Student Equity and Student Success Updates

Dr. Rebeccah Warren-Marlatt

Spring 2017

Student Services Strategic Directions

▶ Integrated and Mandatory Key Intake Programs, Placement in appropriate Programs of Study, Careful Monitoring of Student Success, and Creation of Student Success Pathways

▶ Promoting Equity, Access, and Inclusion, Valuing Diversity, and Supporting Student Connection

▶ Promotion of Deep Learning through Experiences and Courses

▶ Inclusion, Development, and Empowerment of Staff

▶ Continuous Quality Improvement and Effective Resource Utilization

Data Analysis

- Equity Data, Annual Updates
- Focus Groups
- Campus Climate Survey
- Community College Survey of Student Engagement
- Disaggregation of Program level data
- Workshop assessments

Indicator	Asian	African American	Hispanic	Native American	Pacific Islander	Two or More Races	Caucasian	Unknown
Access	No	Yes	No	No	Yes	No	Yes	No
Course Success	RG	No	No	No	No	No	No	No
Math Throughput	No	Yes	No	NA	NA	No	RG	NA
English Throughput	No	Yes	No	NA	NA	No	RG	NA
Degree/Certificate Completion	RG	Yes	Yes	NA	NA	Yes	No	Yes
Transfer	RG	Yes	Yes	NA	NA	Yes	Yes	Yes

African American Students are the most disproportionately impacted group, followed by Hispanic students, bi- or multi-racial students, and those who do not report their race/ethnicity.

Indicator	Non-Resident	EOPS	AB540
Access	NA	NA	NA
Course Success	No	RG	No
Course Completion	NA	RG	NA
Math Throughput	NA	RG	NA
English Throughput	NA	RG	NA
Degree/Certificate Completion	NA	RG	NA
Transfer	NA	RG	NA

These groups are not mandated to be included in the equity audit by the CCCCO. However, we examined them to help us explore and develop appropriate interventions.

Indicator	19 or younger	20-24	25-29	30+
Access	No	No	No	Yes
Course Success	No	No	No	No
Math Throughput	RG	Yes	Yes	No
English Throughput	RG	Yes	No	NA
Degree/Certificate Completion	RG	Yes	NA	NA
Transfer	RG	Yes	NA	NA

When we examine our success by age group, it is apparent that students in the 20-24 range experience the most disproportionate impact in course success, degree completion, and transfer. We have an access issue with working-aged adults.

Indicator	Disability	Economically Disadvantaged	Foster Youth	Military Veteran
Access	Yes	No	No	Yes
Course Success	No	No	Yes	No
Math Throughput	RG	No	NA	NA
English Throughput	No	RG	NA	NA
Degree/Certificate Completion	Yes	RG	NA	NA
Transfer	Yes	No	NA	NA

Individuals with disabilities are under-represented at CHC, as are military veterans. Foster youth have lower course success, and students with disabilities are less likely to finish their degrees and to transfer.

Major Initiatives

Student Equity

- Build out Student Support and Direct Student Support
- Increase Instructional Support
- Promote Universal Design
- Equity-focused Professional Development
- Equity-focused Programming

Student Success and Support

- Increase Educational Plans
- Increase Assessment
- Implement Hobson's
- Implement Starfish
- Implement Student Lingo
- Implement online counseling
- Consider multiple measures assessments (e.g. Success Navigator, MMAP

SSSP Services	Fall 2014	Fall 2015	Fall 2016
Academic/Progress Probation Services	396	495	396
Counseling/Advisement Services	1,889	2,865	2,872
Education Plan Services	1,816	1,614	4,958
Initial Assessment Services Placement	198	346	421
Initial Orientation Services	232	510	685
Other Services	1,336	1,529	3,030
Total Services	5867	7359	12362

Student educational planning, follow up services, orientation, and assessment have more than doubled over the past two years, with the greatest increases in education planning and new student orientation.

Student Support, Working Adults

- Primary Strategies
  - Build-out of DE courses and programs
  - Increasing the expertise of DE Instructors

- Educational planning for working-aged adults

- Development of non-credit workforce preparedness certificate

Student Support, Working Adults

Indicator	DE	Face-to-Face
Full-time faculty	54%	38.7%
Course Success Rate	72.9%*	73.8%
Course Completion Rate	90.1%*	91.5%

* Statewide average = 62.3%
**Statewide Average = 81.4%

Course success and course complete rates of DE students are slightly lower than those of face-to-face courses, but they exceeds the statewide rates.

