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Moon Shot for Equity Executive Update

Prepared for Carthage College, Milwaukee Area Technical College, UW-Milwaukee, and UW-Parkside
June 9th, 2021

1 **Welcome and Update**

2 Best Practice Team Progress Reports

3 Equity Mindedness Training

4 Technology Update

5 Fall 2021 Plans

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Moon Shot for Equity Regional Status

Emerging Regions

Pittsburgh

New Jersey

Northern Texas

North Carolina

Advancing Regions

Catalyst Institution

No. KY/ SW Ohio
Northern Kentucky University

Newark
Rutgers University, Newark

Western Michigan
Ferris State University

Los Angeles
Cal Poly Pomona

Denver
Red Rocks Community College

Philadelphia
West Chester University

Eastern Washington
Eastern Washington University

Milwaukee/Kenosha

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Best Practice Teams: 60 Day Review

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Our First Moon Shot Convening

Milwaukee Region Moon Shot Institutions

Fostering Regional Collaboration

169
Best Practice Team Members Engaged in ***design thinking*** to erase equity gaps in the region

262
Stakeholders across the region attended the MS Convening

Poll Results

94%
Excellent/Good Overall Evaluation
n=145

8%
24/267 participants responded as being "very data driven"

> I'm leaving the convening feeling not just hopeful but **fully confident** that we can make meaningful changes for students at UW-Parkside!"

> I thought this would be slow and way too long, but it wasn't either of those. It was so **practical and insightful,** and it gave me **hope** that something can really be done. The balance of presentations and discussions was good, as was length."

> This was truly a quality and very informative experience! I look forward to this work and our **collaborative efforts** to **transform** higher education and our communities alike! Thank you!"

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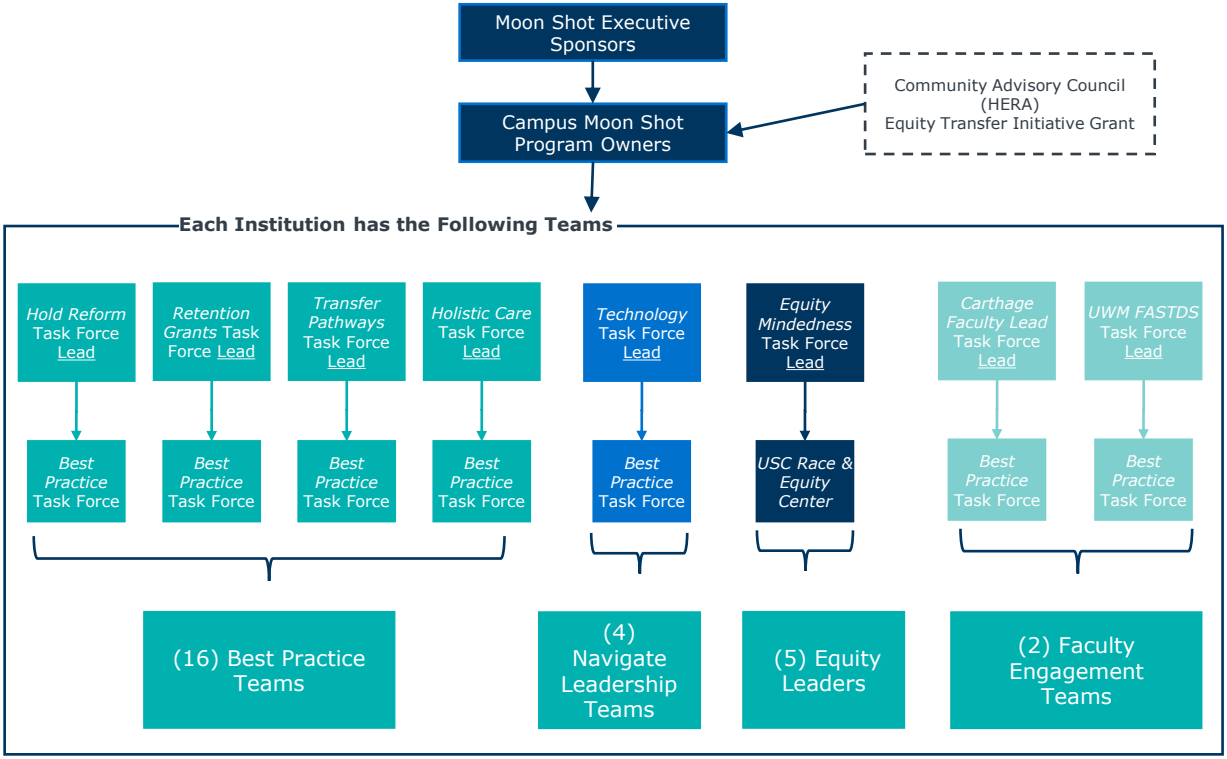
Teams Activated Across the MKE Region

