



The University System of Georgia's African-American Male Initiative

"Creating A More Educated Georgia"



*Recruiting, Retaining and Graduating
Black Male College Students*

AFRICAN-AMERICAN MALE INITIATIVE:

Laser-Focused On Black Males' College Graduation

Colleges and universities in the United States are struggling to enroll and retain African-American male students. However, Georgia's public colleges and universities have dramatically increased their enrollment, retention and graduation rates thanks to the University System of Georgia's African-American Male Initiative (AAMI®) — an innovative project launched in 2002 by the Board of Regents of the University System of Georgia (USG) — and the results are quite impressive.

When the University System of Georgia launched AAMI as a quantitative and qualitative research study in fall 2002, there were just three programs at USG institutions focused specifically on the educational achievement and attainment of African-American males. Ten years later, there are 36 programs on 26 of the USG's 35 campuses, engaging young Black men in college life and focusing their sights on earning a college degree.

Data collected by the University System of Georgia's Office of Research and Policy Analysis reflect significant increases in the enrollment, retention and graduation of African-American males within the USG. In fact, African-American male enrollment has climbed by 80.73 percent during the nine-year period for which data is available — from 17,068 students in fall 2002, to 30,847 in fall 2011 — an increase of 13,779 Black male students. Aided by the infusion of a generous grant from the Lumina Foundation for Education in 2009, the enrollment of African-American males in the University System increased from 23,255 students in fall 2008 to 26,760 in fall 2009 — a total of 3,505 new Black male students, representing an unprecedented 15.07 percent increase over the previous year. The following year, Black male enrollment in the USG increased by another 7.01 percent, from 26,760 students in fall 2009 to 28,637 in fall 2010, representing 1,877 additional Black male students. Continuing the upward trend, Black male enrollment increased by another 7.72 percent in fall 2011, to 30,847 students, up from the fall 2010 enrollment of 28,637 — representing an additional 2,210 Black male students.

As Black male enrollment within the USG swells, the six-year graduation rate (the national benchmark) for African-American first-time freshmen is seeing an impressive gain as well. The graduation rate for the cohort of Black male

freshmen that entered in fall 1997 — the cohort of students who entered before the 2002 launch of AAMI — was 28.95 percent. The six-year graduation rate for the fall 2005 cohort, which graduated by spring 2011, had risen to 40.35 percent — an 11.40 percent increase in the bachelor's degree graduation rate for African-American males since AAMI's inception.

Perhaps most importantly, the number of bachelor's degrees conferred annually to African-American males at USG institutions has jumped by 58.11 percent, from 1,294 Black male students awarded bachelor's degrees in fiscal year 2003, to 2,046 students awarded degrees in fiscal year 2011 — an increase of 752 additional bachelor's degrees being awarded annually to Black male students.

"The goal of AAMI is to increase the recruitment, retention, and graduation of African-American males within the University System through strategic interventions," said Arlethia Perry-Johnson, AAMI's founding project director. "Black men are quite capable of academic achievement, but they need direction regarding the road map to college, which many perceive as common knowledge. For many Black males, the road map often is not clear; nor is the road without obstacles. So we focus our efforts on removing the obstacles and providing the essential resources — with many devoted USG faculty, staff and administrators working diligently and tirelessly to enhance educational outcomes for these young men."

Issues of Inclusion

The impetus for AAMI was the significant gender gap that existed among African-American students enrolled in University System of Georgia institutions. According to fall 2002 USG enrollment data, African-American women accounted for 68 percent of the USG's black enrollment — 35,873 black females compared to 17,068 black males. So Board of Regents' officials raised several pertinent questions that led to the landmark 2002 study: were high-school-aged black males presented with equal opportunities for higher education? Were their educational experiences unique at certain stages of the secondary or post-secondary ladder? What were the barriers to African-American male enrollment and retention in Georgia's public colleges and universities?

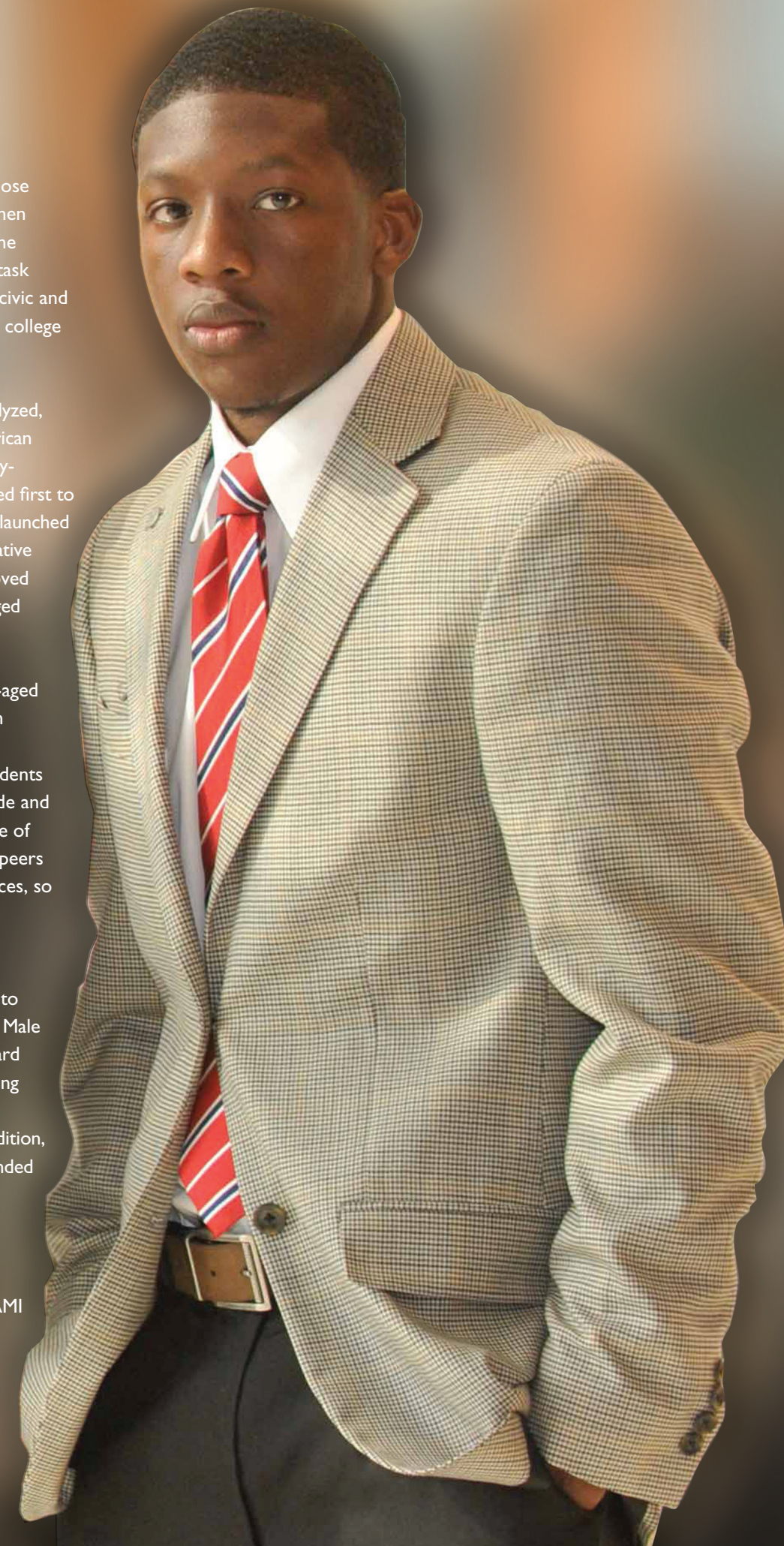
The Board of Regents decided to tackle those questions, which enabled Perry-Johnson, then serving as an associate vice chancellor at the regents' office, to assemble a 52-member task force comprised of academics, educators, civic and business leaders to identify the barriers to college attendance for African-American males.

