



# Lee University

ANNUAL REPORT 2020-2021

TRIO STUDENT SUPPORT SERVICES (SSS)

LEE



**L**

**LEARN**

**E**

**ENGAGE**

**A**

**ACHIEVE**

**P**

**PROGRAM**

*...for students who aspire to succeed!*

June 30, 2021

## MESSAGE FROM THE DIRECTOR

I am very proud of the work we have done this academic year with our first—and hopefully last—hybrid school year. Over the past few months, we have experienced a variety of new challenges that our students, staff, faculty, and alumni masterfully overcame with the perseverance and spirit Lee University is known for. We are feeling hopeful and energized as we head into a summer where the global pandemic restrictions are starting to lift, but also mindful of the many ways in which programs, institutions, students, families, and communities are still facing.

Since 2015, Lee University LEAP presents opportunity for students to grow and develop as thinking, believing, talented, and compassionate responsible citizens, so much required in our world today. As we prepare to come back to campus this fall 2021, it is important to look back and remember all the incredible milestones LEAP has achieved these past 12 months. This past year, LEAP hosted several new workshops and activities on-campus, including our inaugural, fully virtual “Lee First-Generation College Celebration Day via Moodle” in November 2020 in collaboration with the TRIO McNair Scholars Program and the Office of First-Year Programs. LEAP also launched several new initiatives for our participants in response to COVID-19, including our “Student Resources Page via Moodle” in August 2020 and “Laptop/iPad Student Check-Out Program” in January 2021 to provide connectivity for those seeking additional technical support in their coursework. In addition, LEAP provided direct emergency aid to several students in August 2020, with over \$22,000 need-based aid sent directly to our participants with high unmet need at Lee.

As we move into the future, I am excited to share the incredible accomplishments and strides LEAP continues to make in preparing our students for academic and career success. From our most recent Year 5 2019-2020 Annual Performance Report (APR) in November 2020, over 94 percent of our LEAP participants persisted from Fall 2019 to Fall 2020, and 99 percent remained in good academic standing. At the end of June 2021, 70 percent of our LEAP participants ( $N=111$ ) hold at least a minimum of 3.00+ cumulative GPA, with more than 30 participants holding a 3.90+ GPA at Lee (a program record). Our students not only recognize the importance of academic excellence and servant leadership but also how to adapt to social change and uncertainty in the COVID-19 era.

Looking forward, I am confident that our students will continue to excel and #ExpectSomethingGreat at Lee. With this in mind, I am very thrilled to announce that my colleague Dr. Angela Waltrip ('90), Community Coordinator of LEAP since 2015, has been named by University President Mark L. Walker to serve as the next Director of LEAP, effective July 2021. Dr. Waltrip is no stranger to helping low-income, first-generation students succeed at Lee. For much of her personal and professional life, Dr. Waltrip has equipped, mentored, and coached hundreds of college students since her early days as a Resident Director of Nora Chambers Hall in the 1990s. During the past six years, Dr. Waltrip has coordinated and overseen the LEAP Peer Mentor Program, where she supervised and trained over 120 LEAP peer mentors at Lee. Dr. Waltrip has also served as an Adjunct Faculty in the School of Religion and taught several online courses for the Division of Adult Learning (DAL). In her new role as director of LEAP, Dr. Waltrip is poised to build upon the program's successes and its mission to enhance diversity, equity, and inclusion.



I am also pleased to announce that my colleague Kristin Pope ('12), Academic Coordinator of LEAP, has been appointed the next Director of the Center for Calling and Career (CCC) at Lee, effective July 2021. During the past six years, Kristin has empowered, mentored, and coached hundreds of college students and has overseen the recruitment and selection of both incoming and current LEAP participants. Kristin has also coordinated the dissemination of both federal and institutional scholarships as well as managed and prepared our semester learning communities and tutoring services in partnership with The Hub: Center for Student Success and the Writing Center. I applaud both Dr. Waltrip and Kristin, along with our full-time LEAP Coach Andrew DiPastena ('95, '21) and LEAP SVA Career Advisor & Counselor Kay McDaniel, for their unwavering commitment to student success at Lee.

