First 100 Days Overview

Prepared for Carthage College, Milwaukee Area Technical College, UW-Milwaukee, and UW-Parkside

EAB

MOON SHOT FOR EQUITY

ROADMAP

Emerging Regions

Long Island

Virginia

North Carolina

Nevada

Catalyst Identified

Seattle
St. Martin

Sioux Falls
SE Tech/USD

Pittsburgh
Robert Morris

Pomona
Cal Poly Pomona

Western Michigan
Ferris State University

Eastern Oregon
Eastern Oregon University

Southern Oregon
Southern Oregon University

New Jersey
Rutgers Newark

Denver
Red Rocks CC

Cincinnati
Northern Kentucky

Charleston
Charleston Southern

Boston
Simmons/Salem State

Milwaukee Ecosystem Organization

Our Initial Project Phases

DISCOVER	ENGAGE	EXECUTE

Assess & Prioritize

Educate, Structure & Form

Equity Mindedness

Leadership Coaching & Development

Equity Practice Implementation

Sustainable Performance Monitoring

Bringing Technology in to Support
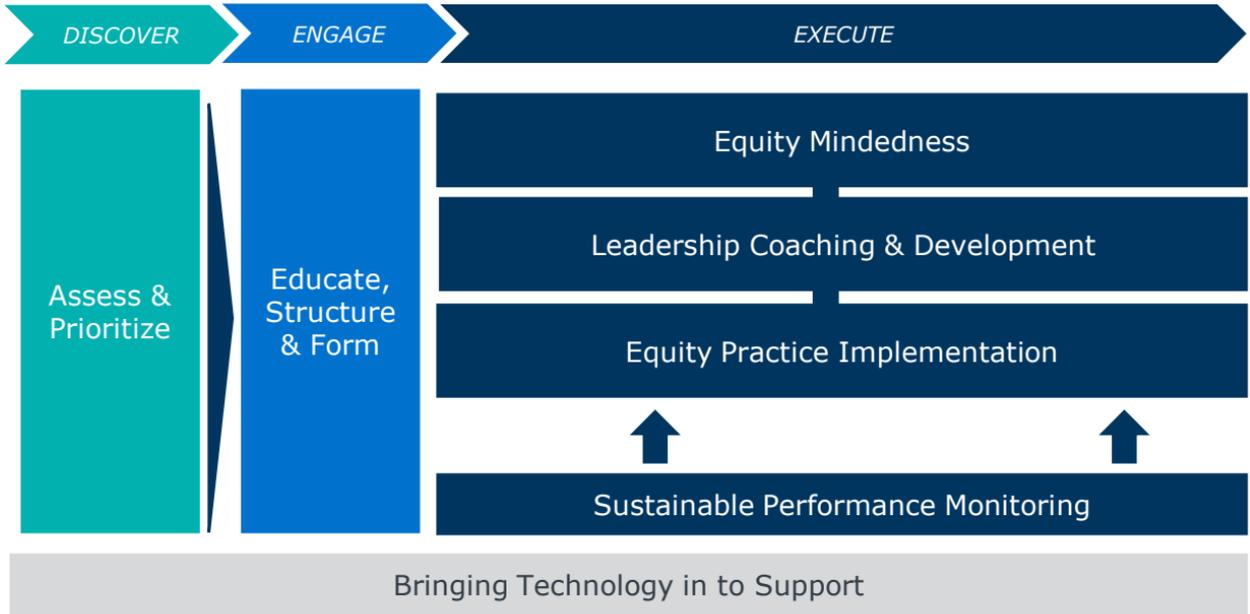
- **Leveraging Variety of "Resources"** -

EAB Toolkits/Playbooks   EAB Technology Support   Community Advisory   National Mentors