"When the USG's enrollment data was analyzed, there was a disproportionate African-American female-to-male ratio of nearly 2-to-1," Perry-Johnson stated. "Being educators, we wanted first to understand why that was occurring. So we launched this initiative with a comprehensive quantitative and qualitative research study, and then moved quickly to implement programs that leveraged what we learned."

The research suggested that many college-aged African-American males felt alienated from mainstream campus life. Most colleges and universities failed to engage black male students in educationally enriching experiences inside and outside the classroom. There was no sense of inclusion, of being able to talk to staff and peers who could relate to their unique experiences, so they dropped out.

The USG task force's report, submitted in May 2003, prompted the Board of Regents to authorize funding for the African-American Male Initiative. From 2003 through 2008, the board invested significantly in pilot programs serving black male middle school, high school and college students throughout Georgia. In addition, many USG institutions implemented self-funded efforts in support of AAMI's goals.

In July 2006, the Indiana-based Lumina Foundation for Education's McCabe Fund awarded a two-year \$100,000 grant to AAMI which was used to support programs at three USG institutions.



That funding also enabled AAMI to more strongly partner with the USG's Office of Strategic Research and Policy Analysis, dedicating a research associate to work directly with that office on the program's data-collection efforts. In October 2006, the program moved its home from the Board of Regents' offices to the campus of Kennesaw State University, with strong support from KSU President Dr. Daniel S. Papp. Papp was highly involved in AAMI's initial implementation during his tenure as a senior vice chancellor at the Board of Regents, serving as ex officio of the AAMI task force. The program now is administered in the office of KSU's Vice President of External Affairs, the role Perry-Johnson now holds.

In 2009, when the Lumina Foundation awarded its second grant to AAMI, the funding was for \$500,000 over two years. That generous grant has enabled AAMI to significantly expand its programming and reporting capabilities, to launch a retention initiative in partnership with the Student African-American Brotherhood (SAAB), and to document impressive outcomes. That same year, AAMI further honed its efforts to focus specifically on undergraduate efforts that yielded impressive results.

Collaborations and Partnerships

AAMI thrives on building partnerships, both with the USG campuses and with external organizations. One of the program's recent collaborations is the partnership between AAMI and the national office of SAAB. SAAB is devoted to increasing the number of African-American and Latino males that graduate from college by setting examples of excellence in academics and leadership. With a portion of its Lumina funding, AAMI launched SAAB chapters at eight USG institutions to enhance participation by African-American and Latino males in campus life and leadership activities.

AAMI officials worked with SAAB officials to identify participating campuses through a data-analysis process that benchmarked the retention and graduation rates of Black males at all USG institutions relative to the national benchmark for the same types of institutions with similar admissions profiles. The initiative has been successful with many of the participating campuses and with the young men that it serves to engage, with one of the USG's AAMI-SAAB chapters being honored for its success at the 2012 SAAB national convention.



Sharing Best Practices and Outcomes

In December 2007, AAMI program officials convened the inaugural AAMI Best Practices Conference at Kennesaw State University to share the outcomes, challenges and successful strategies that enhance educational results for Georgia's African-American male students. The 2007 conference marked AAMI's five-year milestone, and featured an awards banquet, nationally recognized speakers in the field of Black male educational attainment, and 11 specialized workshop sessions tailored to the needs of the staff and student conferees. Networking breaks provided additional opportunities for conference attendees to meet and exchange information with their USG colleagues. The success of that inaugural conference prompted AAMI student participants and campus officials to rally for similar future gatherings.

As a result, AAMI convened its second Best Practices Conference in April 2011, at Macon State College in Macon, Georgia, to mark the culmination of the \$500,000 Lumina Foundation grant. Among many conference highlights, noted actor, author and philanthropist Hill Harper facilitated a 90-minute "Open Forum for Black Males," during which he challenged the attendees to push themselves to their highest possible levels of performance. An interactive workshop provided students strategies for building career paths by taking advantage of student leadership, internship and graduate school opportunities. Additional workshops addressed other critical issues for African-American male students, including sessions on enhancing their self-image, interpersonal and social skills; and also a workshop on

balancing athletics and academics. AAMI program officials also engaged in insightful discussions about creating and sustaining successful campus programs.