As we continue to work towards a more inclusive and equitable environment for us all, it remains vital we listen to the issues and concerns of diverse communities. Therefore, I am excited to announce today that I will be transitioning into a new position at Lee in which I will serve as the first Asian American faculty member for the Helen DeVos College of Education (HDCE), starting August 2021. In my new role as Director of Graduate Studies in Education, I will oversee and advise several graduate programs, including the M.Ed., MSHEA, Ed.S., and Ed.D. degrees. If you are interested in furthering your education, I invite you to contact me. All LEAP and McNair students will be given preferential treatment for graduate admissions to Lee.

In closing, Lee University LEAP / TRIO Student Support Services (SSS) and the Office of the Provost and Academic Affairs, along with our fellow campus partners from Academic Support, Student Financial Services, Financial Aid, The Hub, CCC, Center for Teaching Excellence, Leonard Center, Counseling Center, Office of Racial & Ethnic Relations, and Office of Grants & Foundation Relations, have responded to the pandemic with grace, generosity, and commitment; and I remain confident that it will continue to do so in the months and years ahead, drawing from our faith and trust in one another as a Christ-centered liberal arts institution.

Thank you once again for your continuing support of LEAP.

Blessings,



Roy Y. Chan, Ph.D.  
Director of LEAP / TRIO Student Support Services (SSS)  
Assistant Professor of Education &  
Director of Graduate Studies in Education (Fall 2021)  
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## TABLE OF CONTENTS



Front Page .....	1
Message from the Director .....	2
Table of Contents .....	4
About Us .....	5
Vision Statement, Learning Outcomes, Administrative Outcomes, Profile of LEAP Students .....	5
Demographic Characteristics of LEAP Students .....	6
Academic Performance of LEAP Students .....	7
LEAP Coaching, Mentoring, and Programming Initiatives .....	8
Student Awards and Honors .....	9
Year 5 Annual Performance Report (APR) .....	9
New LEAP / TRIO SSS Director .....	9
Contact Us .....	10

## OUR TEAM



Kristin Pope, M.S.  
*Academic Coordinator & Coach*



Angela Waltrip, D.Min.  
*Community Coordinator & Coach*



Andrew DiPastena, M.S.  
*Coach*



Kay McDaniel, M.S.S.  
*SVA Career Advisor & Counselor*



## About Us

Funded by the U.S. Department of Education, Lee University LEAP is a TRIO Student Support Services (SSS) program for selected undergraduate students designed to increase students' persistence and completion at Lee (Grant # P042A200997). Our goal is to help students overcome academic, social, and cultural barriers to higher education. LEAP offers individualized success coaching, skill-building workshops, leadership and service opportunities, academic and cultural enrichment activities, peer mentoring, graduate school preparation, company site visits, and an annual scholarship of \$1,000. LEAP is the only TRIO SSS program in the state of Tennessee who is a member of the Council for Christian Colleges & Universities (CCCCU).

## Vision Statement

Lee University LEAP aspires to be a nationally recognized TRIO SSS model for supporting underrepresented college students, including those who identify as low-income, first-generation, students with disability, and students of color.

## Learning Outcomes

As a result of participating in LEAP, students will...

- 1) Maintain or return to good academic standing at Lee.
- 2) Report increased confidence in a defined set of life skills both on-campus and off-campus.
- 3) Use financial aid effectively and efficiently to graduate with a higher debt-free rate than the rate for non-LEAP Pell recipients at Lee.
- 4) Demonstrate preparation to enter the church and non-church vocation, professional/graduate school, military, and/or supporting a family after college.
- 5) Graduate on-time within two to four years of initial enrollment at Lee.