EAB Experts   EAB Research Examples   Institutional Experts   Convenings

Identifying Our Focus and Team Selection

Building Our Cross Regional Team Structure
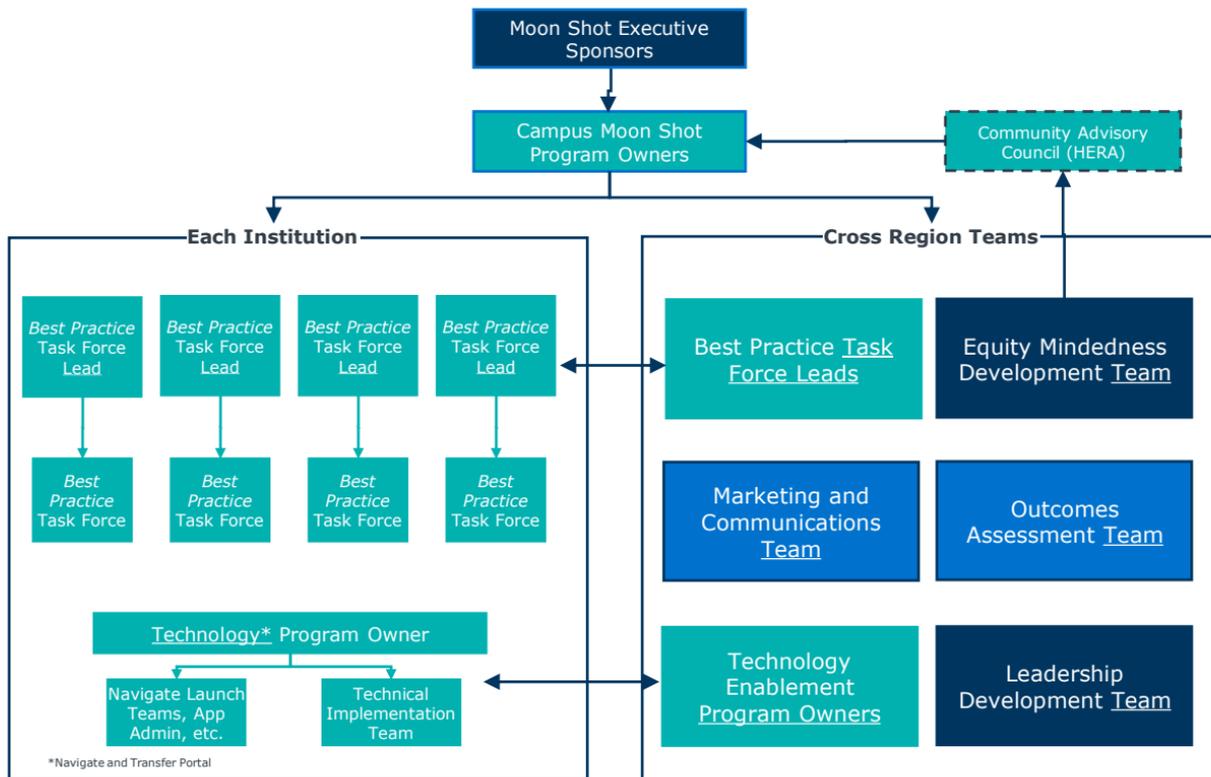
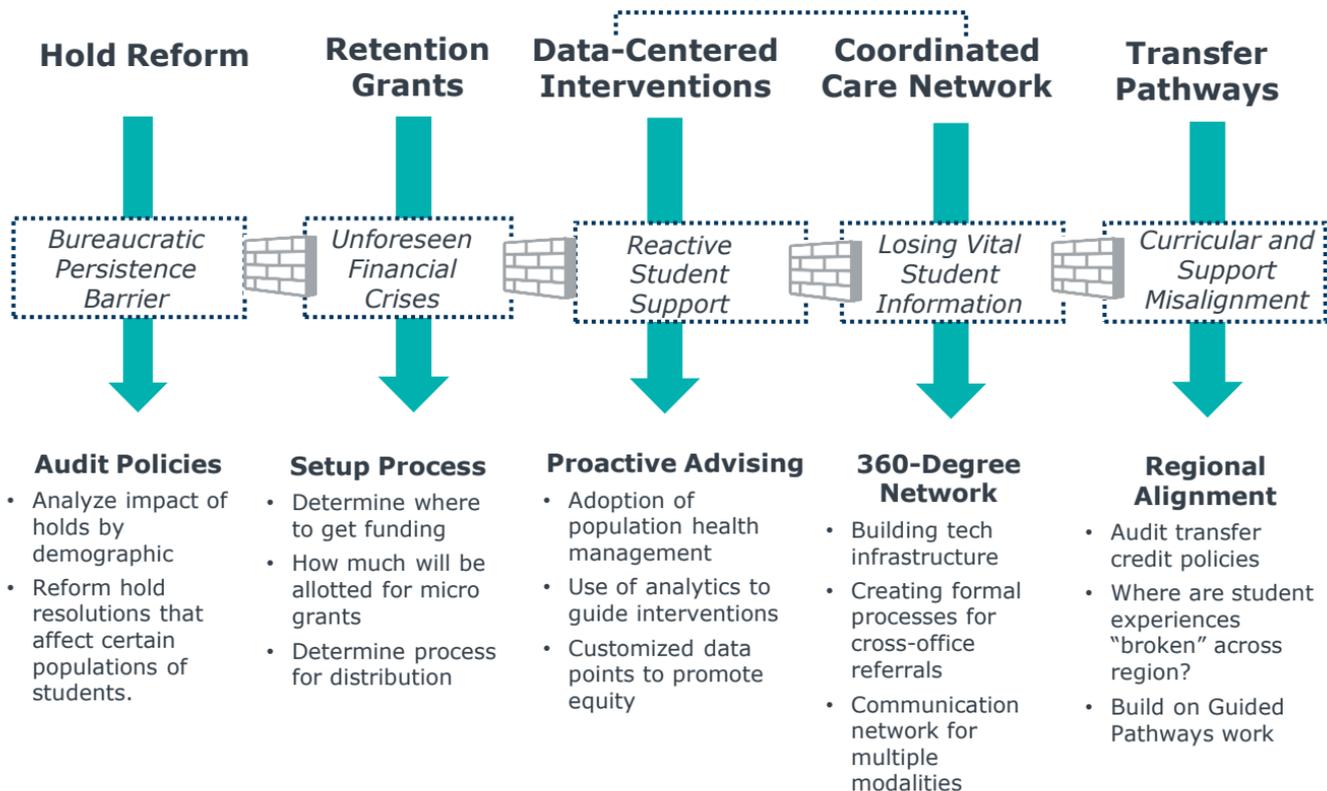# Reviewing Key Findings from Three Diagnostics