Educational Planning for Adults aged 25-49 has increased slightly

Age Range	Fall 2014	Fall 2015	Fall 2016
Counseling/Advisement Total	1,889	2865	2872
25-29	233	361	379
30-34	108	188	196
35-39	56	98	104
40-49	56	105	104
50+	45	54	62
Total	498	806	844
Percent of Total	26%	28%	29%

Student Support, Foster Youth

▶ New Guardian Scholars program, housed in EOPS

▶ 131 former Foster Youth

▶ Mandatory Educational Planning

▶ Mandatory Tutoring

▶ Direct Support

  ▶ Academic supplies

  ▶ Backpack

  ▶ Meal voucher

  ▶ Parking Permit

  ▶ Gas cards

  ▶ All textbooks

Student Support, Military Veterans

New Veterans Coordinator/Counselor
Population is stable
VetNet Ally Training is ongoing
Expanded Marketing and social media
Connections with community and veterans resources
New Veterans Resource Center
- Grand Opening Friday, August 18, 11:30-1:00 p.m.

YEAR	2013	2014	2015	2016	3 Year Average
Headcount	135	145	140	135	140

Student Support, Students with Disabilities

▶ Failed search for a Director

▶ Successful search for a High Tech Center Specialist

▶ Leading From the Middle Group on Universal Design

    ▶ Plans, equipment, and a site for a technology learning center

    ▶ Staffed by HTC Specialist

    ▶ Open to all

    ▶ Support for all learning tools—Canvas, accessibility software, reading tools, speech input tools, editing tools, etc.

Student Support, Homeless and Food-Insecure Students

- ▶ Establishment of a Homeless Student Resources Task Force
- ▶ Support of Project REACH (Resources and Encouragement for Crafton's Homeless)
  - ▶ Appointment of a point of contact (Eva Bell, Rebecca Orta, Counseling
  - ▶ Appointment of Financial Aid, Admissions and Records, and EOPS Liaisons (Veronica Lehman, Reyna Uribe, and Nati Rodriguez)
- ▶ PD Workshops to the entire campus, part-time faculty
- ▶ Support for the COACH Cupboard
- ▶ Shower facilities and necessity bags

Student Support, Mental Health

▶ Training of a college Behavior Intervention Team

▶ BIT (which began Feb. 8) has staffed 8 cases

▶ Monthly Each Mind Matters Workshops, 51 Participants

▶ Implementation of Maxient (District Expenditure)

2013-14	2014-15	2015-16	2016-17*
428	672	724	735

*2016-17 data for July 1 2016-March 27, 2017

Instructional Support

- Tutoring (1800 contacts fall 2017)
- Embedded Tutoring (Supplemental Instruction, e.g.)
- Online Tutoring
- Impact on Course Success Rate
  - Hispanic Students
  - African American Students
  - Students aged 19-29
  - Regardless of economic disadvantage

Fall 2013 to Spring 2015 Course Success Rate Comparison between TC Students and Students Enrolled in the Same Section by Economic Disadvantage

Demographics	Comparison Group			Tutoring Center Students			Effect Size*	p - Value**
	#	N	%	#	N	%		
Economically Disadvantaged								
No	12,239	17,025	71.9	2,598	3,254	79.8	0.18	p < .001
Yes	17,430	25,661	67.9	5,815	7,606	76.5	0.19	p < .001
Total	29,669	42,686	69.5	8,413	10,860	77.5	0.18	p < .001

Fall 2013 to Spring 2015 Course Success Rate Comparison between TC Students and Students Enrolled in the Same Section by Age

Demographics	Comparison Group			Tutoring Center Students			Effect Size*	p - Value**
	#	N	%	#	N	%		
Age								
19 or Younger	10,311	15,213	67.8	4,074	5,282	77.1	0.2	p < .001
20-24 Years Old	12,948	18,760	69	2,684	3,461	77.5	0.19	p < .001
25-29 Years Old	3,213	4,481	71.7	752	940	80	0.19	p < .001
30-34 Years Old	1,319	1,809	72.9	346	443	78.1	0.12	0.02
35-39 Years Old	746	987	75.6	160	223	71.7	-0.09	0.248
40-49 Years Old	751	956	78.6	257	328	78.4	0	0.939
50 or Older	380	479	79.3	140	183	76.5	-0.07	0.438
Total	29,669	42,686	69.5	8,413	10,860	77.5	0.18	p < .001

