

LEP Project



OFFICE OF DIVERSITY AND INCLUSION

- Our Motivation
- Background & Purpose
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Our Motivation

- Learning from LEP alums has been very valuable
- We did notice some commonalities

What can we learn from each other?

 How can this past work inform future LEP scholars as well as diverse university stakeholders?



Background and Purpose

LEP established in 1996

- 215 scholars, most with projects
- Eliminate duplication of effort by creating a repository of projects and contacts
- Also capture basic data about the LEP experience



Method

- Created database of graduates
- Sent Qualtrics survey to LEP grads still at UCF (N=142)
 - 67 Reponses
- Ran basic descriptive statistics
- Conducted thematic analysis of open ended data
- Collected project documents



Analysis

| Question | Mean (Standard Deviation) – 5pt scale |
|---|---------------------------------------|
| LEP helped my personal career development | 4.42 (0.82) |
| LEP cohort relationships were valuable | 4.43 (0.79) |
| LEP mentor experience was valuable | 4.20 (1.08) |
| Developing/executing LEP institute was valuable | 4.29 (0.91) |
| LEP project was personally useful | 4.32 (1.0) |
| LEP project was useful to UCF/unit | 3.89 (1.11) |
| LEP helped grow my relationship with ODI | 4.03 (0.95) |



Qualitative Findings

Most valued components of the program



Relationships with cohort



Learning from and with others



Information and access to other UCF leadership



Project Focus Areas

- Student Success: 14
- Staff/Faculty Training and Development: 10
- Descriptive/Background: 7
- Diversity & Inclusion: 6
- Wellness: 6
- Financial/Budget: 4
- Strategic Planning: 3
- Other: 5 N/A: 6

Project Status

- Completed: 23
- In progress: 16
- Tabled/discontinued: 6
- Annual/recurring: 5
- N/A: 5
- Postponed: 4
- Unfinished: 4
- Other: 1



Implications

- LEP program has evolved
- Graduates overwhelmingly found it useful personally & professionally
- Suggestions:
 - Follow up with alums
 - More direction for projects and institute
 - Better guidance and communication regarding hiring waiver







Thank you!