SECTION

Reviewing the Why, Approach, and Long-Term Implications

Hold Reform	**Retention Grants**	**Data-Centered Interventions**	**Coordinated Care Network**	**Transfer Pathways**

Bureaucratic Persistence Barrier

Unforeseen Financial Crises

Reactive Student Support

Losing Vital Student Information

Curricular and Support Misalignment

Audit Policies

- Analyze impact of holds by demographic
- Reform hold resolutions that affect certain populations of students.

Setup Process

- Determine where to get funding
- How much will be allotted for micro grants
- Determine process for distribution

Proactive Advising

- Adoption of population health management
- Use of analytics to guide interventions
- Customized data points to promote equity

360-Degree Network

- Building tech infrastructure
- Creating formal processes for cross-office referrals
- Communication network for multiple modalities

Regional Alignment

- Audit transfer credit policies
- Where are student experiences "broken" across region?
- Build on Guided Pathways work

Selected Team Leaders for Equity Best Practices

Appointed Team Leaders to Oversee Each Tier 1 Best Practice

Team Needed	Equity Best Practices Included	UWP	UWM	CC	MATC
Hold Reform	Hold Reform	DeAnn Possehl, Assistant Provost, Student Success	Kristin Hildebrandt, Registrar	Nick Winkler, Assoc Dean of Students	Monica McNaughton & Sarah Adams, Dir of Student Accts & Registrar
Retention Grants	Retention Grants	Kristina Klemens, Director of Scholarships and Financial Aid	Kay Eilers, AVP Enrollment	Greg Huss, Dir of Admissions/Fin Aid	Jennifer Mikulay, Dir of Quality, Planning & Assessment & Jason Flanders, Foundation
Transfer Pathways	Aligning High Demand Academic Programs/ Pathways	Gary Wood, Vice Provost, Academic Affairs	Dave Clark, VP for Student Success	Mary Duckworth, Registrar	Barbara Cannell & Jonathan Feld, Dean of Acad Services & Dir of Transfer
Holistic Care	Data Centered Interventions	Neil Baumgartner, Executive Director, Advising and Academic Support	Brian Hinshaw, Dir of Office of Central Advising	Melissa Burwell, Dir of Center for Student Success	Janay Alston, Dir of Advising & Pam Schoesslin, Mgr of Retention Coaches
	Coordinated Care Network				

Calendar Invitations Sent for February 25th, 2021

Ensuring Team Leaders are Equipped to Execute Practices

Project Management
- Leaders will receive project management training and review our project management tool- Asana.
- Team leaders will review a pre-built briefing and guide for their respective practice.

Research & Strategies for Each Best Practice
- EAB subject matter experts will highlight innovative examples of each practice and emphasize core elements for each
- Leaders will receive implementation resources on the practices based on learnings from EAB's extensive student success research and 1500+ partners.

Inclusive Leadership Self Assessment
- Leaders will complete a self assessment to assist with private reflection and learning on their knowledge and awareness to lead each team inclusively and assist with building an inclusive culture on campus.

Proposing Three Leadership Development Cohorts

Staff Institute

- Empowering a broad base of staff to lead initiatives "in place"
- Facilitating the flow of knowledge across teams and units
- Inclusive student support and ethical use of data

Faculty Institute

- Defining the faculty role in student success
- Building leadership and project management capacity
- Equity-minded student data analysis

Administrator Institute

- Determining the ripple effects of decision making on your teams
- Communicating a vision that translates to strategy
- Understanding a leader's role in culture and social systems

Selecting and Beginning in Fall 2021

Recognizing limited capacity for more initiatives and the need to launch practices and equity-mindedness training curriculum

Formal Equity Training

Equity mindedness training is voluntary, though Shaun Harper's work should assist with improvement here.

