ar Ramadi, Al Hadithah, Fallujah and Baghdad. Missions included rebuilding schools and hospitals and restoring water and electricity to the citizens. During this tour of duty he was awarded two Bronze Stars. He was promoted to Lieutenant Colonel in 2010. This year (2011) he was chosen to be on the selection committee for the United States Military Service Academies which include West Point and Annapolis.

Nichole Childers, Curriculum Coordinator, received her undergraduate and graduate degrees (a master's in organizational development) at Friends University. She joined the staff of Veterans Upward Bound in the fall of 2010.

Kenya Wilson, Curriculum Coordinator, earned a Bachelor's of Arts degree in Psychology from Wichita State University, and studied at the graduate level in

Organizational Development at Friends University. She has worked in training and development, workforce services, and has been with VUB since April 2011.

Barbara Kae, Lead Instructor, earned a B.A. Field Major in Art History, Studio Arts, and Physics with a minor in Anthropology from Wichita State University (WSU). She has formerly worked with Kansas Kids @ GEAR UP and developed many of their marketing materials including brochures, flyers, and a video. She has also worked with WSU's Student Support Services as a tutor in English and Algebra. She has been with Veterans Upward Bound since November 2007. Recently Barbara was accepted into the Wichita Women's Artists group.

Talal Agha, Data Specialist/Computer Technician, earned a Bachelor of Business Administration degree with his major in management information systems. He is currently working on his Masters in MIS from Friend's University. He has been with VUB since February 2008. Talal is our website developer.

Dr. Zelalem Chala, Evaluation Expert, earned a Doctor of Philosophy (Ph.D.) in Economics from Virginia Tech University with special emphasis on Trade and Economic Development. As a graduate assistant at Oklahoma State and Virginia Tech Universities, he gained extensive experiences in economic research and statistical data analysis. In his home country, Ethiopia, he coordinated and evaluated various development projects. He has been with VUB since February 2011 as an Instructor and Evaluation Expert.

Amy Blincoe, Administrative Assistant, joined VUB in August 2009. She is a Wichita native and recently graduated from Heritage College with her X-ray Medical Technician Certificate.

Abdulaziz Abdulaziz, Student Data Assistant, is in his fourth semester at Wichita State University studying industrial engineering. He plans to have two minors; one in mathematics and one in computer science. After obtaining his bachelor's degree, he plans to pursue a master's degree. Abdulaziz is from Dammam, Saudi Arabia and has been here since June 2009. He joined the VUB team in the summer of 2010. Since he has been at WSU he has been on the dean's list, was the on-site coordinator for The Shocker LeaderShape Institute and is currently a member of the National Hazing Prevention Organization. He is our resident computer wizard.

Michelle Rice, Student Assistant, is pursuing her bachelor's degree in Education with an emphasis in English for students grades six through twelve. She is planning to graduate in May 2013. Besides assisting in the VUB office, she has worked with high school students at North High School. Michelle is currently a member of the National Mortar Board society for college students with a minimum 3.25 GPA. Michelle has also received a Golden Apple Award and belonged to the Phi Theta Kappa honor society while she was obtaining her Associates Degree at Butler Community College. She also has an Associate's Degree from Drury University, Springfield, Missouri, in legal assistant studies.

Amber Ivy, Student Assistant, is currently pursuing her bachelor's degree in social work with a minor in ethnic studies at Wichita State University. She is a

native of Park City, Kansas. She served in the Kansas Army National Guard for nine years. During that time she served in Iraq as an intelligence analyst. She also assisted her unit when they removed debris and rebuilt structures after the Greensburg tornado. For a year she served at McConnell Air Force Base during Operation Noble Eagle. She has worked with VUB to launch a Student Veterans Organization on the WSU campus.

Stacia Lyday, Student Assistant, is currently in her third year at Wichita State University pursuing her degree in criminal justice with a minor in computer science. She has made the dean's list twice since she came to WSU. Upon graduation, she plans on going to law school.

Waseem Khan, Instructor, was born and raised in Pakistan. He received his BS Degree in Mechanical Engineering from N.E.D. University of Engineering and Technology in Karachi, Pakistan in 1988. He received his Masters degree in Mechanical Engineering in 2003 and his Doctorate Degree in Mechanical Engineering in 2010 both from Wichita State University. The title of his doctorate project was "*Fabrication and Characterization of Polyvinylpyrrolidone and Polyacrylonitrile Electrospun Nanocomposite Fibers.*" Khan has received various awards and recognition of his work across the country. He joined the VUB team in 2010 and has been tutoring Veterans in a variety of math classes since then.



Staff Professional Development

Weekly staff meetings are conducted to keep the staff updated on current events, trends and legal issues that affects Veterans. At many of these meetings, short training sessions are conducted that cover a variety of issues.

September 2010 – Abdulaziz Abdulaziz attended a class called "Introduction to Blackboard 9" and a Microsoft Demonstration Day.

October 2010 – Barbara Kae attended a training session by the Nonprofit Chamber of Services, Inc. titled "How to Pitch Your Story and Get the Coverage." There was a 3-day staff training session (Oct 7, 14, 15) and those who attended were Larry Britton, Barbara Kae, Amy Blincoe, and Nichole Childers. Abdulaziz Abdulaziz attended two trainings: Certified Student Leader – Group Fundamentals and Access 2007 – IT Academy on Progress.

