RH Flowers Scholars
First-Year
Program Handbook
2018-2019

Multicultural Programs
Intercultural Office
Messiah College
Contact Information

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Student Leaders

Martin Mentors
- Arion Dominique
- Emoni Taylor

Britney M. Yauger

R.H. Flowers Mentors
- Brianna Deklavon
- Emily Fanton
- Kate Foy
- Anita Garber
- Ricky Hoerl
- Raad Khan
- Anna Mayo
- Amber Paxton
- Andrea Perez
- Christina Perez

- Mina Diep
- Emily Fanton
- Kyle Foy
- Anita Garber
- Ricky Hoerl
- Raad Khan
- Anna Mayo
- Amber Paxton
- Andrea Perez

- Sam Rivera
- Wilfredo Rohena
- Ella Silvera
- Kassidy Singleton
- Kendra Sommers
- Halie Stewart
- Kai Thomas-Robertson
- Kate Thompson
- Nathan Vargas
- Emma Workman
**Mission**

Fostering RH Flowers Scholars in their awareness of domestic racial matters and ethnic identity development in order to prepare for reconciliation in the church and society.

**Goals**

Multicultural Scholars will:
- Be better prepared to engage successfully in college-related activities, curricular and co-curricular alike.
- Receive one-on-one peer guidance on how to manage college expectations, social life and diversity in our community.
- Be connected to at least one upper class student.
- Be more connected to Multicultural Programs and will see it as a resource.

**General Scholarship Requirements**

- Students who receive a Multicultural Scholarship must maintain at least a cumulative 2.5 GPA in their first year and at least a cumulative 3.0 GPA in subsequent years.
- The scholarships renewable for up to eight semester at Messiah College.
- Students will be expected to respect the Messiah College community covenant and maintain good standing with the college by not being placed on academic or disciplinary probation or suspension.

**Program Requirements**

All first-year RH Flowers scholars will:
- Attend educator-led sixer chapels in the fall semester.
- Meet individually with a peer mentor twice each semester (or 4 times during the first year).

Beyond the first semester, RH Flowers scholars will complete one of the following requirements each semester during their tenure at Messiah College.
- Meet two times per semester with an approved educator mentor.
- Attend two approved diversity events.
- Participate in an approved domestic service project.
- Attend an approved chapel series.

Students must complete all components of the program in any given year to maintain the scholarship. If planning to study abroad, the student must communicate the intent with the Assistant Director of Multicultural Scholarship Programs in a timely manner.
**Approved Diversity Events**

The following is a sampling of the type of diversity events that are regularly offered during the academic year. For a current list of events, please visit our Canvas page or the list of approved diversity events on the Messiah College website. (https://www.messiah.edu/info/23033/approved_diversity_events).

- Martin Luther King Jr. Celebration Events
- Take a Knee Town Hall
- Islamophobia Open Council
- Our Stories Untold Storytellers Panel
- Human Rights Awareness Black Lives Matters Event
- BSU Event: How do you get your hair like that?

**Additional Requirements to earn a Multicultural Scholar Cord**

A student must decide to work toward the scholar cord by the start of the second year in order to complete the following requirements continually until graduation.

- Be involved in leadership through the Agapé Center, Collaboratory, College Ministries, LOFT, SAB, SGA, as a Multicultural Scholarships Mentor, Resident Assistant, Multicultural Council leader, Humanities Student Fellow or other approved position.
- Meet annually with the Assistant Director of Multicultural Scholarship Programs or the Assistant Director of Multicultural Student Programs.

**Summary Reports**

- During your first year you are required to submit a summary report each semester evaluating your peer mentoring relationship to the Assistant Director of Multicultural Scholarship Programs by way of Canvas in order to receive “credit” for the experience.
- We also ask that you complete the RH Flowers chapel evaluation once the series ends in December.
- Starting the second semester it is your responsibility to submit two one-paragraph summary reports highlighting two diversity events you attend.
- Scholars that wish to earn cords have an additional report stating the leadership position you have acquired for the following year.

