

The Martin Luther King, Jr. - César Chávez - Rosa Parks Initiative

The goal of the Martin Luther King, Jr. • César Chávez • Rosa Parks (KCP) Initiative is to increase the number of Michigan's most educationally disadvantaged citizens who have the opportunity to complete college degrees and experience career success as active participants in a knowledge based global society and economy. By providing seed money to Michigan's public and independent four-year postsecondary institutions, multi-pronged retention strategies are developed and implemented in consideration of identified institution specific academic and non-academic barriers impacting equality of opportunity and achievement. By promoting systemic change within the educational setting, successful strategies are institutionalized to benefit all students at the institution. There are six unique KCP Programs designed to assist students along the academic pipeline from 7th grade through graduate work to achieve KCP's goal. The KCP Initiative also co-sponsors the annual Equity Within the Classroom Conference as a forum for faculty, administrators, staff, and supporters to review current research findings; annual retention outcome data; best practice strategies; and specific KCP developed retention strategies positively impacting equality of opportunity and degree achievement of KCP targeted students.

The Michigan Legislature established the Martin Luther King, Jr. • César Chávez • Rosa Parks Initiative in 1986 after a statewide analysis of participation and graduation rates of Michigan's most educationally disadvantaged students. The six strategic components of the KCP Initiative are funded annually through the Michigan Higher Education Appropriations Act to address the academic and non-academic needs of Michigan's at-risk students. Michigan's fifteen (15) public universities receive State of Michigan financial support through their base funding for KCP Initiative's Future Faculty Fellowship (FFF) Program, College Day (CD) Program, and Visiting Professors (VP) Program. The three competitive grant programs of the KCP Initiative include: Select Student Support Services (4S) Program; Michigan College/University Partnership (MICUP) Program; and Morris Hood, Jr., Educator Development (MHED) Program.

- The **Equity Within the Classroom Conference** is hosted annually as a collaborative effort between Michigan's KCP Initiative and the state's public and independent colleges and universities. The Equity Conference provides an annual forum for faculty, administration, staff, and postsecondary education supporters to review current research findings; annual retention outcome data; best practice strategies; and specific KCP developed retention strategies positively impacting equality of opportunity and degree achievement of KCP targeted students. The annual Equity Within the Classroom Conference site is provided by a host institution during Spring, generally March or April, each year. Conference information is available each Winter by the host institution and the KCP Initiative State Office.

- The State of Michigan funded **College Day (CD) Program** was merged with the United States Department of Education's (USDOE) **Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP)** in July 2006 in an effort to increase the number of low-income students who are prepared to enter into, and succeed in, postsecondary education. The **GEAR UP/College Day (GU/CD) Program** partners with Michigan's fifteen (15) public universities, EduGuide: Partnership for Learning, Michigan Department of Treasury, and the University of Michigan–Ann Arbor's School of Social Work to provide early intervention services and a scholarship component for low-income students. Michigan's public universities receive State of Michigan financial support through their base funding for the College Day portion of the program and are required to provide a 100% match. Additionally, the total CD State funds, the university match and match funds from other partners in the program are used to meet the 100% match required by the USDOE for the GU/CD Program. Professional development opportunities for educators are also provided to enhance the skills and abilities of educators working with a cohort of students. Schools selected at the onset of the program included all students in the 7th grade. Eligible schools must have at least 50 percent of the students enrolled in the school eligible for free or reduced-price lunch under the National School Lunch Act. The GU/CD program serves a cohort of students, beginning in the 7th grade and follows them through graduation from high school.
- The **Future Faculty Fellowship (FFF) Program** provides financial support for traditionally underrepresented candidates pursuing faculty teaching careers in postsecondary education. Institutions encourage applications from individuals who would otherwise not adequately be represented in the graduate student and faculty populations. The FFF Program is administered by Michigan's public universities who implement approved selection criteria standards to identify program participants. Preference may not be given to participants on the basis of race, color, ethnicity, gender, or national origin. Michigan's fifteen (15) public universities receive State of Michigan financial support through their base funding for the FFF Program. KCP Fellows must sign a FFF Fellowship Agreement which delineates the service payback obligation to complete a minimum of three (3) years equivalent of full-time postsecondary teaching or administrative role in a 2- or 4-year public or private institution. If the service obligations, as well as degree completion, are not accomplished within the allowable timeframe, the fellowship is converted to KCP Loan which must be repaid by the Fellow.
- The **Visiting Professors (VP) Program** provides financial support to Michigan's public universities to increase the number of traditionally underrepresented instructors in the classroom available to serve as role models for students. Preference may not be given to visiting faculty on the basis of race, color, ethnicity, gender, or national origin. Institutions encourage applications from individuals who would otherwise not adequately be represented in the faculty. The VP Program is administered by Michigan's public universities within the guidelines established by the Legislature and the Michigan Department of Labor & Economic Growth (DLEG). Michigan's fifteen (15) public universities receive State of Michigan financial support for the Visiting Professors Program through their base funding and are required to provide a 100% match.