"It's a challenge to even mention systemic racism, which often brings discomfort in decision making spaces."

Climate Data Expansion

Several respondents indicated a need for more public data on campus climate. The UW System climate survey will help two partner campuses, but more work needed here.

Flashpoint Responses

Several individuals and survey responses revealed a lack of comprehensive climate flashpoint response planning. Current events likely have exacerbated this desire.

Inclusive Skills and Staff

Clear desire for inclusivity training and new skillsets to support belongingness on each campus.

"We need more bilingual staff in student services that can explain policies and procedures to students' parents."

Community Relations

Community relations are strong across the region, but there is a clear desire for expanding this work in Milwaukee-Kenosha.

"I think given where we work & live, we could do much more regarding racial justice."

Hiring and Promotion

Recent retirements of faculty and staff as well as perceptions of inequitable workload caused concerns about representation and inclusivity.

"Our faculty become less diverse due to the recent state of retirements and departures without replacements"

Contract with Shaun Harper's Group, Form Your Team, and Choose Courses

**USC Race and Equity Center Training Curriculum
(Choose 12 Themes)**

- Accountability and Incentives for Advancing Racial Equity

- Addressing Employee Encounters with Workplace Racism

- Affirming Students' Racial Identities and Cultural Histories in Curricula

- Appreciating Intersectionality and Demonstrating Care for Women of Color

- Confronting Explicit Acts of Racism and Racial Violence on Campus

- Cultivating and Sustaining Inclusive Classrooms for Students of Color

- Disaggregating Data to Identify Racial Inequities

- Embedding Racial Equity Into Workplace Practices and Policies

- Fostering and Sustaining Safe, Affirming Environments for Queer People of Color

- Recruiting and Hiring Faculty of Color

- Investing in the Career Advancement of Employees of Color

- Meaningfully Integrating Race Across the Curriculum

- Opposing the Erasure of Asian Americans, Pacific Islanders, and Native Americans

- Recruiting and Strategically Diversifying Staff at All Levels

- Using Survey Data to Improve Campus Racial Climates

- Understanding and Avoiding Racial Microaggressions

- Repairing Historical Racial Harm

How EAB Will Supplement the Equity-Mindedness Work

Ongoing Project Management Support

Engaging Internal and External Experts

Climate Flashpoint Response Planning

Current Status and Progress of Your Technology Enablement

	UW Milwaukee	UW Parkside	MATC	Carthage
Navigate – Core	LIVE	LIVE	May 2021	May 2021
Navigate – Milestone Guidance	LIVE	LIVE	May 2021	May 2021
Navigate – Academic Planning	May 2021	May 2021	TBD	TBD
Prospective Student Portal	Begins Year 2 – Date is TBD	Begins Year 2 – Date is TBD	Begins Year 2 – Date is TBD	N/A
College Greenlight Digital Recruitment	Fall 2021	Fall 2021	Fall 2021	Fall 2021

Technology Enablement Program Owner: Tammy McGuckin

Equity Mindedness Leader: To be selected in Spring 2021

Leadership Development Owner: Late Spring 2021

Technology Enablement Program Owner: Jeremy Page

Equity Mindedness Leader: To be selected in March 2021

Leadership Development Owner: Late Spring 2021

Technology Enablement Program Owner: David Rowe

Equity Mindedness Leader: To be selected in March 2021

Leadership Development Owner: Late Spring 2021

Technology Enablement Program Owner: Melissa Burwell

Equity Mindedness Leader: To be selected in March 2021

Leadership Development Owner: Late Spring 2021

UNIVERSITY OF WISCONSIN
PARKSIDE

UNIVERSITY of WISCONSIN
UWMILWAUKEE

MATC MILWAUKEE AREA *Technical College*

CARTHAGE COLLEGE

Taking place on March 29th and 30th, 2021

Tentative Agenda

Two half days to share vision and launch teams for executing tier 1 best practices.

Tentative Agenda, Day 1:

- Moon Shot Vision, T Sugar
- MKE Moon Shot Vision, MKE Presidents /Chancellors
- Shaun Harper from the University of Southern California (new addition to the agenda!)
- Reviewing Data for Launching Best Practices, EAB
- Announcing Best Practices/Team Leaders, MKE POs

Tentative Agenda, Day 2:

- EAB Experts/ MS Mentor(s) Speak on Launching Best Practice
- Break out teams for overview and preparation for launch *(TBD if equity-mindedness teams will meet at this point, depending on USC Race and Equity Center agreements)*

Engaging Leaders Across the Collaborative

Invited Attendees

MKE Executive Sponsors and Program Owners

EAB Stakeholders

Tier 1 Best Practice Leaders

Student Success Collaborative Experts

Select Best Practice Team Members