27 total teams activated in 60 days



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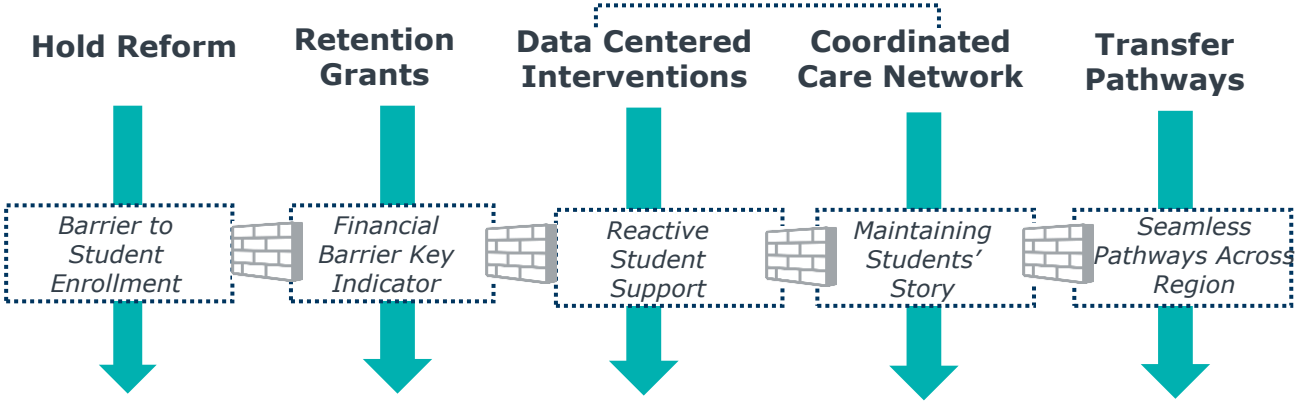
Best Practices Prioritized for Tier 1 Execution

Reviewing the Why, Approach, and Long-Term Implications



Hold Audit

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

Micro-Grants

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

Proactive Advising

- Population Health Management
- Analytics
- Customized Data Points

Dynamic Network

- Building tech infrastructure
- Creating formal processes amongst offices
- Communication network for virtual and non virtual environments

Regional Alignment

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

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Hold Reform Teams

Moving from Hold Audit to Hold Reform

Hold Audit

Institutions used two approaches: auditing all holds, and auditing all barriers to registration

UWP: 40 removed, 22 need reform
UWM: 33 removed, 26 need reform
Carthage: 6 need reform
MATC: 4 need reform

Key Insights

Offices with most holds: Library, police dept, cashier's office, student affairs

Raising the threshold for financial holds

Removing holds related to engagement

No policy or standardized practice for use of holds

Using our Equity Lens

Use positive psychology and inclusive language for remaining hold resolutions

Understand demographic data

Use this understanding to design holistic sustainable interventions for holds

Hold Reform

Create new intervention pathways for certain holds

Embed in Technology for scale

Train New Stakeholders

Create Policies for Use

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Retention & Emergency Grants

Audit Current Retention & Emergency Grant Programs

- Teams discovered a broader need for financial support
- UWP wants to make their awarding process more proactive