## Administrative Outcomes

The Department of Lee University LEAP seeks to...

- 1) Provide a holistic, comprehensive student support services for all TRIO SSS participants (e.g., low-income students, first-generation students, students of color, students with disability, adult students, independent students).
- 2) Improve college persistence and completion rates of underrepresented populations at Lee and expand college access and success for historically marginalized groups.

- 3) Engage LEAP students in a variety of events and services that supports their personal, social, spiritual, cultural and physical development and ultimately, lifelong success.
- 4) Increase the diversity of the student body, address the unique needs of a diverse campus population, and encourage academic inquiry into minority concerns.
- 5) Foster inclusive excellence that can lead to transformational change for student learning and achievement.

## 2020-2021 Profile of LEAP Students

LEAP participants come from all backgrounds and walks of life. Our TRIO SSS program includes first-generation students, low-income students, students of color, students with disabilities, independent students, and post-traditional students.

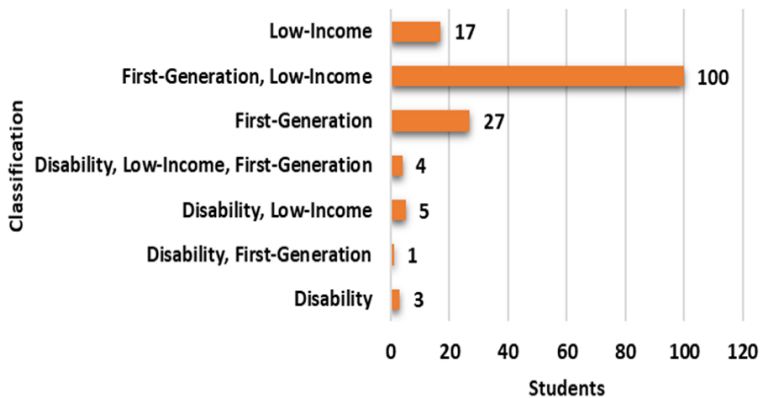
- \* PERCENT FIRST-GENERATION: 80% (no change from 19-20)
- \* PERCENT FIRST-GENERATION AND LOW-INCOME: 63% (-3% from 19-20)
- \* PERCENT DISABILITY: 8% (-2% from 19-20)
- \* PERCENT WOMEN: 84% (+1% from 19-20)
- \* PERCENT STUDENTS OF COLOR: 18% (+1% from 19-20)
- \* NUMBER OF U.S. STATES REPRESENTED: 22 (-1 from 19-20)
- \* AVERAGE UNDERGRADUATE CUMULATIVE GPA: 3.46 (+.08 from 19-20)
- \* AVERAGE HIGH SCHOOL CUMULATIVE GPA: 3.75
- \* NUMBER OF MAJORS REPRESENTED: 59 (+4 from 19-20)
- \* NUMBER OF GATEWAY FRESHMAN: 22 (+1 from 19-20)
- \* NUMBER OF STUDENTS SERVED: 158 (+5 from 19-20)
- \* NUMBER OF STUDENTS WHO PARTICIPATED IN GLOBAL PERSPECTIVES PROGRAM STUDY ABROAD: 30
- \* TOTAL FEDERAL AND INSTITUTIONAL SCHOLARSHIPS AWARDED: \$139,000 (no change from 19-20)
- \* TOTAL FEDERAL DOLLARS SPENT ON EMERGENCY AID: \$22,400 (13 students)
- \* TOTAL FEDERAL DOLLARS SPENT ON PPE'S (MASKS, HAND SANITIZERS, GLOVES): \$2,112
- \* TOTAL NUMBER OF TRIO SSS GRADUATES: 41 (+2 from 19-20)
- \* TOTAL NUMBER OF TRIO SSS ALUMNI: 195 (+41 from 19-20)