Fall 2013 to Spring 2015 Course Success Rate Comparison between TC Students and Students Enrolled in the Same Section by Race/Ethnicity

Demographics	Comparison Group			Tutoring Center Students			Effect Size*	p - Value**
	#	N	%	#	N	%		
Ethnicity								
Asian	1,779	2,385	74.6	533	665	80.2	0.13	0.002
African American	2,026	3,123	64.9	739	999	74	0.19	p < .001
Hispanic	12,510	19,026	65.8	3,991	5,305	75.2	0.2	p < .001
Native American	609	849	71.7	196	245	80	0.19	0.006
Caucasian	12,659	17,179	73.7	2,940	3,627	81.1	0.17	p < .001
Unknown	86	124	69.4	14	19	73.7	0.09	0.699
Total	29,669	42,686	69.5	8,413	10,860	77.5	0.18	p < .001

Increases in Tutoring, Build-Out of SI

▶ 1297 hours Supplemental Instruction Fall 2016

▶ Increase in student tutoring contact numbers and hours

	Fall		Spring		Summer		Total	
	Contacts	Hours	Contacts	Hours	Contacts	Hours	Contacts	Hours
2014-15	2936	2644.5	2377	2489.45	330	336.75	5643	5470.7
2015-16	2288	2652	1978	2470.5	172	277	4438	5399.5
2016-17	4105	5380.5					4105	5380.5

Professional Development

▶ .25 Faculty Coordinator (release)

▶ Diverse Topics for Faculty, Staff and Administrators

http://www.craftonhills.edu/faculty-and-staff/professional-development/workshops-and-events/

▶ Crafton's Best Practices

▶ Tutoring Center Integration into the classroom, flipped classroom, icebreakers, increasing participation, etc.

EQUITY CERTIFICATE SERIES

Looking for an interesting professional development opportunity to incorporate into your 2017 goals? Look no further! This equity certificate series offers an opportunity to learn more about the students you work with every day, helping you to become a better instructor, administrator, and college employee. Everyone is welcome to all sessions, however to earn the certificate, you must attend at least 5 of the 7 of the sessions.

SCHEDULE

Race and Ethnicity – January 26   1-2pm Cafeteria

In the past three decades, colleges campuses have become increasingly diverse. Caucasian students are no longer the majority ethnicity on many campuses, including Crafton College. However, despite increasing diversity, an achievement gap has persisted. In this session, we will learn more about where this achievement gap occurs, and discuss potential solutions for addressing academic disparities among ethnic groups.

Ability and Disability – February 9   1-2pm Cafeteria

Research shows that students with disabilities are just as capable of achieving academic success as their abled peers, but they often need more time, resources, and funding. This is complicated by the fact that students with disabilities often face an additional challenge of economic disadvantage. In this session, we will learn how to leverage all offices on campus to better serve this population.

Socioeconomic Status – February 23   1-2pm Cafeteria

Higher Education trends of the 21st century have not been kind to students who come from economically disadvantaged situations. Tuition is increasing, Pell Grants no longer cover the full cost of college attendance, and the majority of financial aid has become merit based rather than need based. In this session, you will learn about the crucial role that California Community Colleges play in providing an affordable education, the impact of financial assistance on low income students, and the relationship between socioeconomic status and academic achievement. Additionally, we will discuss how college employees, administrators, and faculty members can close the "social capital" gap for economically disadvantaged students.

LGBT Students – March 9   1-2pm Cafeteria

A 2010 report on the "State of Higher Education for LGBT People" by Campus Pride revealed that nearly a quarter of students who identify as LGBT face campus harassment. Nearly one third reported fearing for their physical safety on campus. In this session, we will discuss what administrators and instructors can do to promote a not just a safe campus, but a welcoming and inclusive campus culture for all LGBT students.

Non-Traditional Students – March 23   1-2pm Cafeteria

Non-Traditional students are one of the fastest growing college populations, but due to competing obligations and a lack of flexibility among college institutions, this population experiences a high failure rate. Non-First time students graduate at a rate that is 27% lower than their peers who are in a traditional age group. In this session, we will discuss what colleges can do at an institutional level to help these students reach their academic goals, and how administrators and faculty can contribute to this effort inside and outside of the classroom.

Veteran Students – April 6   1-2pm Cafeteria

Veteran students have reported feeling isolated on college campuses, as though they "don't belong" and don't relate with their college community. In addition to being non-traditional students, they also frequently experience a challenging transition to civilian life. This session will address how institutions, administrators, and faculty ease this transition and assist veterans with integrating into their campus culture and community.