November 2010 – Barbara Kae attended a training session by the Nonprofit Chamber of Services, Inc. titled “Marketing Your Nonprofit.” Abdulaziz Abdulaziz attended the University Behavior Intervention Team Campus Workshop.

December 2010 – Nichole Childers attended the following WSU trainings: ePaf for Originators, Self-Service Finance and FERPA. Talal Agha took a class on Crystal Excel reports through the Expert Rating website.

January 2011 – Barbara Kae, Nichole Childers, Abdulaziz Abdulaziz, and Amy Blincoe attended a FAFSA Webinar regarding new form and procedure changes. Nichole Childers attended WSU Timekeeping I and Microsoft IT Academy - PowerPoint.

February 2011 – Barbara Kae attended a VISA Business Procurement Card Training as well as a 2-day COE conference in New Orleans on Financial Aid, Admissions and Financial Literacy. Dr. Chala attended a University Behavior Intervention Team Campus Workshop, FERPA training, TRIO Online Training: Priority I and III, Record Keeping, Reporting & Evaluating Project Performance, Use of Educational Technology, Star link online training: Teaching to the Whole Brain, and Orientation Training provided by the VUB Executive Director. Abdulaziz Abdulaziz attended Microsoft IT Academy – Windows 7 - Install, Configuration and Management; WSU Timekeeping – Policies & Procedures; WSU Mechanics of Event Planning; and Starlink Training – Becoming the Highest Version of Yourself. Nichole Childers attended Starlink Training – Teaching to the Whole Brain and TRIO Online Training: Priority I and III.

March 2011 – Larry Britton, Nichole Childers, Barbara Kae, and Abdulaziz Abdulaziz attended an Adobe Demonstration Day. Nichole Childers took online training at Microsoft IT Academy for Word.

April 2011 – Barbara Kae attended the week-long NAVUBPP conference in Arizona. Kenya Wilson attended Money Smart Week Workshops. Michelle Rice attended computer training. Nichole Childers took online training at the Microsoft It Academy for Excel.

May 2011 – Kenya Wilson took UBIT and FERPA training. Dr. Chala attended FERPA training and took a TRIO DigiSites Webinar training on development of website for instruction. Abdulaziz Abdulaziz attended a LeaderShape training about On-Site Coordinators.

July 2011 – Talal Agha took Department Time Entry: Sections 1, Section 2, and Time Entry Policies and Procedures.

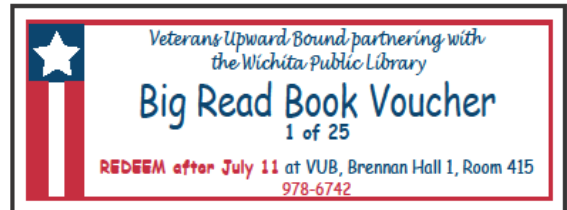
August 2011 – A two-day staff training was held with Abdulaziz Abdulaziz, Talal Agha, Amy Blincoe, Larry Britton, Dr. Zelalem Chala, Nichole Childers, Amber Ivy, Barbara Kae, Stacia Lyday, Michelle Rice, and Kenya Wilson. Stacia Lyday presented a PowerPoint Presentation. Barbara Kae presented two sessions and Larry Britton presented the remaining material. Talal Agha attended a WSU Timekeeping class. Abdulaziz Abdulaziz attended Priority 1 Training.

Special Events

Veterans Upward Bound strives to be a vital, community-connected organization. Becoming involved in community events that touch the lives of Veterans allows us to meet and speak with Veterans whom we would not know by any other means. Understanding the challenges and the conditions that Veterans deal with on a daily basis provides us with insights so that we are better able to meet the needs of our students and serve them to the best of our abilities.

This year we partnered with the Wichita Public Library. We joined together to promote reading in the community. The library's Big Read program chose the book, The Things They Carried, written by author Tim O'Brien as this year's selection. The book relates a

story from the Vietnam era. VUB purchased books and distributed them to Veterans at the annual banquet. We also honored Jennifer Heinicke, Special Projects Librarian, with a certificate. Additionally Mr. Britton will be leading a discussion at a local coffeehouse on the book in the future.



The annual banquet this year was enjoyed by all who attended. It was a time for the VUB staff to honor the Veterans and to show appreciation to members of the Wichita community who supported VUB throughout the year. The theme was "From Combat to the Classroom: A Veteran Friendly Campus." The grog ceremony, which has become a VUB banquet tradition, was aided this year by members of the Air Force. After mixing various



components representing the different wars and conflicts, Ms. Colvin tasted the grog and declared it ready for public consumption. The President of the university, Dr. Don Beggs, and the division vice president for Campus Life and University

Relations, Dr. Wade Robinson, attended as well as local and state dignitaries. Dr.



Robinson cut the cake with a flourish of a cavalry sword. Certificates of Appreciation were given to several community organizations who work with Veterans Upward Bound throughout the year. Door prizes and Big Read book vouchers were given to Veterans. Souvenir placemats were specially designed for the banquet and featured the military seal for each of the five services. The banquet provided a venue for interaction between the Veterans and those community members who support them and was very beneficial. Bringing everyone together fostered a greater sense of support for our Veteran students and it gave community members a chance to chat with individual Veterans. This celebration was very successful and appreciated by the Veterans and guests.