In September 2012, AAMI convened its third conference, in partnership with the National Black College Alumni Hall of Fame Foundation, Inc. The conference marked the historic 10-year anniversary of AAMI's launching back in September 2002 — providing the organization's officials and participating campus programs an opportunity to reflect on the pioneering initiative's impact, challenges and future strategic directions. The three-day gathering, held in Atlanta, attracted nearly 300 African-American male students, AAMI program directors, and key stakeholders of the statewide initiative. Conferees were afforded many opportunities to share experiences and concerns, learn new skills, and hear unique perspectives on a wide range of topics related to Black males' academic success. Participants heard from outstanding keynote speakers from business, higher education, sports and entertainment that emphasized the value of academic achievement in their careers and personal lives. The convening also again featured an Awards and Recognition Banquet, where best-practice contributors and key advocates of the AAMI program were recognized.

"The University System of Georgia has done pioneering work in identifying and addressing the educational challenges faced by black males, and our work is frequently benchmarked," Perry-Johnson said. "We convene these conferences to share the vital information we have learned with our USG colleagues and with others engaged in this important work. Our goal is to

demonstrate what works, so that others may replicate, expand and — most importantly — fund these important programs."

A National Model

AAAMI has garnered significant national attention. The program is widely credited with being the first-ever statewide effort specifically focused on increasing post-secondary educational attainment among Black males. Peers in the higher education community have sought to learn from and adopt AAMI's trailblazing model as awareness has increased nationally of the ethnic and gender disparities prevalent on U.S. college campuses. Program officials have responded to scores of benchmarking and research requests, hosted visits from numerous higher education and organizational entities, made presentations at national conferences and been featured in numerous state and national media outlets. The program positions the University System of Georgia's work in improving educational outcomes for Black males as a national model and as a potential demonstration project.

Program Assessment

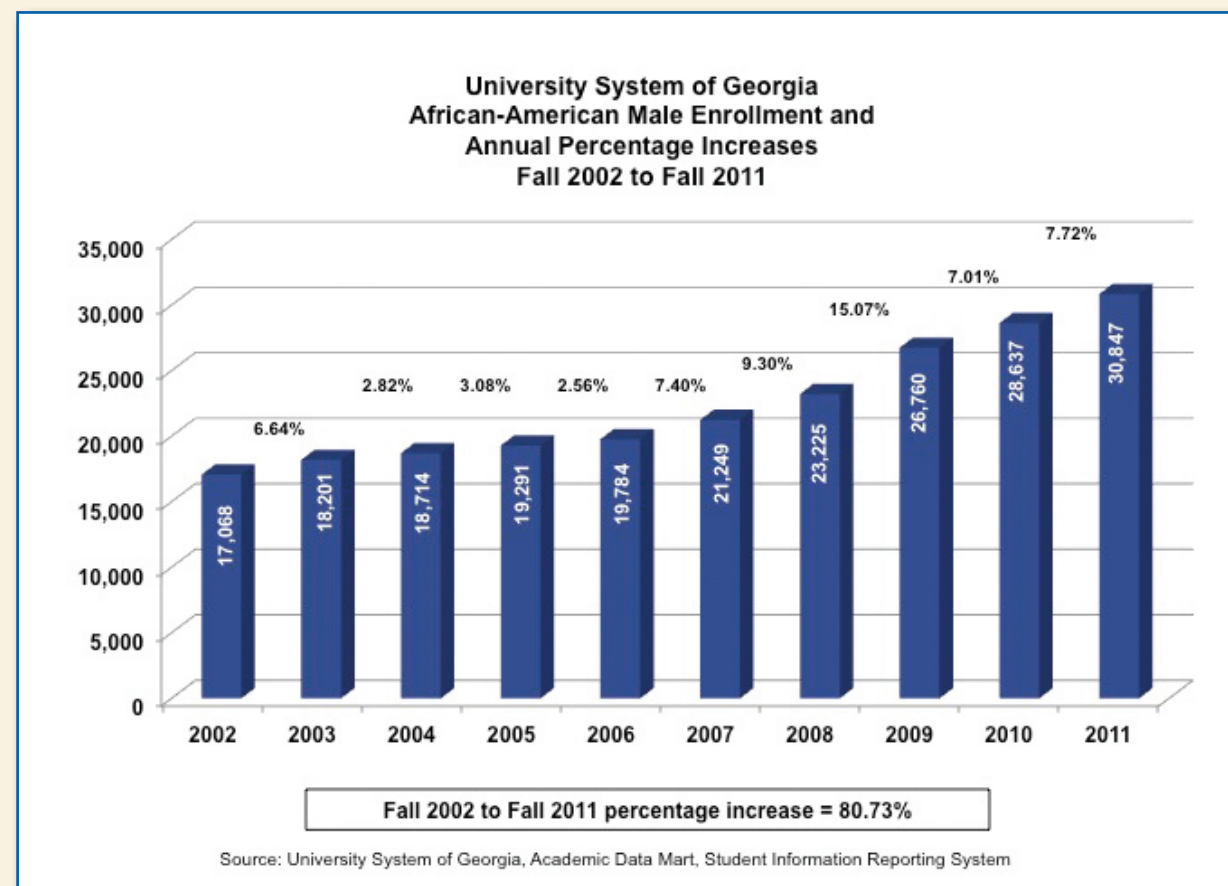
Over the past decade, AAMI has matured and reached a pivotal developmental point. At this juncture, the need to conduct an assessment of the program's groundbreaking work since its inception is vital. To aid with the review effort, during fiscal year 2012 AAMI program officials contracted a consultant to undertake a pre-evaluation assessment aimed at formally documenting AAMI's program theory and logic model. The consultant's report — based on visits to 12 campuses engaged in the AAMI project, interviews with more than 50 AAMI stakeholders and participants, and an exhaustive review of AAMI program reports, data and literature — establishes a firm foundation for a future independent program evaluation. Funding support is being sought for this endeavor.

While AAMI's targeted recruitment and retention programs have produced heartening results, the USG's statewide initiative must continue tackling the dearth of Black male college graduates and their disproportionate status relative to their male and female peers. In particular, AAMI must address the clear retention challenges that have developed with the increasing enrollment of Black male students. What is abundantly clear to AAMI and USG officials is that the educational plight of African-American males can be reversed with the commitment of appropriate resources. Doing so has become an economic imperative for our nation, and we look forward to continuing our partnerships with those who share this mission.