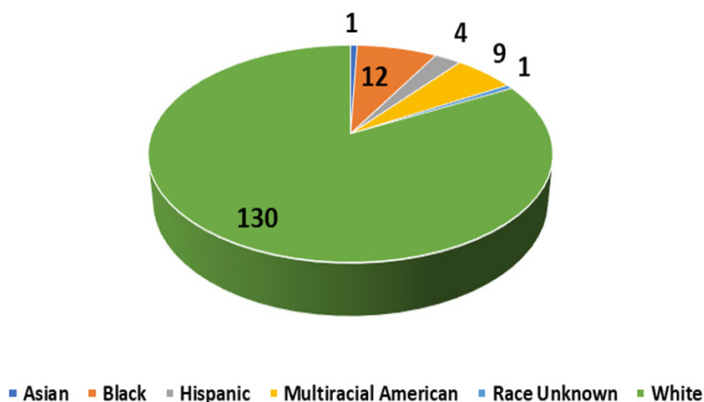
## Demographic Characteristics of LEAP Students

Below are a few demographic characteristics reported from the 2020-2021 academic year of LEAP participants at Lee.

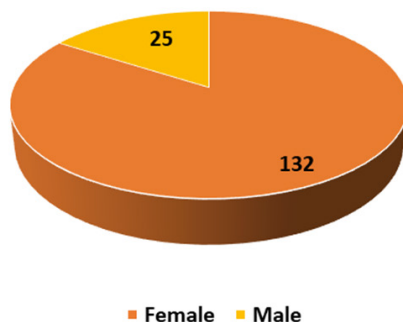
**2020-2021 Classification of LEAP Participants  
(N = 158 students)**



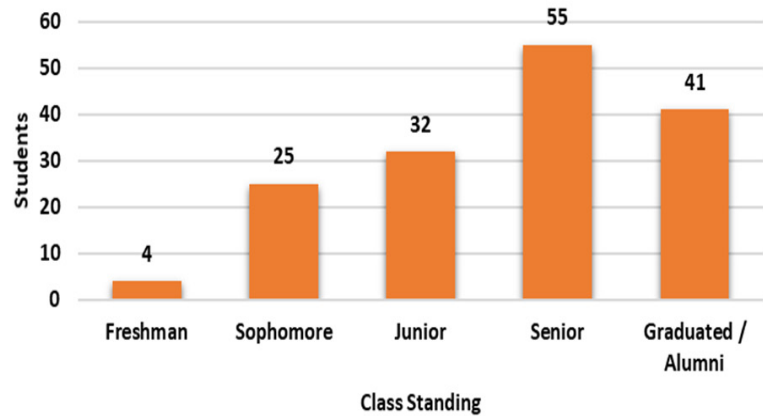
**2020-2021 Race/Ethnicity of LEAP Participants  
(N = 158 students)**



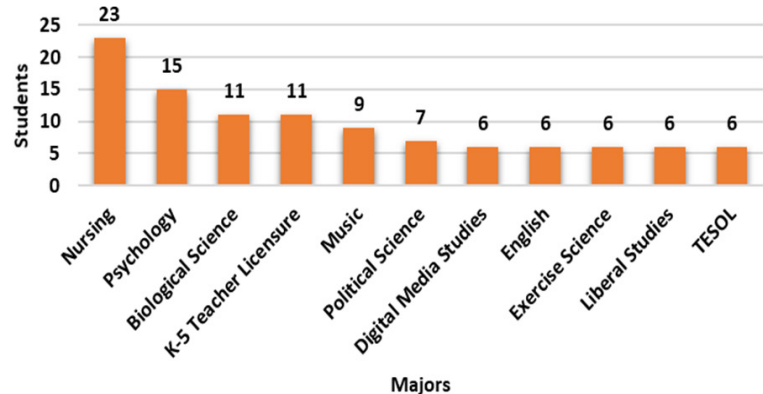
**2020-2021 Gender of LEAP Participants  
(N = 158 students)**