Executive Summary

The Veterans Upward Bound Program (VUB) hosted by Wichita State University (WSU) serves 120 Veterans residing in the Greater Wichita Metropolitan Statistical Area (MSA) and Sedgwick, Butler, and Harvey Counties. The program provides target area Veterans access to the services of a federally funded educational program for overcoming barriers to post-secondary education. The VUB program, located on the WSU campus, assists urban limited-income, potentially first generation college participants.

The program design includes providing tutoring, counseling, career and academic planning, preparatory courses for college enrollment, and referral services. The Program will assist Veterans by focusing on the following:

- (a) Academic Improvement on Standardized Test
- (b) Education Program Retention and Completion
- (c) Post-secondary Enrollment
- (d) Post-secondary Persistence



VUB encourages and prepares participants to attend post-secondary institutions that prepare them for higher paying jobs with greater job mobility, more flexible career opportunities, and productive rehabilitation into civilian life. Comprehensive but academically focused services provided by the program aid participants in fully realizing educational potential and options.

The program designs courses, workshops, seminars, presentations, activities, and services to ensure Veterans have an opportunity to prepare and succeed in post-secondary education, a career, and life after high school. The curriculum, services, and activities include:

- 1) Completing basic skills and advanced classes that prepare participants to successfully complete secondary and college courses;

- 2) Understanding the state and national standards developed for course curriculums;
- 3) Understanding advanced and basic skills for effectively using academic course techniques;
- 4) Improving English and math skills, including comprehension, writing, speaking clearly, math concepts, and ability to pass English and math proficiency exams;
- 5) Using techniques and strategies for test taking, study skills, critical thinking, and improving reading and time management;
- 6) Applying for financial aid and scholarships; reading a college catalog and registering for classes; and understanding how to apply for college;
- 7) Exploring career options and understanding requirements to acquire skills and abilities (i.e. developing a resume and use of acquired skills.);
- 8) Communicating with other ethnic and racial groups; and
- 9) Pursuing other academic and educational avenues.

YEAR ROUND ACADEMIC COMPONENT:

1. **Tutorials:** Tutors and instructors provide tutorial assistance in reading, math, science, social studies, Monday-Friday and every other Saturday for three hours during the academic year.

2. **Saturday Sessions:** The Saturday three-hour schedule includes tutoring, academic instruction, and career exploration. Special workshops and seminars with guest presenters enhance study skills, test taking, note taking, academic instruction, career development, and cultural awareness.

3. **Group and Individual Counseling:** Staff works with participants providing personal, post-secondary, academic, and career counseling. Participants receive intense instruction and counseling based on assessment results, academic performance, and instructor progress reports.

4. **College and Financial Aid Counseling:** Instructions are given on applying for college admission and financial aid (i.e. Pell grants, ACT, SAT, federal financial aid forms, scholarship, admissions applications).

5. **Career Counseling:** Participants are encouraged to explore careers under-represented by minorities and women. Career planning workshops are held throughout the year to inform participants of resources for exploring their career interests.

6. **Personal Counseling:** Referrals when necessary ensure access to additional support systems when external problems arise, that affect academic and social performance. Discussion sessions held with participants give them an opportunity to address issues and concerns in their community that affect development.

7. **Educational and Cultural Enrichment Activities:** Participants are encouraged to get involved in a wide variety of educational and cultural activities and events that will continue building new skills.

SUMMER CLASSES

Veterans do you have...

- ▶ over 180 days active duty service
- ▶ academic potential and need
- ▶ a desire to enter college or vo-tech
- ▶ a need to brush up on some college subjects

Classes will begin in June

This summer Veterans Upward Bound is offering the following:

REFRESHER COURSES - English Composition, English Literature, Algebra, Pre-Calculus, Biology, Spanish, Computer Basics	FAFSA FORM ASSISTANCE - VUB staff will assist Veterans with the completion of financial aid forms	ONLINE COURSE WORK - The SkillFactor Curriculum will allow Veterans to improve skills in various subjects on their personal computer at home according to their schedule	GED PREP - VUB staff will assist Veterans with GED preparation
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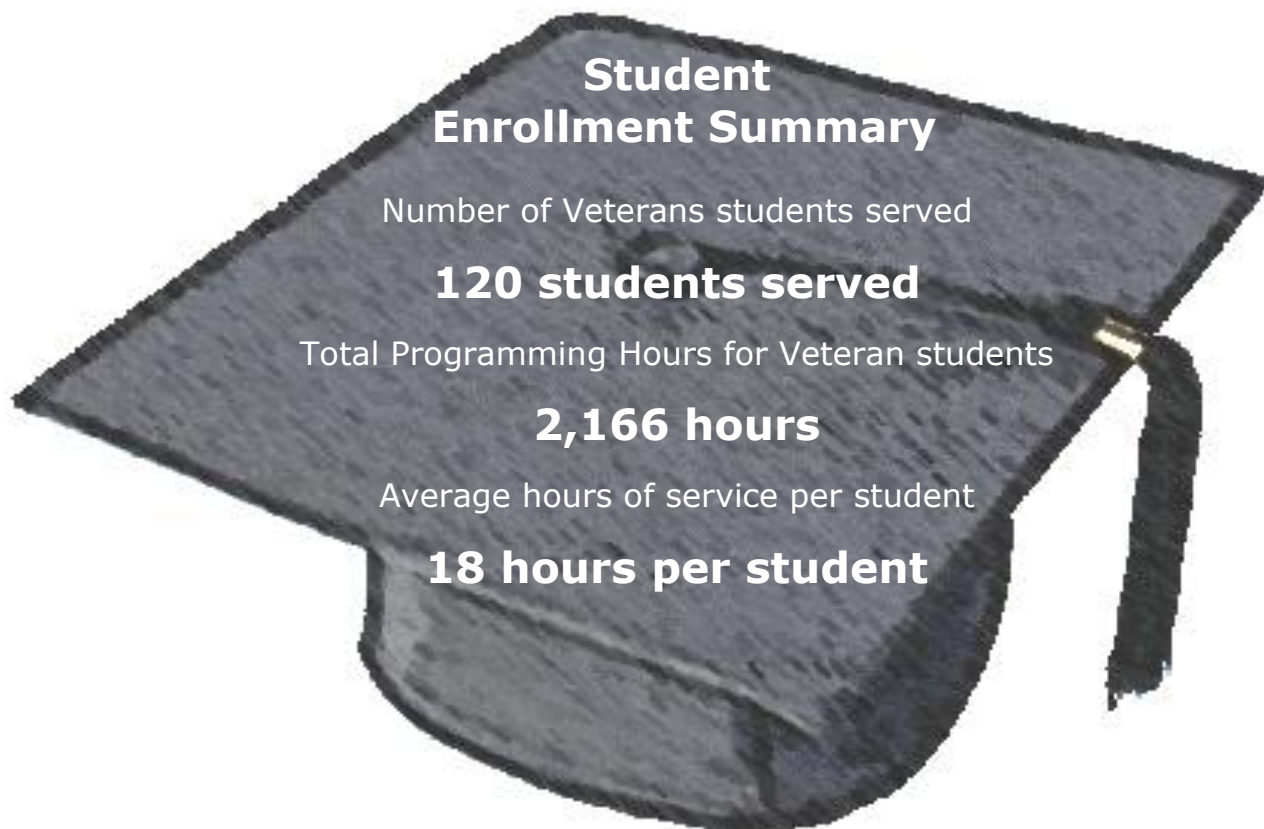
For more information on Veterans Upward Bound Services,
Contact: Lawrence or James at (316) 978-6742

All services are FREE to eligible veterans

SUMMER COMPONENT: The purpose of the Summer Component is to provide academic instruction, tutoring, guidance and counseling (individual and group), career information, post-secondary planning, advising, and educational programs

at extended times. Participants are provided sessions on the WSU campus and in the community.

Exposure to the college environment is important to helping participants make the connection to post-secondary education. The curriculum includes classes taught by university teachers and students as well as certified public school teachers. Seminars in decision-making, critical thinking, exam preparation, note taking, study skills, and use of the library are emphasized in the academic curriculum. Classes offered include computerized instruction. The courses are designed to improve skills needed for post-secondary education, personal development, completion of adult basic assessments, and passing proficiency assessments.



Scholarships

Although the VUB program does not offer scholarships, the program has been successful in helping Veteran students apply and receive a military service scholarship from the state of Kansas. These scholarships are submitted to the Kansas Board of Regents on a first-come, first-served basis and are specifically for Veterans who have served in Iraq or Afghanistan.



Highlights 2010-2011

- ◆ 120 Veterans received program services
- ◆ VUB website at www.wichita.edu/vub
- ◆ 100% of Veterans completing program entered a post-secondary program
- ◆ Computer lab in Winfield Veterans Home
- ◆ VUB was awarded a College Access Challenge Grant (CACG)
- ◆ Received 2011 Military Friendly School Award from *G.I.Jobs* magazine that placed VUB in the top 20% of colleges nationwide
- ◆ 90% (108) of Veterans were low income and first generation college students, 7% (8) were only low income and 3% (4) were only first generation college students.
- ◆ 97% (116) of Veterans were low income students
- ◆ 100% (120) of Veterans received academic advice and assistance
- ◆ 93% of Veterans received personalized education and career counseling
- ◆ 42% (51) of Veterans received career/job support services
- ◆ 22% (26) of Veterans attended refresher courses in class or by internet
- ◆ 6% (8) of Veterans received Computer Literacy to Mastery training
- ◆ 5% (6) of Veterans participated in math refresher courses
- ◆ 11% (13) of Veterans participated in English refresher courses
- ◆ 35 of 120 Veterans graduated from the program
- ◆ 78% (93) of Veterans enrolled in college last year remain in college
- ◆ Over 45 CACG workshops were conducted
- ◆ 18 Veterans and family members attended a CACG December Cultural Event

Photos
2010-2011



Marketing

Marketing Plan

The marketing plan for Veterans Upward Bound is multi-faceted. We reach the public with our literature, through various media sources, and through the internet. We use personal contact both on an individual basis and in groups. Our focus during any marketing campaign remains on improving the lives of Veteran students enrolled in our program.

The marketing materials are designed and produced in VUB's office. They are updated or changed as the need arises and care is taken to retain a professional, consistent look throughout. The written materials include applications, a variety of flyers, brochures, and postcards. An application packet is sent or given to prospective students. The packet includes an application, a business card, a map of WSU, a "Frequently Asked Questions" sheet, and a brochure. The packet information informs Veterans about our program and allows the student to discover if they qualify for the VUB program. Flyers are posted throughout the communities served by VUB to reach Veterans where they live. The most effective flyer to date has been the tear-off flyer which contains contact phone numbers and is produced in both English and Spanish. The brochures are sent to prospective students and placed in a variety of community locations such as libraries, local VFWs and other locations where Veterans might congregate. Postcards

are used for mass mailings to servicemen and women before they leave the military to inform them of our program and are also distributed on cars in area parking lots.