Outcomes:

The University System of Georgia's African-American Male Initiative

The Board of Regents of the University System of Georgia (USG) launched the African-American Male Initiative (AAMI®) in 2002 after officials uncovered stark data that revealed the disproportionate number of black women versus black men enrolled in the USG — 35,873 black females compared to 17,068 black males — a more than 2:1 ratio. AAMI® efforts aimed at expanding the pipeline of young black males qualified for college admission, and enhancing their college matriculation and graduation, have achieved successful performance outcomes.



Enrollment

Since AAMI's inception in 2002, the University System of Georgia has made tremendous strides with the enrollment of African-American males. Black male enrollment has increased by 80.73 percent — from 17,068 students in fall 2002 to 30,847 students in fall 2011 — an addition of 13,779 black male students.

Among the USG's first-time, full-time freshmen population, African-American male enrollment grew a whopping 148.45 percent during this same period. The number of Black male first-time, full-time freshmen jumped from 2,811 in Fall 2002 to 6,984 in Fall 2011.

This performance strongly outpaced both white female and white male enrollment increases within the University System. The USG's white male first-time, full-time freshmen enrollment increased 17.12 percent — from 10,864 students in 2002 to 12,724 students in 2011 — while white female first-time, full-time freshmen enrollment increased 16.08 percent, from 12,547 students in 2002 to 14,564 students in 2011.

Outcomes:

The University System of Georgia's African-American Male Initiative

Retention

Retention data in the University System of Georgia is reported in two ways: "institution-specific" retention, capturing students retained at the same USG institution in which they initially enrolled as freshmen, and "System-wide" retention, capturing students retained in their second year at any of the USG's 35 institutions.

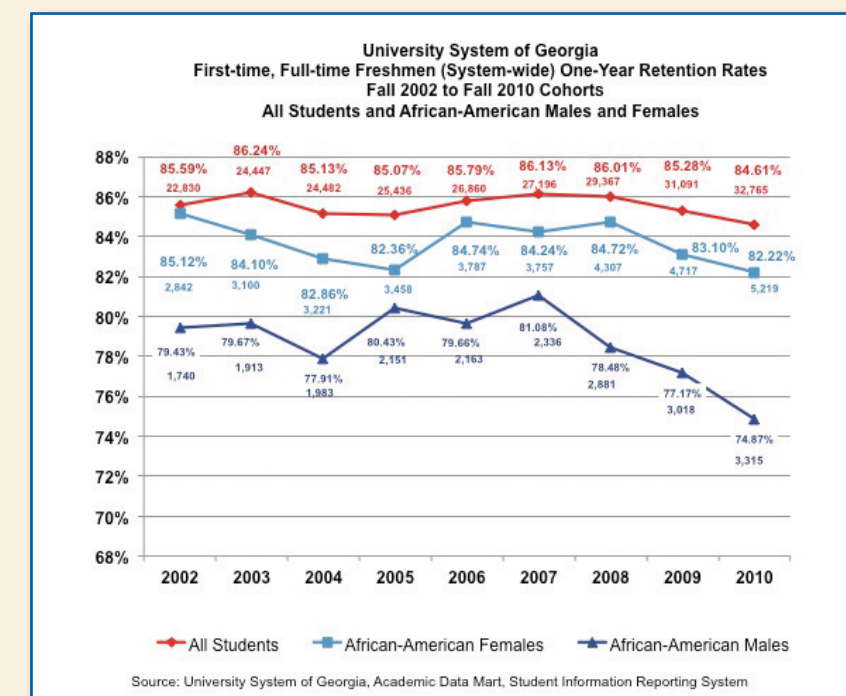
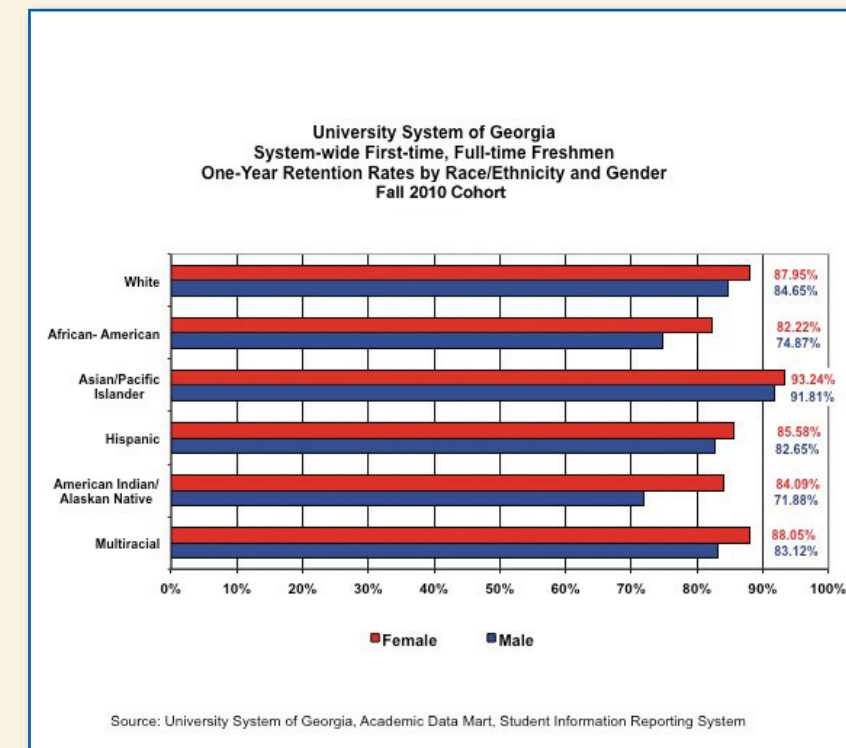
As Black male enrollment in the USG has successively increased over the past nine years, retention rates have shown annual improvements as well. However, in the past couple of years, when enrollment increases of African-American males have ranged from 7 to 15 percent, small drops have been recorded in their overall retention rates.

The System-wide retention rate for first-time, full-time bachelor's degree-seeking Black male freshmen that entered the University System in fall 2002 was 79.43 percent (total number: 1,740). By fall 2010, the number of black male first-time, full-time freshmen enrolled in the USG had nearly doubled to 3,315, and their retention rate dropped slightly by fall 2011 to 74.87 percent. In spite of this statistical change, a significantly larger group of Black male students are now matriculating and being retained in the USG.