Foster Youth – April 20   1-2pm Cafeteria

By the time a foster youth enters college, they have already overcome a tremendous amount of adversity and challenge. Unfortunately, the challenges continue throughout their matriculation. According to the University of Chicago, only 6% will earn a two or four-year degree by age 24. In this session, we will discuss the challenges foster youth face both prior to and during college, as well as the critical role administrators and faculty play in providing support to help this population excel academically and graduate successfully.

Equity Certificate: 130 attendees

100% agree or strongly agree:
- the topic is relevant and timely
- the workshops are useful for their professional development
- the workshops are useful for their personal development

Inclusion and Diversity Programming
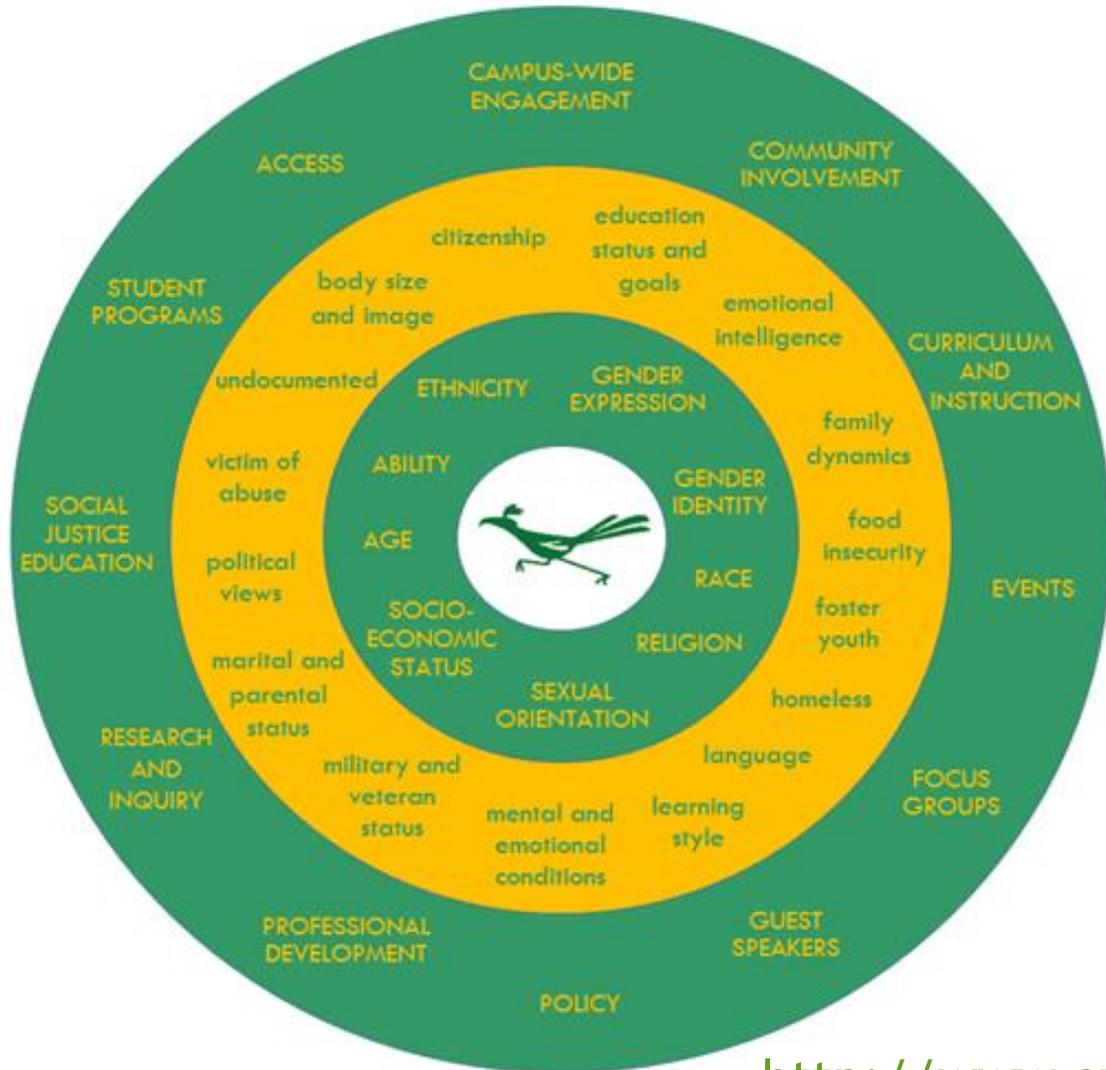
- ➢ New shared governance committee
- ➢ Policy Review and advocacy
- ➢ Ongoing Trainings
  - ➢ Safe Spaces
  - ➢ UndocuAlly
  - ➢ VetNet Ally
  - ➢ Equity Certificate
- ➢ Diversity in Our Curriculum