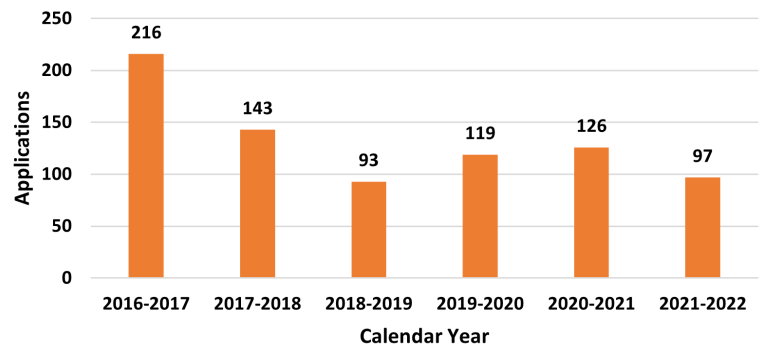
**2020-2021 Class Standing by Cumulative Credit Hours  
Completed (end Spring 2021) by LEAP Participants  
(N = 158 students)**



**2020-2021 Top Majors of LEAP Participants  
(N = 158 students)**



**Total Number of LEAP Applications Received  
(Incoming and Current Students)**





## STUDENT SUCCESS

### Academic Performance of LEAP

LEAP participants are some of the most talented students at Lee who demonstrate outstanding academic achievements, creativity, and servant leadership. During the 2020-2021 academic year, LEAP participants held an average cumulative GPA of 3.46 (+.08 from 19-20) at Lee. Specifically, 7 out of 158 participants earned a 4.00 GPA, 61 out of 158 participants earned a 3.70 GPA and above, 97 out of 158 participants earned a 3.40 GPA and above, and 111 out of 158 participants earned a 3.00 GPA and above during the 2020-2021 academic year at Lee.

The total number of LEAP participants with a 3.00 GPA and above ( $N=111$ ) was slightly lower this academic year compared to the previous academic year ( $N=116$  students). Only 1 student out of 158 participant is on academic probation, and a total of 6 out of 158 participants have a cumulative 2.50 GPA or below.

Below are the academic performance data of LEAP participants at Lee.

#### 2020-2021 Cumulative GPA of all LEAP Participants (End Spring 2021)

Mean	3.463655667
Standard Error	0.042317293
Median	3.624793
Mode	4
Standard Deviation	0.491682512
Sample Variance	0.241751693
Range	2.170271
Minimum	1.829729
Maximum	4
Count	135
Confidence Level (95.0%)	0.083696232

#### 2020-2021 LEAP Participants with a 3.90+ Cumulative GPA (End Spring 2021)

Rank	First Name	Last Name
1	Kathryn	Cox
1	Anna	Dyar
1	Emma	Holbrook
1	Jalyn	Poynter
1	Holly	Revell
1	Grace	Shockley
1	Jaclyn	Taylor
2	Carolyn	Montgomery
3	Kara	Yoder
4	Kelsey	Osborne
5	Marquis	Bush
6	Jenna	Franklin
7	Michaela	Morris
8	Lucas	Wagoner
9	Raeann	Heisner
10	Viktoriya	Marushka
11	Maygan	Taylor
12	Samuel	Gruber
13	Haleigh	Blalock
14	Emily	Harris
15	Stephanie	Larche
16	Micah	Farr
17	Alissa	Jackson
18	Hope	Cummings
19	Ashton	Dunn
20	Megan	Minton
21	Hannah	Sexton
22	Zackery	Cochran





## LEAP Coaching, Mentoring, and Programming Initiatives

During the 2020-2021 academic year, LEAP students engaged in 1,172 Coaching Meetings (in-person, Zoom, phone), 1,567 Peer Mentoring Sessions, and 264 Tutoring Sessions at Lee. The total hours of tutoring and supplemental instruction combined (LEAP, Writing Center, The Hub) had increased by 149 this year; however, the number of LEAP coaching sessions had decreased by 236 from the 2019-2020 academic year ( $N = 1,408$ ) due to the discontinuation of the High Touch Team (HTT) initiative last Summer 2020. The total number of coaching sessions completed by our LEAP coaches are as follow: Andrew DiPastena ( $N = 440$ ), Kristin Pope ( $N = 270$ ), Dr. Angela Waltrip ( $N = 260$ ), and Dr. Roy Y. Chan ( $N = 202$ ).