Other media sources that VUB uses are newspaper ads, radio programs, television interviews, and a video interview which has been shown on the public service station in Park City, Kansas.

Our website is a very powerful marketing tool. There is a substantial amount of information online including contact information, photos, and the latest version of the newsletter. The site also includes links to resources that are useful to Veterans.

Personal communication remains a very productive method of marketing. One-on-one visits or group presentations are a very important part of our marketing plan. We have

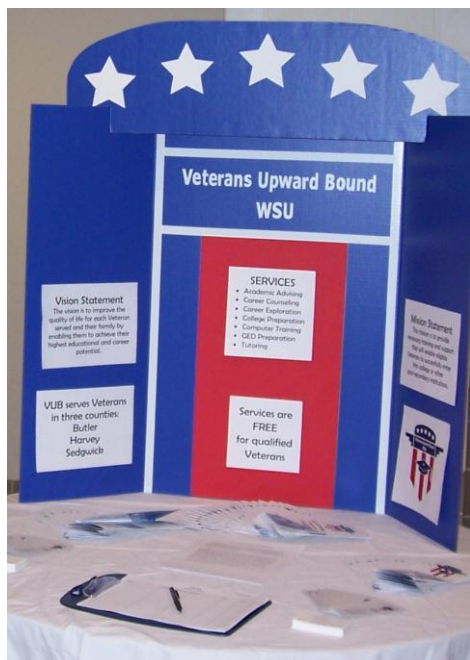
Displays



Display in WSU Rhatigan Student Center 2011

VUB uses displays to educate the public about our program and to attract future students. Whenever the opportunity presents itself, the VUB staff uses displays as a marketing tool. Usually some of our written materials like brochures and bookmarks are included as handouts for the public along with the displays. VUB has used display cases in WSU's Rhatigan Student Center on

Veterans' Day and at other times. Our displays were in a high student traffic area near the university bookstore. Some of our other display tools include a tri-fold table display, a seven-foot retractable banner, and table covers with our logo.

