



Western Oregon
UNIVERSITY



Multicultural Student Services & Programs (MSSP)



MSSP History (1):

1992: No MSSP - Admissions Counselor Focused on Minority Student Recruitment / Underrepresented Minorities Achievement Scholarship (UMAS) coordination (changed to Diversity Commitment Scholarship in 2002)

1995-96: Minority Student Affairs was created (Director/Advisor), named was changed shortly after to MSSP. MSSP coordinated and supported the UMAS and was responsible for all multicultural recruitment as well as general admissions recruitment in designated Salem and Portland Schools.

1996: I was hired as the Advisor of Multicultural Student Services & Programs

1997: I was hired as the Director of Multicultural Student Services & Programs

2003: Budget cuts reduced staffing to Director only and multicultural recruitment moved back to Admissions so MSSP could focus on retention, however MSSP continued to support recruitment efforts such as hosting the Regional Conference for Students of Color - 1 of 4 OUS sponsored conferences throughout the state



MSSP History (2):

2005: On-Track Program was established - to support non scholarship students

2007: CECLC chose WOU as their hosting site

2008: MCR (Multicultural Representatives) Program and Cultural Connections created - a peer mentorship program focused on supporting all first year freshmen and transfers

2015: MSSP and COE began collaboration to provide support for BTS (Bilingual Teacher Scholars) Program

2020: BTS Program moved out of MSSP and into the TPSSS program

2025: PACE (Peer Allies for College Engagement) Mentorship Program replaced MCR Mentorship Program - supported by grant funds - expected cuts only allowed for PACE programming, no mentors

2026: PACE Mentors will be reinstated and due to grant funds, will be paid positions for the first time in 17+ years.



Mission:

The office of Multicultural Student Services & Programs is committed to the **recruitment**, **retention** and **graduation** of historically underrepresented & underserved populations by providing educational opportunities and outstanding programming for ethnically and culturally diverse students. MSSP strives to enrich the undergraduate experience and foster a supportive environment for students to live, learn and grow as active members of the Western Oregon University community and as individuals.

MSSP currently serves approximately 400 students and is committed to providing our students support through various programs such as:

- ◆ The Diversity Scholars Program
- ◆ The On-Track Program,
- ◆ Peer Support and Mentorship Programs.



Staff:



Anna Hernandez - Hunter
Director



Nancy Montecinos
Assistant Director



Justice Gloria
Advisor/Instructional Coordinator



Diversity Scholars Program:

Mission: The Diversity Scholars Program provides academic and personal support to students who have been recognized for their academic excellence and their commitment to diversity. We provide opportunities to explore and participate in activities that allow them to demonstrate their knowledge and appreciation of diversity and inclusion.

- The Diversity Commitment Scholarship supports students financially with a renewable scholarship
- All scholar recipients are assigned an MSSP advisor who will provide academic support and personal guidance during their time at WOU.
- New incoming Diversity Scholars are assigned a peer mentor that will support them in their transition to WOU.
- Freshman recipients are required to take a class their entire first year (ICS 104) in which they will network, build peer connections, have leadership opportunities and connect to campus resources.

*MSSP also coordinates the selection process for the **David S. Brody Memorial Scholarship**, a full scholarship (tuition, fees, room/board) funded through the WOU Foundation. Recipients are automatically included in the Diversity Scholars Program.*



On Track Program:

Mission: The On-Track program is designed to provide historically underrepresented and underserved students with a support program that will assist in ensuring academic and personal success, as well as provide opportunities for social development.

- Participants are assigned an MSSP Advisor that will provide academic support and personal guidance during their time at WOU
- All new incoming On-Track students are assigned a peer mentor their first year that will support them in their transition to WOU
- Will be provided with workshops, trainings, and professional development opportunities to help enhance their college experience



PACE Mentorship Program:

(Peer Allies for College Engagement)

The PACE Mentorship Program will connect incoming first-generation and/or underrepresented students with dedicated peer mentors who share similar experiences. The program aims to foster a sense of belonging, increase social capital, and provide accountability for students seeking support. PACE Mentors will enhance their leadership skills by utilizing their social networks, interpersonal abilities, and school spirit to help mentees feel connected. Through this mentorship, the PACE Mentorship Program will strengthen our student community, creating a welcoming environment that promotes retention and overall student success

- *After Covid, we struggled to attract students to serve as mentors. Fortunately, we were granted funds through the Title III grant we have on campus to help rebuild our peer mentor program.*



Multicultural Student Union:

Mission: to promote diversity and cultural awareness throughout the Western Oregon University campus and the surrounding community. The Multicultural Student Union gives students, faculty, and staff the opportunity to share their cultural background while learning about others.

MSU sponsors up to 6 annual cultural events: Dia de los Muertos, Out and Proud, Women of Culture Celebration, African American Awareness Celebration, MSU Pow-Wow and Nuestra Fiesta Latina.





Highlights:

- **Diversity Scholars - Cohorts:**
 - Over the years we have been able to build a strong scholarship program that serves as a community of support and a distinction of pride for our students.
- **Cultural Programming in collaboration with MSU**
 - Some of their events have happened over 30 years.
 - Dia de los Muertos, Out and Proud, African-American Awareness Celebration, Women of Culture Celebration, MSU Pow-Wow, Nuestra Fiesta Latina
- **Retention & Graduation Rates:**
 - [MSSP Graduation and Retention Report 05-25](#)



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Questions?