Underrepresented Students: Scaling Up Coordinated Initiatives to Promote their Success

COMPLETE COLLEGE AMERICA

AGENDA

About Us: Weber State University

The Challenges

Integrated Inclusive Excellence Initiatives

1. Perception

2. Recruitment and Enrollment

3. Curriculum

4. Inclusive Pedagogy

Next Steps

ABOUT US:
WEBER STATE UNIVERSITY

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- Weber State University
  - Nestled in the Wasatch Mts. of Northern Utah in Ogden, UT
  - Dual-mission
  - Open-enrollment
  - Masters, Larger Programs
  - Multi-site/Commuter campus
  - 27,949 students; 17,183 FTEs (Fall 17)

ABOUT US: WEBER STATE UNIVERSITY

- Weber State University
  - Minority (non-white) population growth in catchment area
  - Census data
    - 24% minority in Weber County (251,769)
    - 16% minority in Davis County (347,637)
  - School Districts
    - 58% minority in of Ogden SD
    - 18% minority in Weber SD
    - 17% minority in Davis SD

THE CHALLENGES:

THE CHALLENGES

- Challenges facing the institution
  - Flat FTEs in a growth environment for the state

    Minority recruitment is up and is key to growth strategy

  - Poor overall retention rates for all students

    Minority students are overrepresented in remedial classes, who have even lower retention rates

-0.2%

Growth over the past 5 years in budget-related undergraduate FTEs

53%

Retention rate over the past 5 years

THE CHALLENGES

- Student success initiatives address enrollment growth and retention
  - Key initiatives focus on minority student recruitment and success
- Multiple broad-based initiatives are being pursued
  - Growing scholarship programs for low income students
  - Increasing outreach and access to students of color
  - Creating programs to enhance the success of all students
  - Promoting inclusive excellence discussions across campus

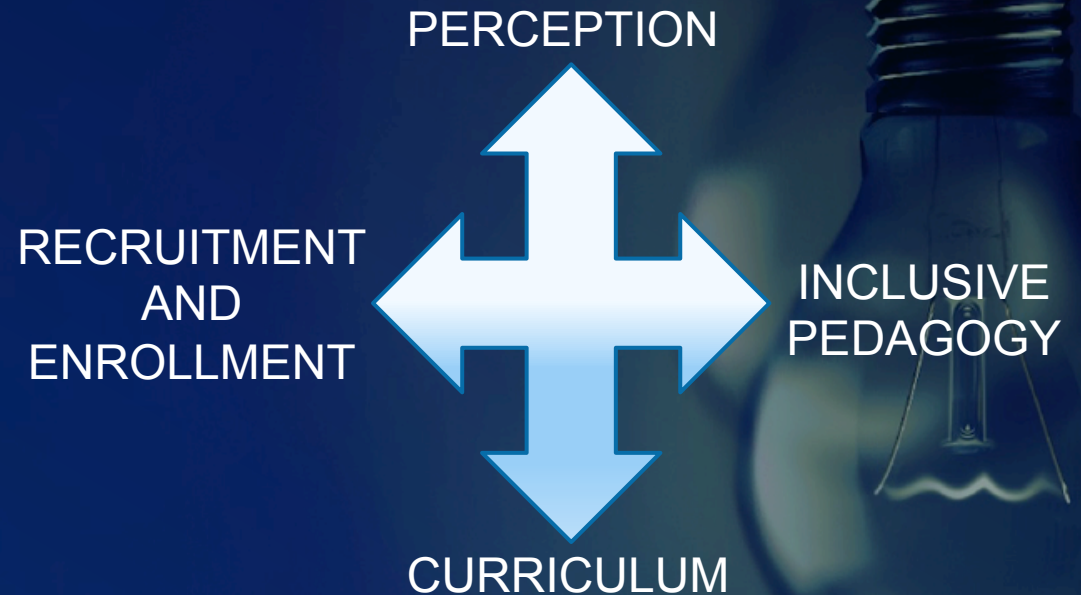# INTEGRATED INCLUSIVE EXCELLENCE INITIATIVES

- Lesson Learned: Initiatives are only as good as the weakest one
  - Four groups of coordinated initiatives