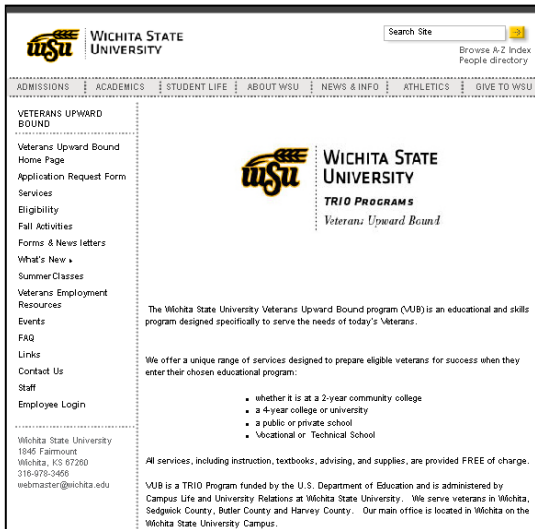


Tri-Fold Table Display



Six-foot Banner

Website

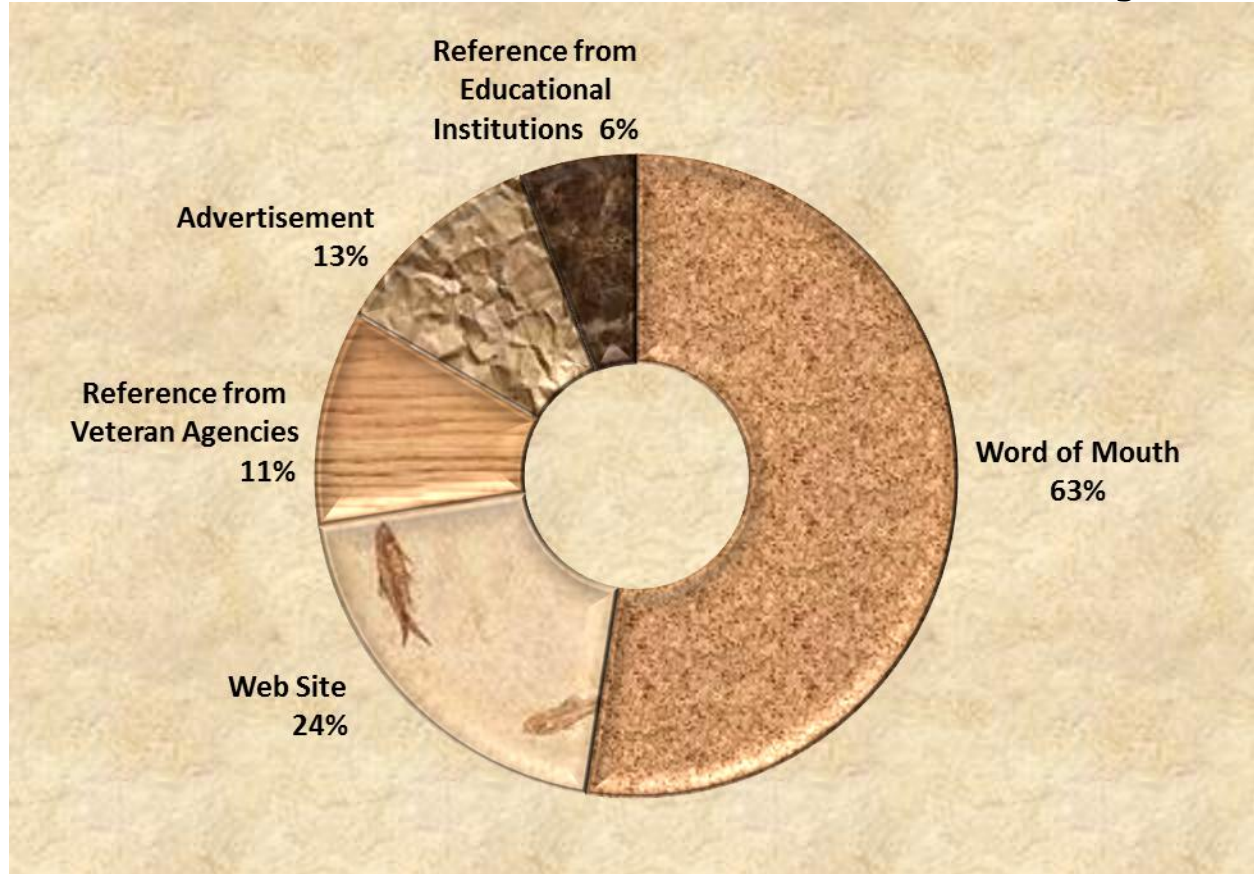


Our website is a vital part of getting our program information to the public, to Veterans and to those military personnel who are preparing to finish their tour of duty. It is updated on a regular basis and contains general information about us and our program. Included are the general contact information, the latest newsletter, and contact sites of interest to Veterans. The site has an easily navigated menu located to the left side of the screen and includes an online VUB application. Photos are included for visual interest.

Marketing Chart

The largest single category of Veterans joining Veterans Upward Bound hears about our program from other Veterans who are successful and have had positive experiences with VUB.

2010-2011 Recruitment Success from Various VUB Marketing Plans

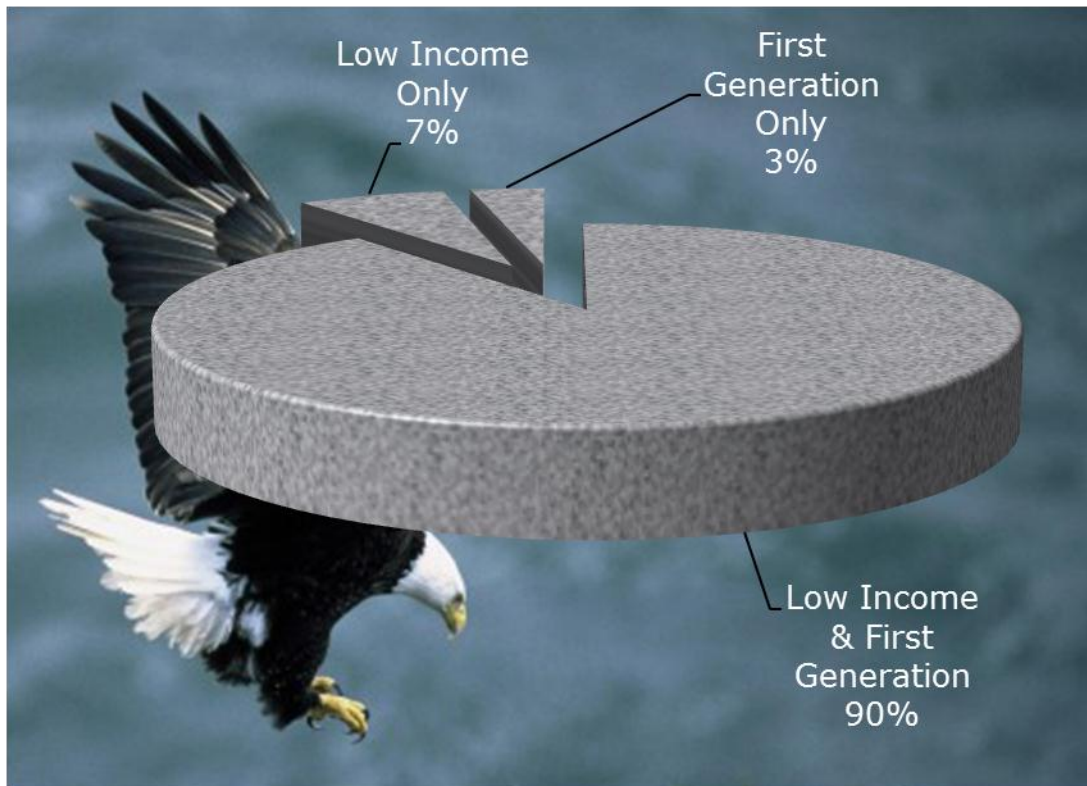


Data Statistics

Veterans participating in the Veterans Upward Bound-WSU program are selected based on their eligibility. All Veterans must have at least 180 days of active service and have any discharge except dishonorable, be first generation college students or have economic or educational need. Ethnicity or gender is never considered as factors for participation. However, records of these statistics are kept for review by the United States Department of Education. VUB is a federally funded, non-profit organization dedicated to helping Veterans identified within its operating grant. One hundred and twenty (120) Veterans are selected from three counties each grant year. The following charts contain some vital statistics on program participants from the 2010-2011 grant-year.

Charts

Chart 1: Veterans Eligibility Upon Entering VUB Program



VUB Veteran participants are eligible in several categories:
low-income, first-generation college students,
and a combination of both groups.