Survey Current Student Need

- Current Students with unpaid balances
- Prioritizing students who will need financial plans as a result of hold audit work group

Develop Process for Referral & Coaching

- Auto awarding and prioritizing funding
- Understanding referral processes
- Embed case management process in tech

Retention Grant Leaders met with GSU Financial Counselors

- Use History to Predict the Future
- Understand key populations with financial need: transfer students with high tuition differentials, out of state students, on campus students
- Use in house tuition waiver benefits to professionally develop stakeholders on campus
- Financial Education and Socialization is key in understanding how to serve students by SES

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Holistic Care Teams

Executing "Train the Trainer"

PLAN ▶ TRAIN ▶ SUPPORT ▶

Preparation and Coordination

- Form Training Team
- Meet to define roles and set goals
- Conduct assessment for departments to understand needs
- Develop training materials and advising resources
- Convene and communicate regularly

1

Onboarding New Offices
Develop competency in basic functions and insights in platform to support Coordinated Care Network

2

Using Analytics Data Ethically

Ensuring stakeholders have appropriate permission and training for more complex Navigate features

3

Embedding DEI Configurations
Configuring the technology to support underserved student needs

Ongoing and As Needed

- Conduct 1:1 and large advisor trainings
- Be available for troubleshooting
- Visit with faculty mentors
- Update training materials
- Provide guidance and help brainstorm campaigns

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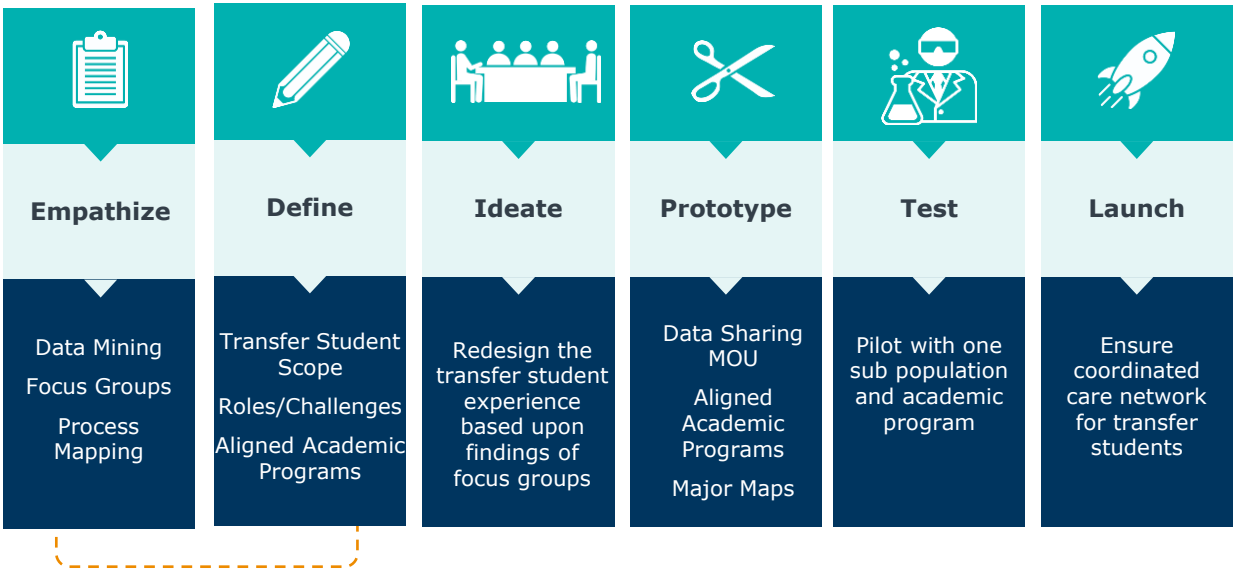
Transfer Pathways Plan