http://www.craftonhills.edu/current-students/diversity-and-inclusion/events.php

Native American Rhetoric

Presented by Larry Gross
San Manuel Band of Mission Indians
Endowed Chair of Native American Studies
University of Redlands

Native American rhetoric is different from the way speech making is taught in mainstream schools. Native American rhetoric includes the use of digressions, repetition, and storytelling, all of which are discouraged in the teaching of rhetoric. However, the rhetorical approach used by Native Americans can result in some very powerful oratorical events. Find out more about the conventions of Native American rhetoric, the

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SLAVERY NEVER ENDED

Join us to learn about the realities of sex trafficking here in the US and how you CAN make a difference

TUESDAY, JANUARY 31, 2016
1:00 - 1:50PM AND
5:00 - 5:50PM

CRAFTON HILLS COLLEGE
11711 SAND CANYON RD.
YUCAIPA, CA 92399
Room LRC 231

HUMAN TRAFFICKING IS THE SECOND LARGEST AND FASTEST GROWING CRIME THE US

OPEN TO EVERYONE STUDENTS, STAFF, FACULTY, COMMUNITY

together freedom

SOCIOECONOMIC STATUS
AND ITS EFFECTS ON EDUCATION

BRANDI LAWLESS, PHD
ASSISTANT PROFESSOR
UNIVERSITY OF SAN FRANCISCO

MONDAY OCTOBER 17, 2016
12:00-12:50PM • LRC 231

Women and Leadership: Shattering the Glass Ceiling

Presented by Denise Davis
Director, Women's Resource Center
University of California, Riverside

Monday March 27th @ 12-12:50pm
in the Roadrunner Cafe

JUST A FEW OF THE THINGS WE ARE PLANNING ALREADY FOR...
FLEX APRIL 11TH

AB 540 and UndocuAlly training
9am-2pm LRC 231

Active Shooter Preparedness – Non-Managers/Administrators
9-11am LRC 110

Leading from the Front: Transitioning Veterans by Engaging them at Crafton Hills College

Stories of Connection
Real Stories from Military Veterans

SAVE THE DATE

AUTISM AT COLLEGE

BY AUTISM SOCIETY INLAND EMPIRE

WEDNESDAY AUGUST 24TH

12:00-12:50PM IN LRC 231

GEORGIA LEE MCGOWEN

Transgender Author and Speaker

Georgia McGowen spent thirty years in George's subconscious while

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Cultural Competence

College Hour Cohorts
in LRC 110

mixtape

Choose one cohort:

Cohort #1: Wednesdays in September @ 12:00-12:50pm
(09/07, 09/14, 09/21, 09/28)

Cohort #2: Tuesdays in November @ 1:00-1:50pm
(11/01, 11/08, 11/15, 11/22)

Monthly Movies

WHO CAN JOIN?

Any student, staff, faculty, manager, or community member.

WHEN AND WHERE?

March 7th (Tues) @12:30-2pm: "Without a Home"
An extraordinary four-year journey into the lives of six homeless individuals and families as they struggle to find homes, get clean, and survive.

April 26th (Wed) @ 3:30-4:30pm: "Innovations"
An enlightening journey where we learn about pioneering scientists and engineers from the history of Muslim civilization.

May 10th (Wed) @ 11:30am-1pm: "Passing" This award-winning film addresses the intersectionality of race, gender, and the experiences of those who walk multiple paths in life. This film is 22 minutes and will be replayed each half hour.

* All films will be shown in the Roadrunner Cafe and includes FREE POPCORN. Even if you can't stay the whole time, drop in when you can!

FREE!