Chart 2: Participating Veterans by Ethnicity

VUB Veteran participants may choose to declare their ethnicity on the VUB application and they have the option of choosing more than one category. A separate application question reveals that 7% of VUB participants are Hispanic.

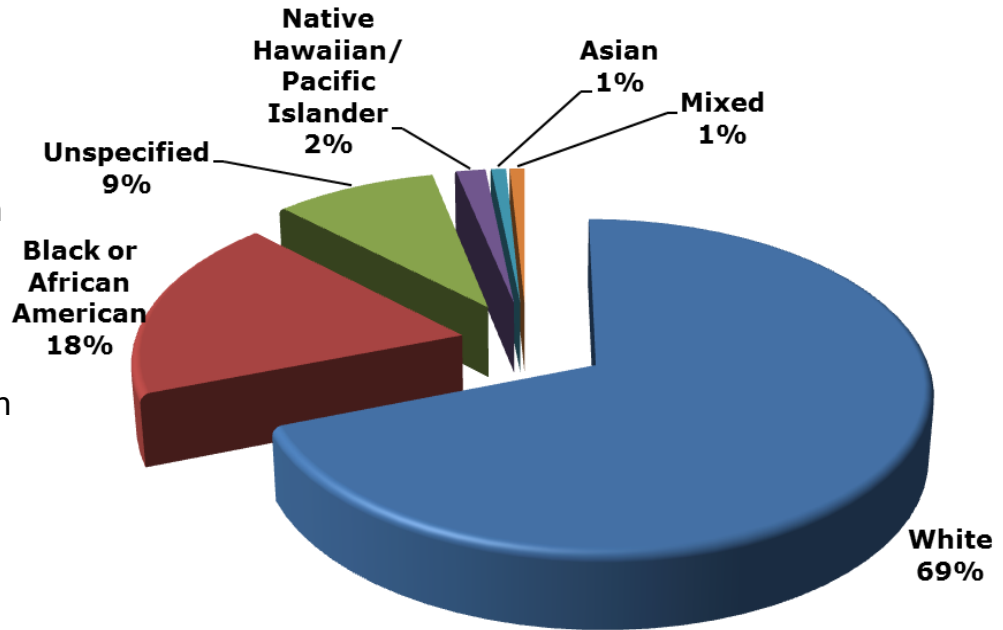


Chart 3: Veterans by Gender

Male VUB Veteran participants totaled 108 while the female Veterans totaled 12.