In comparison, the System-wide retention rate for first-time, full-time bachelor's degree-seeking Black female freshmen that entered the USG in the fall 2002 was 85.12 percent (total number: 2,842). Correspondingly, the retention rate for the fall 2010 cohort of Black female freshmen dropped slightly to 82.22 percent — even as their numbers also swelled to 5,219.

Meanwhile, the retention rate for all students that entered the USG in the fall 2002 was 85.59 percent (total number: 22,830). The System-wide retention rate for the fall 2010 cohort of all first-time, full-time bachelor's degree-seeking freshmen also recorded a minor dip, to 84.61 percent (total number: 32,765).

This data reflects the continuing challenge of closing the retention-rate performance gap for USG African-American males relative to their peers — an area of strong emphasis for the USG's AAMI program.



Outcomes:

The University System of Georgia's African-American Male Initiative

Graduation

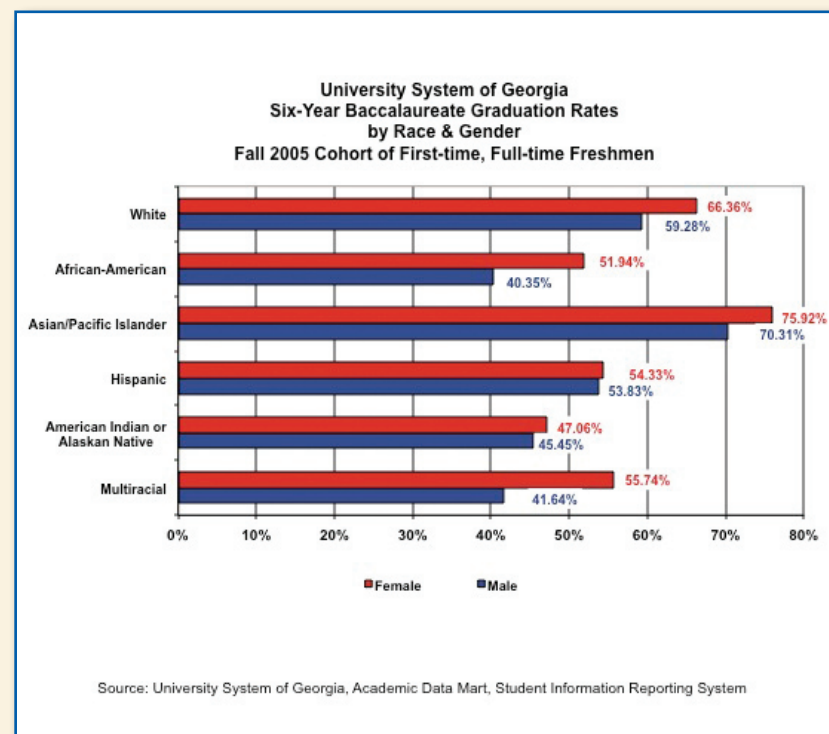
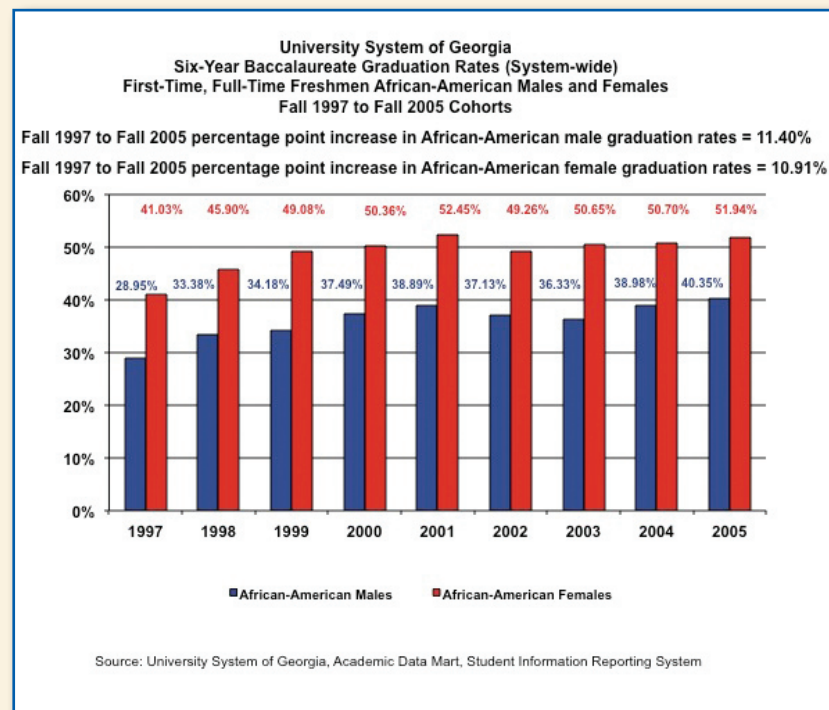
The University System of Georgia uses the national benchmark of six years to report graduation rates for baccalaureate degrees. Considerable strides have been made within the USG with regard to black male graduation rates over the past nine years for which date is available.

AAMI's benchmark year for analyzing the graduate rates of first-time, full-time African-American male freshmen is the cohort that entered in fall 1997 and graduated no later than fiscal year 2003. That cohort's graduation rate was 28.95 percent.

The graduation rates have fluctuated for each incoming cohort over the past decade, moving to 33.38 percent for the 1998 and 34.18 percent for the 1999 cohorts; then to 37.49 percent for the 2000 cohort; and ultimately, to 38.89 percent for the 2001 cohort. The graduation rate for African-American male freshmen that entered in fall 2002 then declined slightly to 37.13 percent, and dropped again to 36.33 percent for the 2003 cohort — though the declines were balanced against burgeoning enrollment. The graduation rate is now back on the upswing. It rose to 38.98 percent for the 2004 cohort and rose yet again to 40.35 percent for the 2005 cohort (which graduated no later than Spring 2011), reflecting a 11.40 percentage point increase since AAMI's inception.

In comparison, the graduation rates of first-time, full-time African-American female freshmen that entered the USG in fall 1997 was 41.03 percent. That rate increased for each new incoming cohort for several years, moving to 45.90 percent for the 1998 and 49.08 percent for the 1999 cohorts; then to 50.36 percent for the 2000 cohort; and ultimately, to 52.45 percent for the 2001 cohort.