**Policies:**

*Participation:* Active, informed participation is absolutely essential. Meaningful participation involves careful preparation, consistent verbal contributions, and respectful listening. As we will discover together, engaging ideas and experiences in a supportive, collaborative learning environment is a great foundation for the kinds of collaborative work you will do as leaders at Messiah.
**Attendance:** You are expected to arrive to events and group meetings on time and stay for the full duration. **Attendance is required at all meetings and events outlined for your cohort in this handbook.** Remember that full participation in the program is required to maintain your scholarship. Therefore, unless there are exceptional circumstances (e.g., protracted, documented illness), you may not miss any of the program events. If you are experiencing significant, unavoidable circumstances that may cause you to miss a scheduled event, please notify the **Assistant Director of Multicultural Scholarship Programs** as soon as you are able. You may be required to complete additional work to make up for your absence.

That said, please advise the facilitators of any known conflicts in advance and in writing, including athletic events and performances. **If you expect to have an absence due to special circumstances (e.g., a scheduled athletic event in which you are an athlete),** please notify the **Assistant Director of Multicultural Scholarship Programs** within the first week of the term.

**Comportment:** Please leave your cell phones off and your laptops (and other electronic devices) in their cases, unless otherwise instructed. Practice respect for your facilitators, guest speakers and classmates: no sleeping, no Facebook, no texting, and no otherwise disruptive or distracting behavior. If you fail to behave in an appropriate manner, you will be considered as not fully participating in the program. In extreme cases, you may be asked you to leave the session.

**Inclusive Language:** Please carefully review Messiah’s Statement on Inclusive Language in the Messiah College Student Handbook. Particularly in a program like this, where we are paying attention to the dynamics of social and historical categories such as race, gender, class, religion, etc., it is crucial that we remember that, “language, as a means of signifying and communicating, is not static or value-free.”

**“Stuff” happens:** Things happen in life. And when “stuff” happens, please let the **Assistant Director of Multicultural Scholarship Programs** know as soon as humanly possible. If you have something going on in your life, we can try to help you, but if you don’t tell us, we won’t know and you will be penalized.

**Program Requirement Review**

At the close of each semester, the Intercultural Office will evaluate a student’s participation in the program to assure you have met program requirements. If the student has failed to meet program requirements, you will receive an RH Flowers Scholars Program probationary semester during which you will continue to receive the scholarship.

If the student meets program requirements during this probationary semester, you will continue to receive the scholarship for the semester following the probation and as long as you continue to meet the requirements.

You will receive only one RH Flowers Scholars Program probationary semester during your time at Messiah College. If you fail to re-qualify after the probationary period, you will lose
your scholarship, with no opportunity to regain it in the future. If you re-qualify after the probationary period, but fail to re-qualify at any time in the future under either criterion in the above paragraph, you will lose your scholarship, with no opportunity to regain it in the future.

A student may appeal the decision to discontinue the scholarship based on failure to complete RH Flowers Scholars Program requirements by writing a letter to the Vice-Provost/Dean of Students.

**Academic Difficulty**

If a student is deemed to be in academic difficulty by being either at risk of failing one or more courses or earning a GPA lower than required to maintain the scholarship or if a professor issues an Academic Update that indicates that the student is struggling in a course, the student will meet with the Assistant Director of Multicultural Scholarship Programs to identify a plan for success specific to you. Strategies may include, but are not limited to:

- Meet biweekly with the Assistant Director or another educator mentor
- Attend study hall sessions
- Use other academic resources on campus on a regular basis

**Grade Point Average Review**

As previously stated, recipients of a Multicultural Scholarship must maintain a minimum GPA in each year that they receive the scholarship in order to continue to receive the scholarship for the next year. The minimum GPA is 2.5 for the first year and 3.0 each year thereafter.

The criterion for continuance of this scholarship is based on either a yearly GPA or your cumulative GPA. In other words, if either your cumulative GPA or your GPA for the two semesters of the most recently completed academic year meet the minimum for your scholarship, you will continue to receive the scholarship for the next academic year.

If you do not meet either of the above GPA criteria, you will receive a probationary semester during which you will continue to receive the scholarship and can attempt to increase your GPA. At the end of the probationary semester, if you meet either the cumulative GPA criterion, or if your GPA for the past three semesters (the probationary semester and the two semesters during which you failed to re-qualify) is up to the requirement for your grade level, you will continue to receive the scholarship for the semester following the probation and will continue to receive it as long as you continue to meet the requirements.

You will receive only one GPA probationary semester during your time at Messiah College. If you fail to re-qualify after the probationary period, you will lose your scholarship, with no opportunity to regain it in the future. If you re-qualify after the probationary period, but
fail to re-qualify at any time in the future under either criterion in the above paragraph, you will lose your scholarship, with no opportunity to regain it in the future.