LEAP hosted a total of 26 Campus Workshops, 2 Gateway Social Outings, 2 Service Projects, 1 First-Generation Day, and 1 Cultural Excursion. As Lee transitioned to mostly in-person instruction, several LEAP events were held face-to-face in the classroom with PPE's provided for all workshops/events. A few of notable activities included the "LEAP Especially for Sophomores Dinner" in September 2020, "LEAP First-Generation College Celebration Day via Moodle" in November 2020, "LEAP Graduate School Awareness Dinner" in March 2021, "LEAP Conversations with the Provost & Vice President Dr. Debbie Murray" in March 2021, "LEAP GRE Prep Workshop" in April 2021, and "LEAP Awards and Graduation Reception with President Mark L. Walker" in April 2021. Our 2 LEAP freshmen gateway activities were "The Ocoee River Maze" in October 2020 and the "Cleveland Skate Place" in April 2021. Our 2 LEAP service projects included "Memory Care Blankets for Patients with Dementia and Alzheimer's Disease" in October 2020 and "Easter Baskets for Assisted Living and Memory Care Communities" in March 2021. Our rescheduled LEAP cultural excursion trip to Rock City, Georgia occurred in March 2021. With several peer mentors graduating this summer, LEAP hosted a special celebratory event at "Dollywood Amusement Park" in April 2021 to recognize our outstanding student leaders in Pigeon Forge, TN. Due to the ongoing COVID-19 restrictions, the highly anticipated "LEAP Night to Shine with Tim Tebow Foundation" in February 2021 was canceled.



In summary, LEAP hosted and organized a larger number of events and workshops this academic year compared to the previous academic year (due to the COVID-19 lockdown). The average attendance for our on-campus workshops was 19 participants. The LEAP office employed a total of 4 full-time staff members, 16 part-time student peer mentors, 2 part-time office student assistants (Laurel A. Desmarais, Jada C. Williamson), and 2 part-time tutors (Samuel D. Gruber, Ryan Gambill).





## STUDENT ACHIEVEMENTS AND PROGRAM UPDATES

### Student Awards and Honors

Our LEAP participants have won several prestigious awards, scholarships, and honors throughout the 2020-2021 academic year at Lee. Specifically, our federal TRIO SSS program had 16 Ronald E. McNair Scholars, 7 Lettie Pate Whitehead Scholars, 4 iMASS Scholars, 3 Kairos Scholars, 2 Chatlos Scholars, 2 Dr. Scholl Scholars, 2 Poiema Scholars, 1 B.L. Hicks Scholar, and 1 Roberson Leadership Scholar at Lee. Below is a list of our award recipients:

#### 2020-2021 Lee University LEAP Achieve Award

*A LEAP participant who is driven to succeed on- and off-campus*  
Jacob (Lucas) J. Wagoner

#### 2020-2021 Lee University LEAP Engage Award

*A LEAP participant who is engaged in extracurricular activities*  
Hannah E. Sexton

#### 2020-2021 Lee University LEAP Learn Award

*A LEAP participant who is drawn to the process of learning*  
Victoria H. Pace

#### 2020-2021 Ronald E. McNair Scholars Program

Kathryn A. Cox, Hope Cummings, Laurel A. Desmarais, Christina E. Endara, Jackie (Alex) Gann, Ashley N. Garner, Emily H. Harris, Hunter M. Holmes, Thien-Huong K. Huynh, Alissa G. Jackson, Kelsey E. Osborne, Cassandra R. Olson, Hannah Trew, Maria Pedro Tomas, Viktoriya V. Marushka, Jacob (Lucas) J. Wagoner