Using Design Thinking to Curate the Transfer Student Experience



Source: https://dpi.wi.gov/imt/design-thinking

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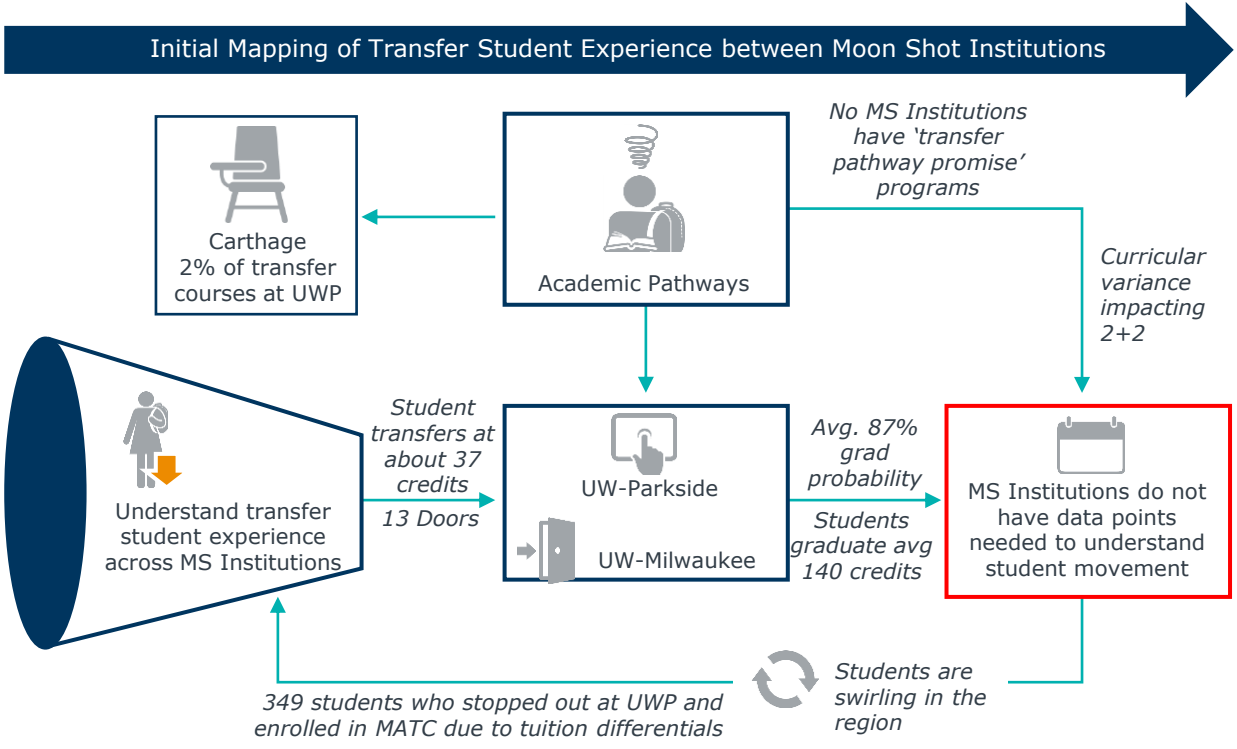
What we have discovered so far…



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Faculty Engagement Strategies

Three Strategies for Faculty Engagement in Moon Shot for Equity

1

- Serve as subject matter expert/ consultant for best practice team needs
- Offering research, data mining, advice

Best Practice Team Engagement

2

- Faculty focused Sessions:
- September- Race in the curriculum
- October- Race in the classroom
- November- Disaggregating Data

USC Racial Equity Series

3

- EAB led research sessions based on faculty need
- Orientation session for Faculty

Leadership Institute

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Equity Mindedness Training

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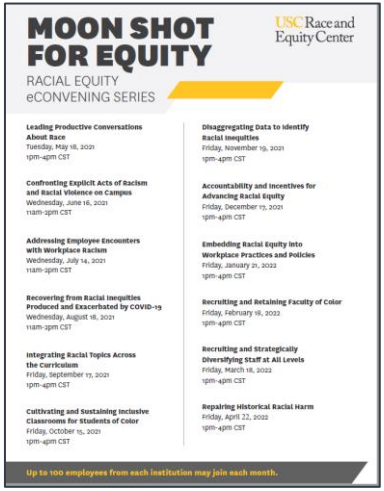
Equity Mindedness Training