The graduation rate for the fall 2002 cohort then dropped slightly to 49.26 percent. It quickly bounced back, however, and increased to 50.65 percent for the 2003 cohort; rose again to 50.70 percent for the 2004 cohort, and yet again for the 2005 cohort, rising to 51.94 percent — ultimately reflecting a 10.91 percentage point increase during the comparable period. Much more work remains on this critical front, both to meet the USG average and to close the performance gap of Black males against their female



Outcomes:

The University System of Georgia's African-American Male Initiative

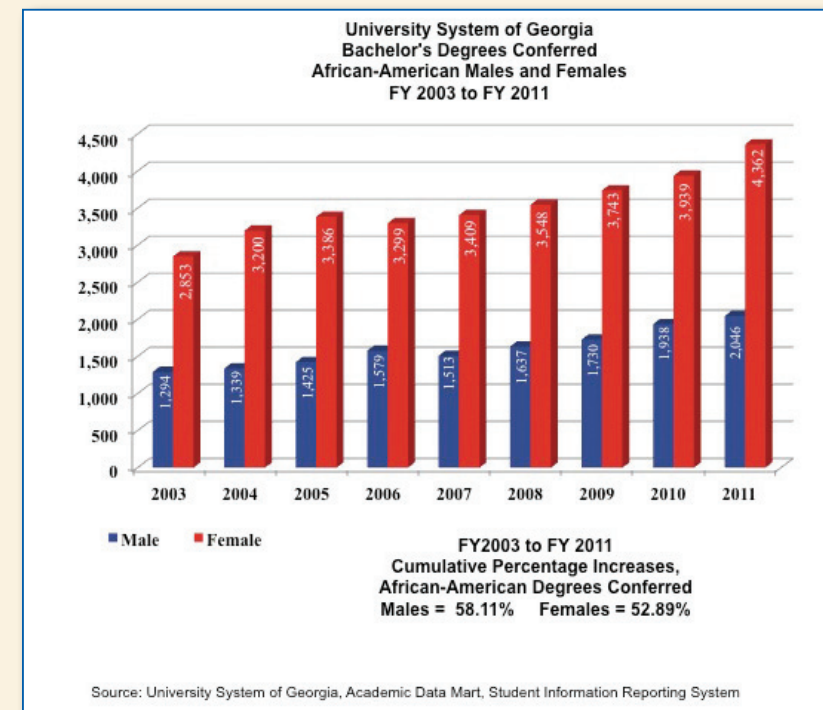
peers, as the comparative charts here depict. However, progress is being recorded.

Degrees Conferred

The University System of Georgia is strongly committed to increasing the number of degrees conferred to African-American males — and this performance indicator is showing impressive outcomes.

The number of bachelor's degrees conferred annually to African-American males by USG institutions has increased by 58.11 percent, from 1,294 in fiscal year 2003, to 2,046 in fiscal year 2011 — an increase of 752 additional bachelor's degrees being awarded annually to Black male students.

Comparatively, the number of degrees being conferred annually by USG institutions to African-American females has increased by 53.89 percent — from 2,853 in fiscal year 2003 to 4,362 in fiscal year 2011.



The Challenge

When the data is disaggregated — be it enrollment, persistence, or completion statistics — African-American males nationally rank at the bottom relative to their peers in terms of these critical performance indicators.

University System of Georgia officials, however, are not content to accept that fact as a perpetual reality. AAMI's mission is to significantly increase the graduation rates of African-American males in the USG, which will contribute to both our state's and our nation's educational attainment levels.

The good news is that the University System of Georgia's targeted initiatives are yielding dividends and our enrollment, retention and graduation rates all are showing significant improvement. Still, we recognize there is much more work to be done. With the continued commitment of AAMI program officials, our civic partners and our funding supporters, we will remain laser-focused on enhancing the educational attainment of African-American males.

The University System of Georgia's

African-American Male Initiative Programs

Asterisk(*) = AAMI-SAAB Chapter Site

SAAB: Student African-American Brotherhood

Abraham Baldwin Agricultural College*

Leaders Evolving and Developing (L.E.A.D) – Living-Learning Community (LLC)

The L.E.A.D. program targets first semester African-American males with emphasis on first generation students and learning support requirements. The program is designed to promote a successful transition to college life. Progress toward meeting this objective includes housing coordination, team building activities and periodic academic reviews.

Academic Level Served:
Incoming College Freshmen

ABAC SAAB

Abraham Baldwin's "Brother 2 Brother" chapter of the Student African-American Brotherhood (S.A.A.B.) has an emphasis on African-American male student success, retention, and graduation. SAAB provides participants the opportunity to create a positive peer community through engagement in personal growth activities and through participation in service learning projects in the community.

Academic Level Served:
All Undergraduate Levels

Program Contact:
Mr. Javier Gonzalez
Director of Multicultural Education Programs
Abraham Baldwin Agricultural College 50
2802 Moore Highway
Tifton, GA 31793-2601
jgonzalez@abac.edu
(229) 391-4877

Albany State University

**Center for African-American Males
(C.A.A.M.)**
CAAM enables freshmen males to make a transition from high school to ASU. Through programs that focus on retention, involvement and graduation, we seek to enable students to discover their authentic identities by allowing them to achieve their full potential as scholars and assume leadership roles in the community upon graduation.

Academic Level Served:
Incoming College Freshmen

Writing about the African-American Athletic Experience CAAM's Learning Community

The Writing about the African-American Athletic Experience Learning Community is designed to recruit, retain and educate freshmen males. The courses are English Composition I (ENGL 1101) and team Sports I (PEDH 1001) during the fall and English composition II (ENGL 1102) and Recreational Skills II (PEDH 1004) during the spring.

Academic Level Served:
College Freshmen

Program Contacts:
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Mr. Mark Hankerson
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Armstrong Atlantic State University

Men of Vision and Excellence (M.O.V.E.)
Men of Vision and Excellence (M.O.V.E.) is a multifaceted support strategy for African-American males entering Armstrong as first-time, full-time, college freshmen. The goal is to enhance retention, progression, and graduation by creating a culture of academic support and success.

Academic Level Served:
Incoming College Freshmen

Program Contacts:
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Atlanta Metropolitan State College (AMSC)*

Brother 2 Brother (B2B)

The goal of AMSC's B2B chapter is to enhance the success of African-American and Latino males by focusing on retention and graduation through service-learning opportunities, social activities and mentoring support. Monthly student-led meetings focus on encouraging brotherhood and community involvement and academic support.

