



# Milwaukee/Kenosha Action & Impact Summary

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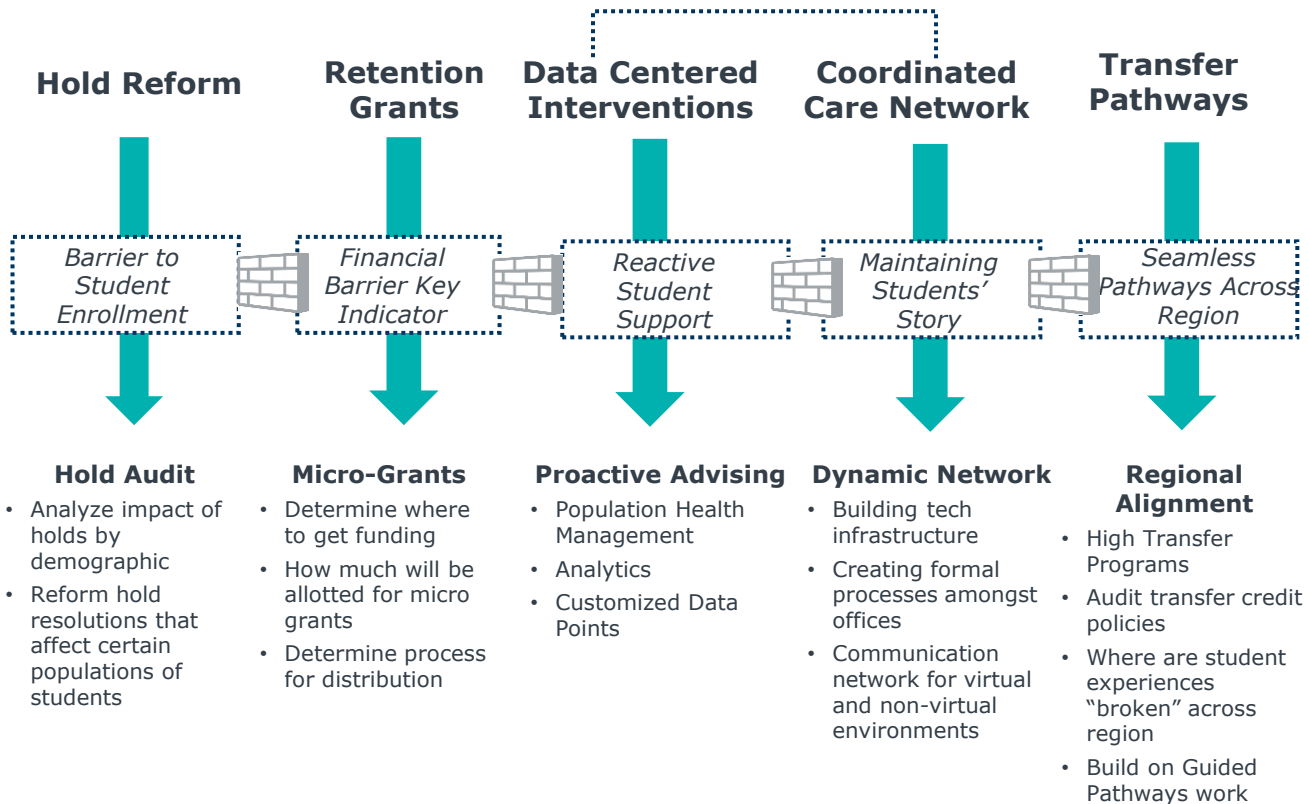
90-Day Progress from April – June 2021

University of Wisconsin – Parkside, Carthage College,  
University of Wisconsin – Milwaukee, Milwaukee Area Technical College

# Action: Selection of Initial Best Practices and Teams

## Initial Charges and Impact by Each Best Practice Team

The four participating institutions in Southeastern Wisconsin worked collaboratively to choose five of the 15 best practices from the MOU to prioritize for the initial phase of the work. Across campuses, 27 teams formed to direct the project, design best practice implementation strategy, implement technology and more.