USC Racial Equity eConvening Series:

1. 12 eConvenings occur monthly between (5) institutions
2. All meeting recordings are available for broader campus distribution
3. Expected Attendees vary depending on topic, allowed to invite up to 100 attendees
4. Attendees are provided practical strategies and resources to implement on campus



How EAB Will Supplement the Equity-Mindedness Work

Ongoing Project Management Support

Engaging Internal and External Experts

Climate Flashpoint Response Planning

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Engaging in Productive Conversations About Race

USC Race & Equity Center Series First Session

300 Participants

Engaged in 3-hour session on May 18th

94% of Participants

Found the Session "Practically Useful"

Next Session June 16th

Confronting Explicit Acts of Racism and Racial Violence in the Workplace

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MOON SHOT FOR EQUITY

Technology Update

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Technology Summary of Ecosystem

Current Status and Progress of Your Technology Enablement

	UW Milwaukee	UW Parkside	MATC	Carthage
Navigate – Core	LIVE	LIVE	June 2021	June 2021
Navigate – Milestone Guidance	LIVE	LIVE	Fall 2021	Fall 2021
Navigate – Academic Planning	Summer 2021 (Phased)	Summer 2021 (Phased)	~Fall 2021	~Fall 2021
Prospective Student Portal	Technical Files Extracted Year 1/ Functional Work Begins Year 2	Technical Files Extracted Year 1/ Functional Work Begins Year 2	Technical Files Extracted Year 1/ Functional Work Begins Year 2	N/A
Cappex Digital Recruitment	Summer 2021	Summer 2021	Summer 2021	Summer 2021

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Fall 2021 Plans

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Looking Ahead

Next Executive Update
10/12/21

Timelines for MKE Ecosystem for Summer and Half of Fall Term

Goals

Best Practice Teams: Close Hold Reform and Retention Grants work start next iteration of Transfer Pathways and Holistic Care work

Equity Mindedness Teams: maximum attendance, reflection, and operationalization of USC Series.

Faculty Engagement: Creating meaningful tracks based on context provided from leadership.

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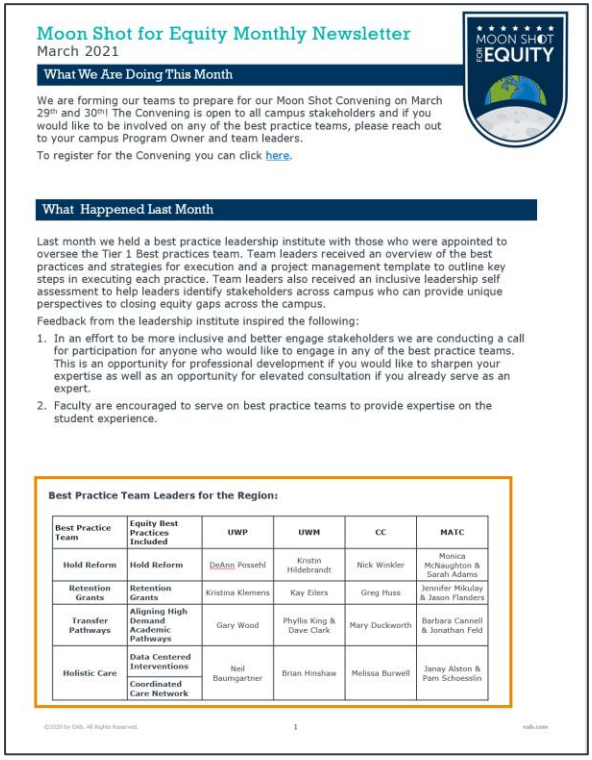
Need Updates?