Academic Levels Served:
All Undergraduate Levels

Program Contacts:
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(404) 756-4635

Augusta State University *

Augusta State African-American Male Initiative (AAMI) — The Winning Game Plan

The Augusta State University AAMI program facilitates the successful transition of first-time, full-time traditional African-American males. This is achieved by providing a summer bridge program that includes six credit-hours of college course work, math and writing workshops, thematic topics, relevant educational and motivational events, and speakers/role models from the community.

Academic Level Served:
Incoming College Freshmen

Augusta State SAAB
Augusta State's SAAB chapter focuses on the retention and graduation of African-American males through social activities, service-learning opportunities and support. Weekly meetings are student-led and focus on encouraging brotherhood and community involvement, as well as academic support.

The University System of Georgia's

African-American Male Initiative Programs

Asterisk(*) = AAMI-SAAB Chapter Site

SAAB: Student African-American Brotherhood

College of Coastal Georgia

Torchbearers

Torchbearers is a student organization that provides African-American males, including those who have completed the summer Bridge and Go program, additional academic and social support through graduation. Peer mentoring, seminars and community outreach programs engage other members of the campus and local community in assisting African-American males to enroll and graduate from college.

Academic Levels Served:
All Undergraduate Levels

Summer Bridge & Go

Summer Bridge & Go is a pre-college, residential experience for freshmen males. The primary focus is to assist students in testing out of one or more learning support courses. Students participate in evening presentations focused on college transition topics, weekly community service and weekend field trips that engage students with the local community.
Academic Level Served:
Incoming College Freshmen

Program Contacts:

Mr. Floyd Phoenix
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Ms. Heidi Leming
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One College Drive
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helming@ccga.edu
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Columbus State University

Collegiate 100 Black Men of Columbus

The Collegiate 100 Black Men is an auxiliary organization on the campus of Columbus State University. Participants assist the parent organization with the development of social, emotional, educational, and physical needs of young black males who have few or no positive role models in the communities in which they live.

Academic Levels Served:
All Undergraduate Levels

Program Contact:

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Columbus State University
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(706) 568-2273

Fort Valley State University

African-American Male Initiative (AAMI)

The AAMI program at Fort Valley aims to increase the retention, progression and graduation rates of African-American males through learning communities, mentoring and leadership development. Students enter into the program upon entering their Freshmen year and are monitored and tracked with that cohort.

Academic Levels Served:
All Undergraduate Levels

Program Contact:

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(478) 822-1070

Gainesville State College

North Star Leadership Association (Guiding Men to Success)

Our goal is to improve the college retention and graduation rates among African-American male students attending Gainesville State College by providing an environment conducive to their success. The North Star Leadership program is comprised of three key components: mentoring, academic support and leadership development.

Academic Levels Served:
All levels

Program Contact:

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The University System of Georgia's

African-American Male Initiative Programs

Asterisk(*) = AAMI-SAAB Chapter Site

SAAB: Student African-American Brotherhood



Georgia College & State University

Mentoring African-Americans for Leadership, Education and Connection (MALE-Connection)

Georgia College's M.A.L.E. Connection program aims to provide a support network for African-American male students. It connects students to the college, the community and other University System of Georgia African-American students while improving their academic and professional abilities and increasing their retention and graduation rates.

Academic Levels Served:
All Undergraduate Levels

Program Contact:

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Georgia Gwinnett College*

Elite Scholars Program

The goal of the Elite Scholars Program is to increase enrollment and maintain retention of African-American males in STEM fields through the academic, leadership and civic engagement tools needed to be successful. Participants will be exposed to learning opportunities, community involvement and other activities throughout the 2012-2013 academic year.

Academic Level Served:
College Freshmen

Program Contacts:

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Financial Aid
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Georgia Highlands College*

Georgia Highlands African-American and Minority Male Excellence (GHAME)

GHAME is GHC's AAMI program which focuses on the recruitment, retention and graduation of African-American and Latino men. Advisors assist pre-freshmen with the enrollment process and work with enrolled students through graduation and beyond. Our SAAB Chapter (Brother 2 Brother) factors strongly in the implementation of GHAME.

Academic Levels Served:

Pre-Freshmen, College Freshmen and Sophomores

SAAB

Our SAAB Chapter (Brother 2 Brother) factors strongly in the implementation of GHAME.

Academic Levels Served:

College Freshmen and Sophomores

Program Contact:

Dr. Jonathan Hershey
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3175 Cedartown Highway, SE
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Georgia Institute of Technology

Providing Resources to Ignite Male Excellence (GT PRIME)

GT PRIME (Providing Resources to Ignite Male Excellence) is the AAMI initiative to address the negative trend in academic performance of black males at GT. Its purpose is to provide resources, motivation and leadership training for black males. This is achieved through workshops, speaker series, mentoring and tutoring each semester and Challenge (a 50 week summer bridge program for incoming students.)

Academic Levels Served:

All Undergraduate Levels

Program Contacts:

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Georgia Perimeter College

The Leadership Academy

Georgia Perimeter College's Leadership Academy is a team-building scholarship and retention program that seeks to increase retention, graduation and transfer rates of African-American males. The program increases access and builds success by focusing on scholarships, teamwork and service; it strengthens leadership skills and provides academic support, mentors and personal development training.

Academic Levels Served:

College Freshmen and Sophomores

Program Contacts:

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Georgia Perimeter College
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Ms. Sarah Vaughan
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Academy
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Georgia Southern University

Pathways to Success

Aligned with the AAMI and USG's dedication to closing the achievement gap, the Pathways to Success program is a cohort model designed to create a culture of academic excellence amongst African-American males. Through intentional programming, incoming students are linked to critical campus resources that aid in academic and social development.

Academic Level Served:

Incoming College Freshmen

Student African American Brotherhood (SAAB)

The SAAB program creates relevant experiences for African-American and Latino males who plan to achieve their dreams through higher education. The Georgia Southern Chapter of SAAB was recognized as "New Chapter of the Year" in 2011 and also received the "Stellar Chapter award" at the SAAB National conference.