Reading Celebration

WEDNESDAY, MARCH 8TH

11711 SAND CANYON RD, YUCAIPA
CRAFTON CENTER BUILDING,
IN THE ROADRUNNER CAFE
10AM

YouthHope

YOUTH HOPE: ADDRESSING HOMELESSNESS

Come join us as Heidi Mayer, Executive Director of the Youth Hope Foundation addresses the issues we face with students who are homeless, runaways or at-risk of becoming homeless. Then listen to the amazing things her program is doing in our community, and find out how our students and each of us can become involved.

Tues November 8th
1:00-1:50 in the Cafeteria

My EYE is my EAR.
My HAND is my MOUTH.

DEAFNESS ON CAMPUS

What does deafness sound like?
How can I better serve our d/Deaf students?

#StepUp to Diversity in our Curriculum

Spring 2017

CHC's Diversity and Inclusion committee challenges us all #StepUp and incorporate the following awareness month themes into our classes. Or if you have to cancel a class, send your students to one of these events.

PRESENTED BY CARLA J. THORNTON, M.A. MSW

VETERANS

11.09.16

LEADING FROM THE FRONT: TRANSITIONING VETERANS BY ENGAGING THEM AT CRAFTON HILLS COLLEGE

A SEMINAR ON HOW WE AS A CAMPUS CAN LEAD OUR VETERANS TO ACADEMIC SUCCESS AND BEYOND

12:00-12:50 PM in Cafeteria
Crafton Hills College

Día De Los Muertos

Schedule of Events

Dia De Los Muertos/Day of the Dead, Centuries-Old Tradition of Mementos, and Memory (Café)

- Decorating the Altar (Quad)
- Traditional Dancing Lessons

FACULTY SPOT LIGHT:
KAREN SOZA

September is Deaf Awareness Month

What is it like to grow up d/Deaf in a hearing world? What are the challenges navigating both Deaf & Hearing Cultures?

Learn from our own faculty member, Karen Soza, as she shares stories from her life while educating us on Deaf Culture.

Monday September 19th
12:00-12:50pm in LRC 231

MOBILITY AWARENESS CELEBRATION

Tuesday May 2, 2017 @ 10am-2pm in the Quad

Not all people
More than 1.2 million people
and 1 in 8 of them

Learn more about the epidemic and what you can do to support those living with HIV and AIDS.

Thursday December 1st
1:00-1:50pm in LRC 231

CRAFTON HILLS COLLEGE

ALLY

SAFE SPACE

CRAFTON HILLS COLLEGE PRESENTS

A Panel of Religions and Beliefs

JOIN US TO LEARN FROM LEADERS IN THE RELIGIOUS AND NONRELIGIOUS COMMUNITY

PROTESTANT
MORMON
CATHOLIC
BUDDHIST
ISLAM
AGNOSTIC OR ATHEIST

THURSDAY SEPTEMBER 29TH

11:00AM-12:15PM IN PSAH 224 AND
1:00 PM-1:50 PM IN LRC 231

QPR INSTITUTE

Question. Persuade. Refer.

SUICIDE PREVENTION

RECOGNIZE THE WARNING SIGNS OF SUICIDE
KNOW HOW TO OFFER HOPE
KNOW HOW TO GET HELP AND SAVE A LIFE

DAY: TUES. APRIL 18, 2017
TIME: 1:00-3:00PM
ROOM: LRC 226

Limited Space. RSVP Required. For more information or to RSVP, email
CHCdai@sbccd.cc.ca.us.

NATIONAL COMING OUT DAY

OCTOBER 11TH

SUPPORT THE LGBT COMMUNITY

GENDER IDENTITY 101

Learn about the wide variety of gender identities that fit within the umbrella term "transgender."

Wednesday, April 19

Direct Student Support (2016-17)

- COACH Cupboard
- Student Travel to Conferences and Universities
  - HACU
  - Bay Area Student Research Conference in Stanford
  - Trips to Transfer Universities
    - 124 students
    - 19 universities (including HBCUs)
    - Student participants are more likely to…

Summary

▶ Reduction in disproportionate impacts (from 32 to 28)

▶ Progress in Hispanic Students' Math and English Throughput

▶ Lost ground in African American student access

▶ Gains in educational planning, orientation, assessment, and follow-up

▶ Improved infrastructure for military veterans, students with disabilities, foster youth, homeless, and distressed students

▶ Improvements in campus culture and awareness

▶ Rigorous dialogue about equity and diversity

Conversations in Progress

► **I**ntegration of Basic Skills, Equity, and Student Success and Support

► Multiple Measures Assessment

► Peer Mentoring

► Equity-Based Support of Dual Enrollment

► Supported Paths to Completion