#### 2020-2021 Lettie Pate Whitehead Scholarship

Bethany N. Garner, Khyeanna A. Hooke, Thien-Huong K. Huynh, Stephanie Larche, Kelsey E. Osborne, Lydia Rankhorn, Holly Revell

#### 2020-2021 iMASS Scholars Program

Samuel Gruber, Thien-Huong Huynh, Alissa Jackson, Hannah Trew

#### 2020-2021 Kairos Scholars Honors Program

Alissa G. Jackson, Kelsey E. Osborne, Grace A. Shockley

#### 2020-2021 Chatlos Scholarship

Micah D. Farr, Macy R. Wiggins

#### 2020-2021 Dr. Scholl Scholarship

Amber T. Lowe, Jalyne G. Poynter

#### 2020-2021 Poiema Scholarship

Hannah Franklin, Rachel M. Smith

#### 2020-2021 B.L. Hicks Scholars Program

Sarah G. Knipp

#### 2020-2021 Roberson Leadership Scholarship

Emily H. Harris

### Marketing and Communication

Under the direction of Dr. Roy Y. Chan, LEAP has strengthened its marketing and communication strategy across the university. During the 2020-2021 academic year, LEAP sent 32 weekly e-newsletters to all LEAP participants, campus leaders, and supporting faculty members every Monday at 5:00PM EST. LEAP has also engaged in several social media platforms via Facebook, Instagram, and Twitter, receiving well over 100+ new Likes on our Facebook page and 50+ new followers on our Instagram account. With the on-going COVID-19 restrictions, LEAP employed several communication tools (Zoom, Ellucian CRM Advise, StudentLingo) and leveraged our learning management system (Moodle), and marketing automation (TimeTap, Mailchimp, StudentAccess) to communicate with our LEAP participants during the 2020-2021 academic year.

### Year 5 Annual Performance Report (APR)

In November 2020, Dr. Roy Y. Chan prepared and submitted our Year 5 2019-2020 Annual Performance Report (APR) to the U.S. Department of Education. LEAP reported a 94% persistence rate and 99% remained in good academic standing. Similar to Year 4 APR results, LEAP met or exceeded grant objectives. Specifically, LEAP reported 132 out of 140 participants persisted from Fall 2019 to Fall 2020, and 138 out of 140 participants received a 2.00 GPA or higher during the 2019-2020 academic year at Lee.

\* TOTAL NUMBER OF STUDENTS ON APR: 273 (+36 from 18-19)

\* PERCENT APR PERSISTENCE RATE: 94% (-2% from 18-19)

\* PERCENT APR GOOD ACADEMIC STANDING: 99% (no change from 18-19)

\* PERCENT APR BACHELOR'S DEGREE ATTAINMENT RATE: N/A until 21-22 APR

### New LEAP / TRIO SSS Director

In June 2021, the Office of the President, Office of the Chancellor, and Office of the Provost and Academic Affairs has appointed Dr. Angela Waltrip ('90), Community Coordinator of LEAP since 2015, as its new Director of LEAP / TRIO SSS at Lee University. Dr. Waltrip replaces highly respected scholar-practitioner Dr. Roy Y. Chan, who has transitioned into a tenure-track faculty position in the Helen DeVos College of Education at Lee. Dr. Waltrip holds a D.Min. from the Pentecostal Theological Seminary, a M.A. in Mental Health Counseling, a M.Div. in Theological Studies, and a B.A. in Sociology from Lee College.

### 2019-2020 LEAP Annual Report

To download last year's 2019-2020 Lee University LEAP Annual Report, please visit <http://www.leeuniversity.edu/leap>







## LEAP / TRIO STUDENT SUPPORT SERVICES (SSS)

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