    Perception: Improving relations with communities of color

    Recruitment and Enrollment: Outreach to students of color and their families

    Curriculum: Co-requisite and assets-based courses to support student success

    Inclusive Pedagogy: Inclusive excellence training for faculty and staff

PERCEPTION

RECRUITMENT AND ENROLLMENT

INCLUSIVE PEDAGOGY

CURRICULUM

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INTEGRATED INCLUSIVE EXCELLENCE INITIATIVES

- Perception improved from intentional initiatives to build community relations
  - *Institutional Recognition of Diversity:* Diversity Officer elevated to AVP status
  - *Dream Weber Scholarship:* Created scholarships for low-income students covering fees and tuition
  - *Diversity Commission:* Collaboration with Ogden City to commit to diversity values and actions.
  - *Discussion about Race:* Facilitated regular town hall community meetings

PERCEPTION

INTEGRATED INCLUSIVE EXCELLENCE INITIATIVES

- ## Dream Weber Scholarship
  - Free tuition and student fees to students whose annual household income is $40,000 or less.
  - 60% of Latinx* students qualify
  - Most eldgable students applying receive the grant (combining Pell grants and private funds)
  - Lower persistence and retention of minority scholarship students

INTEGRATED INCLUSIVE EXCELLENCE INITIATIVES

- Recruitment and enrollment builds on improved perceptions

  – *Outreach to elementary and high schools:* Federal and state grants to perform outreach.

  – *Communicating with families:* Parent-focused initiative to support college-going children

  – *Multicultural Youth Conference:* Yearly event for 9th - 12th grade students

  – *Latinos in Action:* Yearly conference to engage and inspire latinx students in college prep.

  – *Men of Color :* Initiatives to support African American and Latinx males on campus
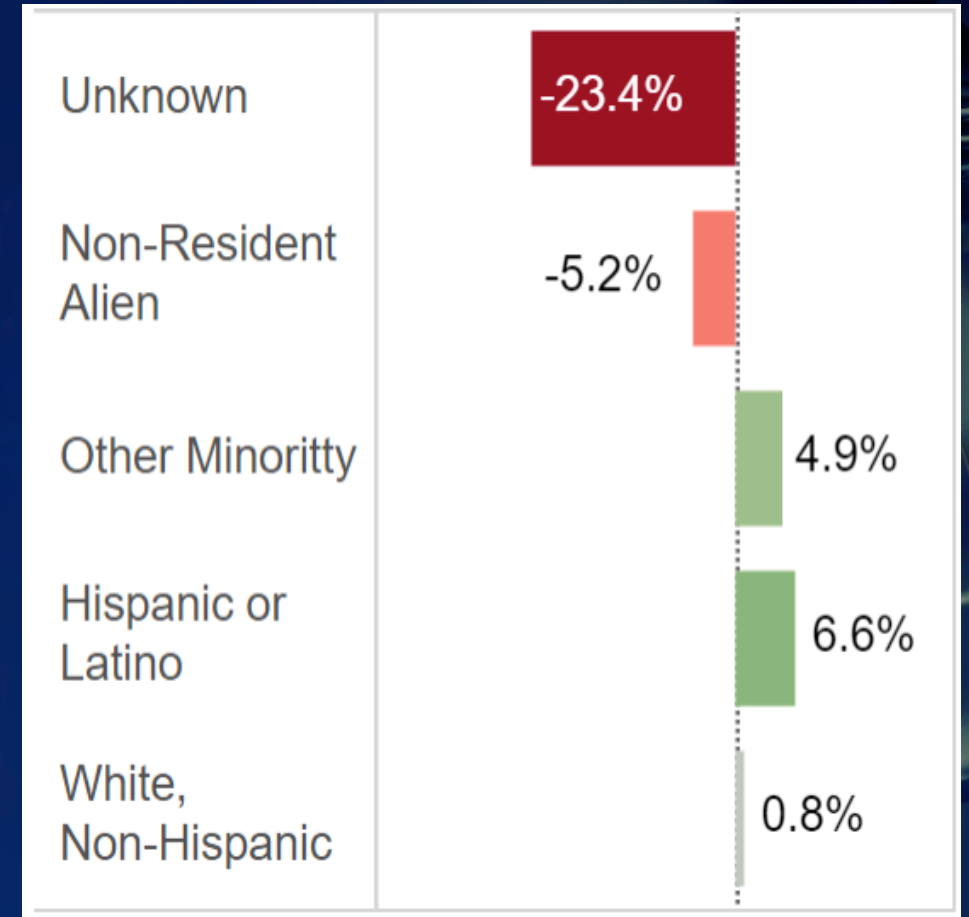
RECRUITMENT AND ENROLLMENT

