Moon Shot for Equity Update

Prepared for MKE Ecosystem 10.12.22
1. Reviewing Our Approach

2. Impact to Date

3. Discuss Needs for Year 3

4. Lessons Learned

5. Discussion
9 Regions, 19 Institutions…And Counting

**Milwaukee/Kenosha**
- University of Wisconsin Milwaukee
- University of Wisconsin Parkside
- Carthage College
- Milwaukee Area Technical College

**Greater Cincinnati**
- Northern Kentucky University
- Miami University
- Cincinnati Technical and Community College
- Gateway Community College

**Eastern Oregon**
- Eastern Oregon University
- Treasure Valley Community College
- Blue Mountain Community College

**Southeastern Pennsylvania**
- West Chester University
- Delaware County Community College

**Denver**
- Community College of Denver
- Red Rocks Community College

**Central Michigan**
- Ferris State University

**Eastern North Carolina**
- East Carolina University

**East Tennessee**
- East Tennessee State University

**New Jersey**
- Kean University
Moon Shot Regions & Vanguards Overview

<table>
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<tr>
<th>Region</th>
<th>Year One</th>
<th>Year Two</th>
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<tbody>
<tr>
<td>Greater Philadelphia</td>
<td>• Initial task forces in discovery for best practices</td>
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<tr>
<td>Ferris State University</td>
<td>• Initial task forces in discovery for best practices</td>
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<tr>
<td>Greater Cincinnati</td>
<td>• Initial task forces in mid-late discovery stage</td>
<td>• 3 Best Practice Teams</td>
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<td>• NKU Hold Audit Complete</td>
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<td>• Forming Transfer Consortium</td>
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<tr>
<td>Greater Milwaukee</td>
<td>• Execution phase underway</td>
<td>• 27 cross institutional teams</td>
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<td>• 600+ leaders trained on equity</td>
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<td>• 7 highest priority best practices in implementation</td>
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<td>• $7.1M in recovered tuition from gains (Fall 2021)</td>
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Newest Vanguards & Regions in Kickoff and Planning Phase

East Tennessee State University, East Carolina University, Community College of Denver, Red Rocks Community College, Eastern Oregon Region (Eastern Oregon University, Blue Mountain Community College, Treasure Valley Community College), Kean University
Reviewing Our Approach to Erasing Equity Gaps

Equity Impact

Equity Best Practices

Capacity Building

Leadership Development
Change Management
Equity Mindedness Professional Development
Technology Implementation

Registration
Credit Completion
Retention

Tier 1
Hold Reform
Retention Grants
Transfer
Holistic Care
Tier 2
Tier 1 +
Aligned Math
Access to a 2nd Chance
Academic Maps
Tier 3
...And ongoing process and policy awareness and improvement

Term over Term Progress

By Group

Erasure of Equity Gaps
Where are we on the Required Practices and Activities
A Holistic Effort to Erase Equity Gaps

**Leadership**
- Change management support
- Equity-mindedness training
- Campus climate assessments

**Academic Policy and Practice**
- Hold reform
- Retention grants
- Math pathways
- Developmental course reform
- Academic maps
- Meta majors
- Transfer pathways

**Access and Enrollment**
- Community-based recruitment and partnerships
- Adult student re-enrollment

**Student Support and Belongingness**
- Pre-college programs
- Proactive academic advising
- Coordinated Care Network
**Reviewing our Impact to Date**

161 Diagnostic Respondents
169 Best Practice Team Participants
262 Attendees for Year 1 Convening
200 Attendees for Year 2 Convening

**Campus Microsites Launched**

- **USC Race and Equity Center**
- **NACCC National Assessment of Collegiate Campus Climates**

**Equity Mindedness Work**
- USC Series Complete
- DEIJ Plan Reviews Under way
- DEIJ Activity Workshops
- NACCC Climate Data Dissemination
- Professional Development Series
- GSU Ad Aju Counselors
- UH Provost
- CSU Fullerton Hold Reform
- EAB SMEs

**Impact to Date**

- **$5 Million**
  - Secured in Funding for Retention Grants
  - Addt’l Students Enrolled Fa 21
- **1500 +**
  - Higher persistence rate between grant recipients vs. the general student population
  - Percentage point gap in retention/graduation rate between URG students and their peers that was eliminated for grant recipients
- **200+**
  - Attendees per session
- **7.7**
  - Professional Development Series
  - GSU Fin Aid Counselors
  - UH Provost
  - CSU Fullerton Hold Reform
  - EAB SMEs
- **1500+**
  - Additional Students Enrolled Fa 21
Preparation for Year 3 of Moon Shot for Equity

The Goal is to Eliminate Equity Gaps, are we on track?

**Strengths**
- Existing Relationships
- Program Owners
- Project Plans
- Resources
- Demonstrated Ability to Eliminate Equity Gaps

**Weaknesses**
- Best Practice Team Turnover
- Staff Capacity
- Data availability, integration and alignment
- Staff Feeling Empowered To Lead
- Faculty Engagement

**Opportunities**
- Restorative Justice Practices: State Debt Collection, Free Transcripts
- Eliminate Equity Gaps in Region
- Remake Practice
- Workforce Partnerships
- External Collaborations

**Threats**
- Post Pandemic Impact
- Non-Consumerism Market
- Enrollment Market
## Emerging Realities for Eliminating Equity Gaps

<table>
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<tr>
<th>Common Misconceptions</th>
<th>Emerging Realities</th>
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<tr>
<td>Institutions Can Only Control What Happens on Campus</td>
<td>Community Colleges Play Critical Role in Eliminating Equity Gaps</td>
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<td>Student Success Org Structures Determine Scope of Impact</td>
<td>New Roles, Processes Necessary to Meet New Challenges</td>
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<td>DEIJ Efforts are Implicit in Student Success Strategy</td>
<td>Centralized DEIJ Strategy Key in For Sustained, Measurable Progress</td>
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<td>Talent Crunch is Short-Term – Addressable with Compensation</td>
<td>Talent Shortages are a Long-Term Reality</td>
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<td>Higher Ed Has a Distinct Value Proposition that Attracts Employees</td>
<td>Higher Ed’s Benefits Out-of-Step, or Unappreciated by Job Seekers</td>
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Next Steps

- Complete Year 1 Impact Stories
- Onboard new team leaders
- Prepare for Next Year’s Convening
- Implement intentional data reporting/story telling
- Anything else?
To develop into Equity-Minded Practitioners, we need structured opportunities to remake practice.

Dr. Tia Brown McNair

From Equity Talk to Equity Walk