Monthly Newsletters and One Pager Reports Available in Box



Moon Shot for Equity Monthly Newsletter

March 2021

What We Are Doing This Month

We are forming our teams to prepare for our Moon Shot Convening on March 29th and 30th! The Convening is open to all campus stakeholders and if you would like to be involved on any of the best practice teams, please reach out to your campus Program Owner and team leaders.

To register for the Convening you can click here.

What Happened Last Month

Last month we held a best practice leadership institute with those who were appointed to oversee the Tier 1 Best practices team. Team leaders received an overview of the best practices and strategies for execution and a project management template to outline key steps in executing each practice. Team leaders also received an inclusive leadership self assessment to help leaders identify stakeholders across campus who can provide unique perspectives to closing equity gaps across the campus.

Feedback from the leadership institute inspired the following:

1. In an effort to be more inclusive and better engage stakeholders we are conducting a call for participation for anyone who would like to engage in any of the best practice teams. This is an opportunity for professional development if you would like to sharpen your expertise as well as an opportunity for elevated consultation if you already serve as an expert.
2. Faculty are encouraged to serve on best practice teams to provide expertise on the student experience.

Best Practice Team Leaders for the Region:

Best Practice Team	Equity Best Practices Included	UWP	UWM	CC	MATC
Hold Reform	Hold Reform	DeAnn Possehl	Kristin Hildebrandt	Nick Winkler	Monica McNaughton & Sarah Adams
Retention Grants	Retention Grants	Kristina Klemens	Kay Eilers	Greg Huss	Jennifer Mikulay & Jason Flanders
Transfer Pathways	Aligning High Demand Academic Pathways	Gary Wood	Phyllis King & Dave Clark	Mary Duckworth	Barbara Cannell & Jonathan Feld
Holistic Care	Data Centered Interventions	Neil Baumgartner	Brian Hinshaw	Melissa Burwell	Janay Alston & Pam Schoesslin
	Coordinated Care Network				

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Retention Grants Progress Report - UWP

Brief: UW-Parkside activated a Retention and Emergency Grants task force team consisting of 6 Stakeholders, spanning multiple departments/offices including Financial Aid, Advancement, Advising and Career Center, the Office of Multicultural Student Affairs, and Student Support Services. The purpose of this group is to review all Emergency and Retention funding programs available students to evaluate effectiveness and determine need.

Current Progress to Date

Future Focus Fund

- In 2019-2020, the first Future Focus Dollars were awarded to assist students to graduation. **39 students** received funding prior to COVID 19
- The average award given was **$1,100** with a total of **$42,380** spent
- Most, **76%**, of the awardees are scheduled to or have recently graduated.
- Awardees were primarily from **underrepresented** populations, only 38% of awardees listed "white" as their primary race/ethnicity
- For 2021-2022, **$75,000** in Future Focus is available to assist students to graduation

Review of Current Need

- **571** students have an outstanding balance for spring 2021, with **126** of those balances preventing future registration
- In 2020-2021, **583** UW-Parkside students were nearing loan limits, and **194** had reached Pell grant limits
- Nearly **$2 million** of past due accounts are at State Debt Collection. Over **50%** of the balances are **below $2,000**.
- HEERF Funding provided nearly **$4 million** in relief to students for emergency purposes, with ~15% of students electing to use the funding to assist with balances.

Progress Towards Retention

- Started **creation** of queries and reports to anticipate balances versus aid to assist in **proactive** delivery of aid.
- **Proposed referral process** in Navigate and with Advising team to direct student to options available
- Determine **Financial Literacy** partners on and off campus to educate students on needs.
- Reviewed current usage of **Future Focus** to compare with balance needs to assist in fundraising efforts.

Best Practice Sustainability

- Review **policies, procedures, and practices** which may impede a students ability to pay or progress including:
  - Collections policies
  - Late fees and interest
  - Disproportionally high course fees
  - Clarity of bills and aid statements
- Define funding for 'retention' to include **emergency** and **personal** needs
- Implement **Exit Survey** to students who withdraw or do not return to understand how we can better retain our students

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