- The **Select Student Support Services (4S) Program** provides State of Michigan funding, on a competitive grant basis, to Michigan's four-year public and independent colleges and universities. The legislative intent of the KCP 4S Program is to increase the graduation rates of admitted academically or economically disadvantaged students. Successful KCP 4S Grantees design their programs in consideration of identified institution specific barriers impacting equality of opportunity and achievement of students identified as academically or economically disadvantaged. Preference may not be given to participants on the basis of race, color, ethnicity, gender, or national origin. Institutions encourage participation from students who would not otherwise adequately be represented as postsecondary students. Successful 4S Programs work with faculty and staff to develop expansive partnerships focused on retaining 4S targeted students; developing an understanding of the academic and non-academic needs of 4S targeted students; recognizing effective instructional techniques, counseling strategies, tutoring and mentoring strategies which benefit students; and encouraging them to make changes in their own professional approaches and facilitate changes to systems by utilizing lessons learned and best practice strategies identified by the 4S Program. State KCP 4S Program funds are intended to provide seed money that will serve as a catalyst for institutional change, stimulating coordinated multi-pronged retention efforts permanently ensuring both short- and long-term measurable improvements in graduation rates. Funded 4S Grantees can receive an annual maximum State award of \$150,000 per institution each year of the grant cycle. Institutions must match the State award each year of the grant cycle, at a minimum thirty percent (30%) of the total budget basis. During the defined grant cycle, annual renewal of State KCP funding is based on satisfactory Grantee performance; availability of State funds; and progress institutionalizing the program along guidelines established for KCP Programs. The most recent Request for Proposals (RFP) was issued Spring 2006 for the 2006 through 2011 grant cycle. The next KCP 4S Program RFP is projected to be released Spring 2011.
- The **Michigan College/University Partnership (MICUP) Program** provides State of Michigan funding, on a competitive grant basis, to Michigan's four-year public and independent colleges and universities. The legislative intent of the MICUP Program is to increase the number of admitted academically or economically disadvantaged students who transfer from community colleges into baccalaureate degree programs at four-year institutions. Preference may not be given to participants on the basis of race, color, ethnicity, gender, or national origin. Institutions encourage participation from students who would not otherwise adequately be represented as postsecondary students. Successful KCP MICUP Programs have established enduring collaborations between MICUP partners to include, at a minimum, the involvement of Admission Offices, Academic Counseling Offices, Financial Aid Offices, and departments of study. Successful MICUP Partners work diligently with faculty and staff, at both institutions, to develop smooth transfer practices; a shared understanding of the support needs of MICUP students; the goals of the MICUP program; strategies for monitoring and supporting student progress; and annual review of student outcome data and effective program strategies. State KCP MICUP Program funds are intended to provide seed money that will serve as a catalyst for institutional change, stimulating coordinated multi-pronged retention and transfer mechanisms that permanently ensure both short- and long-term measurable improvements in graduation rates. Funded MICUP Grantees can receive an annual maximum State award of \$150,000 per institution each year of the

grant cycle. Institutions must match the State award each year of the grant cycle, at a minimum thirty percent (30%) of the total budget basis. During the defined grant cycle, annual renewal of State KCP funding is based on satisfactory Grantee performance; availability of State funds; and progress institutionalizing the program along guidelines established for KCP Programs. The most recent Request for Proposals (RFP) was issued Spring 2006 for the 2006 through 2011 grant cycle. The next KCP MICUP Program RFP is projected to be released Spring 2011.

- The **Morris Hood, Jr., Educator Development (MHED) Program** provides State of Michigan funding, on a competitive basis, to Michigan public and independent institutions with state-approved Teacher Education (TE) Programs. The legislative intent of the MHED Program is to increase the number of academically or economically disadvantaged students who enroll in, and complete, K-12 teacher education programs at the baccalaureate level. Preference may not be given to applicants on the basis of race, color, ethnicity, gender, or national origin. Institutions encourage applications from applicants who would otherwise not adequately be represented as teachers in Michigan's K-12 classrooms. Successful MHED Programs have designed their programs in consideration of identified institution specific barriers impacting equality of opportunity and achievement of students. Successful MHED Programs work with administrators, faculty, and staff to facilitate a critical review and to facilitate necessary change by developing a shared understanding of the support needs of MHED students; by critically examining instructional techniques used by faculty in TE and other required courses; by critically examining the content of the teacher education curriculum, including courses taken in content majors by TE students; by critically reviewing counseling strategies, tutoring services and mentoring relationships; and by examining and addressing change in institutional systems that have been barriers impacting equality of opportunity and achievement of TE students. Funded MHED Grantees can receive an annual maximum State award of \$53,700 per institution each year of the grant cycle. Institutions must match the State award each year of the grant cycle, at a minimum thirty percent (30%) of the total budget basis. During the defined grant cycle, annual renewal of State KCP funding is based on satisfactory Grantee performance; availability of State funds; and progress institutionalizing the program along guidelines established for KCP Programs. The most recent Request for Proposals (RFP) was issued Spring 2006 for the 2006 through 2011 grant cycle. The next KCP MHED Program RFP is projected to be released Spring 2011.

For more information regarding the Martin Luther King, Jr. ▪ César Chávez ▪ Rosa Parks Programs, contact the State KCP Initiative Office at (517) 373-9700, or visit our Web site at http://www.michigan.gov/mdcd/0,1607,7-122-1680_2735_2784---,00.html.