A student may appeal the decision to discontinue the scholarship based on GPA requirements by writing a letter to the Director of Financial Aid.

**ADA STATEMENT (Americans with Disabilities Act)**

Messiah College welcomes students with disabilities to participate in all of its courses, programs, services and activities. If you have a documented disability and are requesting accommodations, please:

1) Contact Amy Slody, Director of Disability Services, in Murray Library 115C, by phone (717-796-7258) or email aslody@messiah.edu. If your documentation meets the college's documentation guidelines, you will be given a letter from the Office of Disability Services for your professors.

2) As early as possible in the year, set up an appointment to meet with the Assistant Director of Multicultural Scholarship Programs. During this meeting, we will discuss the academic adjustments specified in your accommodations letter as they pertain to this program. Please note accommodations are not granted in a retroactive fashion.

**Finally**

We look forward to working with you! Never hesitate to ask questions. We also welcome feedback and suggestions about what can be done to help you get the most out of your experience in this program.
### Requirements Check List – First Year

<table>
<thead>
<tr>
<th>Fall requirements</th>
<th>Date completed</th>
<th>Details/Notes</th>
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<tbody>
<tr>
<td>Fall peer mentor meeting 1</td>
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<tr>
<td>Fall peer mentor meeting 2</td>
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<tr>
<td>Submit peer mentor report on Canvas after 2 meetings</td>
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<tr>
<td>Attend Thursday RH Flowers chapel series bi-weekly</td>
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<td>Submit chapel evaluation on Canvas after last chapel</td>
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<tr>
<th>Spring requirements</th>
<th>Date completed</th>
<th>Details/Notes</th>
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<tr>
<td>Spring peer mentor meeting 1</td>
<td></td>
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<tr>
<td>Spring peer mentor meeting 2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Submit peer mentor report on Canvas after 2 meetings</td>
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<td></td>
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<tr>
<td>Submit spring event report 1 on Canvas</td>
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<td></td>
</tr>
<tr>
<td>Submit spring event report 2 on Canvas</td>
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### Additional requirements to earn a Multicultural Scholar Cord – First Year Spring

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<tr>
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<th>Date completed</th>
<th>Details/Notes</th>
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<tbody>
<tr>
<td>30-minute check-in with Assistant Director</td>
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<td>Submit acquired leadership position report</td>
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**First-Year R.H. Flowers Calendar 2018-2019**

*(subject to change)*

### Fall

<table>
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<tr>
<th>Date and Event</th>
<th>Details</th>
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<tbody>
<tr>
<td><strong>Fri. August 31, 2-3:00, Union (Move-in Day)</strong></td>
<td>Multicultural Scholarship Programs (MCSP) Information Session</td>
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<td><strong>Sat. September 1, 12-2:00, Boyer Howe Atrium &amp; Patio</strong></td>
<td>Multicultural Programs Welcome Picnic</td>
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<td><strong>Thur. September 13, 7:00-8:00pm, lecture</strong></td>
<td>Rachel Helen Flowers Centennial Celebration</td>
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<tr>
<td><strong>Fri. September 14, 2:00-4:00pm, open archives</strong></td>
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<tr>
<td><strong>Sat. September 15, 7:00pm, performance</strong></td>
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<tr>
<td><strong>Thur. Sept 13, 27, Oct 18, Nov 1, 15, Dec 6</strong></td>
<td>Chapel Series A</td>
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<tr>
<td><strong>Thur. Sept 20, Oct 4, 25, Nov 8, 29, Dec 13</strong></td>
<td>Chapel Series B</td>
</tr>
<tr>
<td><strong>TBD</strong></td>
<td>ICO Christmas Party with President Phipps</td>
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### Spring

-Scholars will begin to attend approved diversity events this semester and continue through graduation.

-In addition, those who plan to work toward the Multicultural Scholar cord should schedule a check-in meeting with the Assistant Director and secure a leadership position.

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<th>Date and Event</th>
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<tr>
<td><strong>Sat. April 6</strong></td>
<td>International Banquet</td>
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<tr>
<td></td>
<td>(First year participants &amp; leaders are supplied tickets at a discounted price. Watch for an email with the details.)</td>
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<tr>
<td><strong>Thur. April 25, 5:00-6:30, Martin Commons</strong></td>
<td>ICO Celebration Dinner</td>
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