Academic Level Served:

Incoming College Freshmen

Program Contacts:

Mr. Christopher Pugh
Assistant Director – Multicultural Student Center; & Pathways to Success & Student African American Brotherhood (SAAB)
Georgia Southern University
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Georgia Southwestern State University

African-American Male Institute

All programming is aimed at providing students personal attention by bringing speakers that can motivate and inspire them to stay in school and graduate. Also, students are provided alternate activities that are more geared to becoming a better person, a better student and a contributing citizen in the community. Students also are provided the experience of understanding their self-worth and their social responsibilities. There also is a consistent message of African-American history and heritage. Most importantly, there is an academic supplementary instruction component for the students to make sure they are successfully progressing toward college graduation.

Academic Levels Served:

All Academic Levels

Program Contact:

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(229) 931-2200

Georgia State University

African-American Male Initiative Success Program at Georgia State University (AAMI)

The Office of African-American Student Services and Programs administers Georgia State University's AAMI program. The program's initiatives provide African-American males resources for their studies and research assignments, as well as resources to develop interpersonal relationships, team-building skills, leadership, career management and self-identity via group discussions. The students also have the opportunity to participate in a faculty mentoring program. To enhance their leadership abilities, the AAMI program encourages students to actively participate in the university's numerous student and Greek organizations.

Academic Levels Served:

All Academic Levels



The University System of Georgia's

African-American Male Initiative Programs

Asterisk(*) = AAMI-SAAB Chapter Site

SAAB: Student African-American Brotherhood

Tighter Grip (Student Organization)

Tighter Grip provides resources to enhance its members' academic studies, interpersonal relationships, career focus and self-identity via group discussions, team building and lectures. The student organization also fosters brotherhood and business connections across campus organizations, the student body and the Atlanta community. The organization also offers a mentoring program, which provides a certification, and enables members to effectively engage, encourage, and challenge middle and high school students.

Academic Levels Served:

All Undergraduate Levels

Program Contacts:

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Gordon College*

Student African-American Brotherhood (SAAB)

Gordon College's SAAB chapter focuses on improving the retention, progression and graduation rates of African-American and Latino male students by providing academic, personal, social and cultural development. The core components of the program include leadership training, student advisement and community service.

Academic Level Served:

Incoming College Freshmen



Program Contact:

Ms. Michelle Perry-Stewart
Minority Advising Program Coordinator
Gordon College
419 College Drive
Barnesville, GA 30204
mperry-stewart@gdn.edu
(678) 359-5096

Kennesaw State University

Kennesaw State University African-American Male Initiative (AAMI)

The KSU AAMI program is sustained in partnership with faculty, staff and students to increase retention, progression and graduation rates of Black men through academic, social and leadership development. Initiative goals are: needs assessment; pre-collegiate outreach; mentoring; leadership development/academic achievement; and information dissemination

Academic Levels Served:

All Academic Levels

Program Contact:

Ms. Nicole Phillips
Associate Director of Student Development & Assistant Director of Multicultural Student Retention Services
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(770) 423-6443

Macon State College*

Men of Distinction (MOD) – A Chapter of the Student African-American Brotherhood (SAAB)

Macon State's SAAB focuses on the recruitment, retention and graduation of African-American and Latino male students. The goals of the chapter are to identify factors influencing retention, provide opportunities for campus engagement, train peer mentors, provide professional development and celebrate the achievements of African-American and Latino males at Macon State.

Academic Levels Served:

All Undergraduate Levels

Program Contacts:

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The University System of Georgia's

African-American Male Initiative Programs

Asterisk(*) = AAMI-SAAB Chapter Site

SAAB: Student African-American Brotherhood

Middle Georgia College

African American Male Initiative

This program supports and encourages academic success through positive interaction with faculty, staff and community mentors. AAMI provides students with opportunities to take responsibility for learning, building relationships and enhance their self-respect. AAMI offers various workshops, tutoring services, counseling, community service opportunities and a wide range of academic, social and cultural activities.

Academic Levels Served:

All Undergraduate Levels

Program Contact:

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Multicultural Affairs Coordinator and African-American Male Initiative Director
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(478) 934-3376

South Georgia College*

South Georgia College SAAB (B2B)

This is a culturally sensitive organization that aims to increase the number of African-American and Latino males who graduate from college by creating a positive peer community. This program has weekly meetings and the members volunteer at a local community center.

Academic Levels Served:

College Freshmen and Sophomores

Program Contact:

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(912) 260-4417

Southern Polytechnic State University

Project MENTorship

Progressive MENTorship is a concentrated summer bridge program that promotes retention and graduation among African-American male freshmen. Beyond the summer bridge program, students participate in various activities throughout their matriculation, including tutoring, workshops, community service and mentoring.

Academic Levels Served:

All Undergraduate Levels

Program Contact:

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University of West Georgia

African-American Male Initiative Learning Community

The African-American Male Initiative Learning Community helps incoming African-American male freshmen adjust academically and socially to college. During their first year, students attend classes and study together. Their academic progress is monitored by the program coordinator. Special programming is provided to support successful transition from high school to college.

Academic Level Served:

Incoming College Freshmen

Black Men Encouraging Success Today

Black Men Encouraging Success Today (BEST) encourages retention, progression and graduation of African-American males. Through educational and social programming, BEST helps improve chances of success for Black men and others by promoting academic achievement, personal, social and vocational development by exposing members to opportunities at UWG and beyond.



Academic Level Served:

All Undergraduate Levels

Black Men With Initiative

Black Men With Initiative (BMWII) was instituted in Fall 2002 to develop culturally aware, academically strong, community-minded and spiritually grounded African-American male 21st century leaders.

Academic Level Served:

All Undergraduate Levels

Program Contact:

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Waycross College

Minority Advising Program

The Minority Advising Program offers all minority students unique support, enabling them to attend programming to help them acclimate to college. Furthermore, students have the opportunity to receive individualized advising from the MAP advisor. Concerted efforts to increase participation of African-American male students are under way.

Academic Level Served:

College Freshmen and Sophomores

Program Contacts:

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The University System of Georgia's African-American Male Initiative

"Creating A More Educated Georgia"



"Creating a More Educated Georgia"
www.usg.edu/aami

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The University System of Georgia's African-American Male Initiative is headquartered at Kennesaw State University.



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