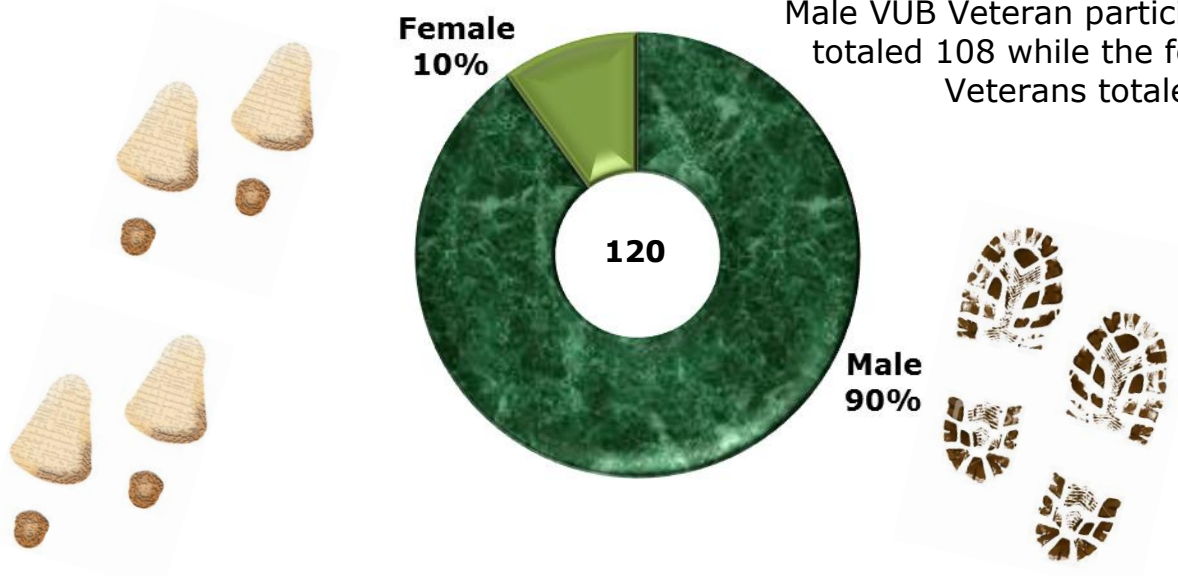


Chart 4: Employment Status Upon Entering VUB Program

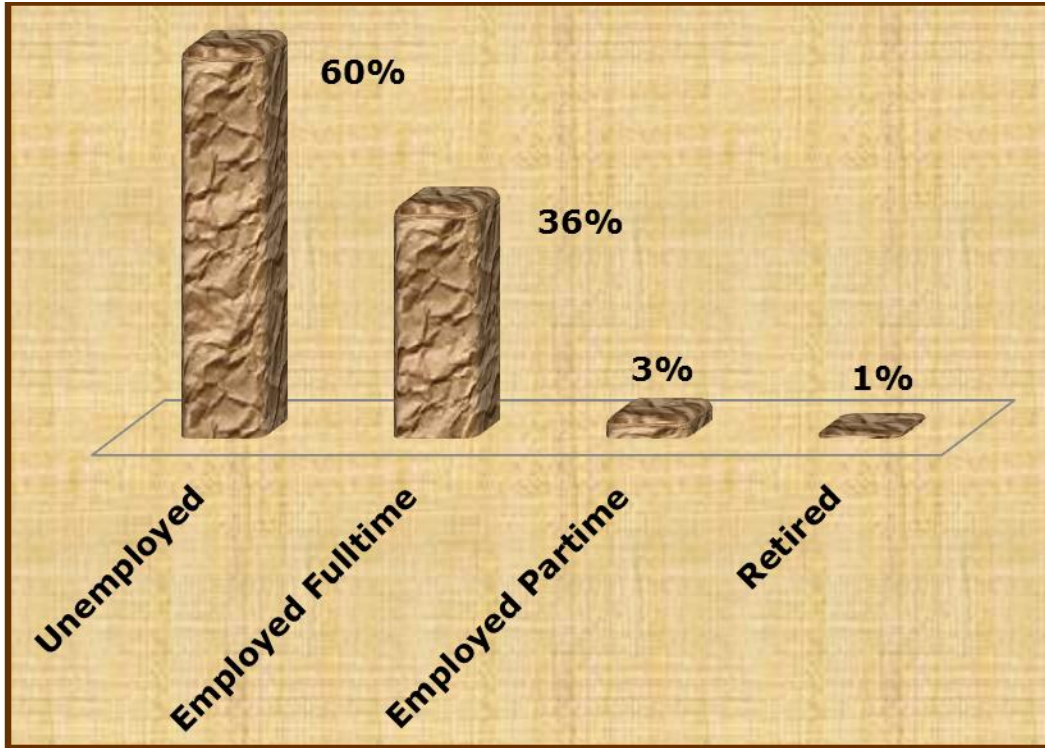
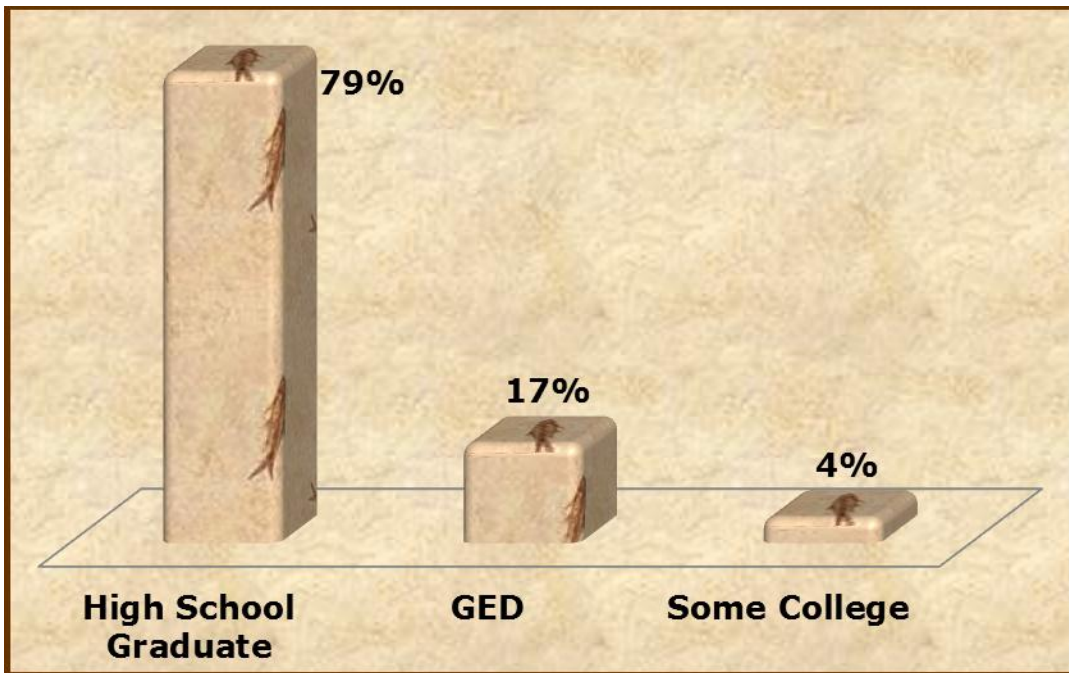


Chart 5: Education Status Upon Entering VUB Program



VUB uses a number of forms to make sure that Veterans receive the best services available. One of the forms, the "Student Success Plan/ Academic Need", helps to identify where the Veteran is in terms of educational needs and where he/she would like to be. The Curriculum Coordinator or another staff member discusses this plan with each student. The form also addresses career needs so that the educational plan dovetails with the future career chosen by the Veteran. Skills that are needed to be a successful student like time management and goal setting are also considered at this time. Upon completion of this form the student should have a good idea of what to expect and the steps needed to achieve his/her educational and career goals.



Acknowledgements

This document was completed by the joint efforts of the following individuals. Thanks to all!

Talal Agha provided complete and concise data for the database.

Dr. Zelalem Chala collected and organized data for the graphs.

Nichole Childers collected, organized and submitted data for the APR.

Barbara Kae designed the graphics and charts, took photos and prepared them as necessary support the text, wrote text, organized the layout, and edited the document.