INTEGRATED INCLUSIVE EXCELLENCE INITIATIVES

- Minority enrollment is increasing and critical for sustained growth
  - Decrease of "unknown" reflects an intentional strategy to better document diversity issues (CCA recommended)
  - Minority recruitment initiatives are increasing their representation
    - Latinx enrollment is now at 11.1% of the student body
    - "Other" minority enrollment is 8.1%

Unknown	-23.4%
Non-Resident Alien	-5.2%
Other Minoritty	4.9%
Hispanic or Latino	6.6%
White, Non-Hispanic	0.8%

Average Annual Percentage Growth Over The Past 5 Years

INTEGRATED INCLUSIVE EXCELLENCE INITIATIVES

- –Minority students have slightly lower retention and graduation rates than whites
- –But minority students are overrepresented in Dev English and math (Dev-Dev)
- –Dev-Dev placement is associated poorer outcomes, independent of demographics

20%
5-year average percentage of incoming white students placed in Dev-Dev

50%
5-year average percentage of incoming latinx students placed in Dev-Dev

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INTEGRATED INCLUSIVE EXCELLENCE INITIATIVES

- Curriculum
  - New curriculum for Dev-Dev students to promote student success
    - New courses designed to respect assets and promote students' identity as deep learners
      - CCA recommended features: Co-requisite English and Math classes, intrusive advising, math and career pathways, momentum year, high impact experiences
  - The impact has been positive
    - Persistence and retention rates higher than controls

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INTEGRATED INCLUSIVE EXCELLENCE INITIATIVES

- Inclusive Pedagogy
  - Faculty and staff do not always appreciate the assets of underprepared students.
    - They also do not appreciate the social forces at work that create ethnic disparities in placement practices
  - Underprepared students are treated as if they do not belong rather than being welcomed
    - Although there were pockets of faculty practicing inclusive pedagogy, there has been no training.

INCLUSIVE PEDAGOGY

INTEGRATED INCLUSIVE EXCELLENCE INITIATIVES

- Inclusive Pedagogy
  - Three-day intensive Inclusive Pedagogy pilot training program given to 15 faculty
    - The faculty scored positively on an Inclusive Practices post-test survey
    - They showed change in affirming their intention to engage in more inclusive practices
  - New focus on training academic units
    - Narrative videos of minority student experience used to enhance faculty empathy and understanding

1.6

Average post-test score on a 4-point (1 strongly agree and 4 strongly disagree) Inclusive Practices survey.

NEXT STEPS

- The goal is to become a HSI
  - To realize the goal these initiatives must be coordinated
    - As recruited and scholarshiped minority students enroll, they are supported in a curriculum with faculty committed to their success
    - This improves the perception of the institution which will drive improved recruitment and enrollment

PERCEPTION

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