## The Moon Shot Rallies Whole Campuses Around Equity

**200+**

Best Practice leaders activated across 5 campuses\*

**600+**

Attendees in equity mindedness training from USC's Race and Equity Center

**140+**

Barriers to student progress audited

\*Although not an official part of Moon Shot for Equity, Carroll University has participated in some portions of the project

# Impact: Hold Reform and Emergency and Retention Grants

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## Hold Reform Team

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

- ✓ University of Wisconsin - Parkside (UWP) has removed **40 holds**
- ✓ **UWP increased** the Financial Hold Threshold\* from **\$100** to **\$500**.
- ✓ Carthage is reviewing demographic data from **6 holds** and is currently working to re-enroll students who withdrew because of Financial Holds.
- ✓ University of Wisconsin - Milwaukee (UWM) removed **33 holds** and increased the financial hold threshold from **\$10** to **\$1500**.
- ✓ Milwaukee Area Technical College (MATC) is focusing on reforming **4 holds**. They're also working to remove academic suspension language.

## Emergency and Retention Grants Team

*Each school created a process for regular reports on unpaid balances.*

- ✓ UWM and MATC are **making data-informed decisions** to develop auto-awards. They are working to **distribute these funds equitably**.
- ✓ UWP has confirmed the efficacy of their Grants Program which is endowed with \$43,000. 76% of participating students graduated, **62% of which were from underrepresented student groups**.
- ✓ Carthage has representatives from **Athletics, Counselling, Financial Aid and faculty on the Grants Team**. This group, like all other Retention Grants Teams, is working with the Hold Reform team to identify students with outstanding balances to understand student need.

## Cross-Team and Cross-Institutional Discovery to Date

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- Departments generally **lacked understanding of impact** associated with holds and historical understanding of why each hold ever existed.
- The Hold Reform Teams **collaborated using a data-based approach** to determine the appropriate value for the Financial Hold Threshold.
- Mentorship from **Georgia State University** helped identify key populations of students eligible for grants and emphasized the importance of financial empowerment education.

\*Defined as the maximum balance in a student account that does not preclude them from course registration

# Impact: Transfer Pathways and Holistic Care

Initially, the institutions in Southeastern Wisconsin assumed that Transfer Pathways would map the journeys students take from MATC (the two-year school) to the four-year institutions. They soon learned that students are “swirling” by attending multiple institutions at some point in their trajectory.

1

## Defining a Transfer Student\*

- Degree-seeking
- Full-time or Part-time
- Start at any of the four Moon Shot institutions
- Enrolled in: Nursing, Health Science/Public Health, General Business or Education

\*for Process Mapping purposes

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## Discovery of Swirl and Barriers

- Absence of curricular alignment, learning outcomes agreements, transfer credit guarantees, and data sharing agreements **hinders 2+2 program building.**
- **23% of current UWP** students have taken at least one course from Gateway Technical College, MATC, UWM or Carthage.
- Transfer students graduate from UWM with an average of **20 excess credits**, with many students accumulating even more.

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## Transfer from MATC



- Students transfer **at an average of 37 credits**, meaning we aren't seeing a traditional AA to BA transfer.
- Transferring from MATC into UWM is complicated. It requires **13 steps** before enrollment, **and 11 steps to registration.**

## Cross-Institutional Learning

“The **crux of the issue** is that four-year institutions are thinking of **course equivalencies** and not the **learning outcomes and skill development** students need.”

– Asst. Provost, UWP

## Learnings From the Holistic Care Teams



UWM is creating **beneficial communication loops** for proactive advising and focusing on **early alerts** from faculty.



MATC is **mapping interventions with early alerts** and determining the **best place to position student resources** considering student disparities like homelessness.



UWP is doing a deep dive into **Proactive Advising** to figure out how to have more frequent **touch points** with students tailored to their needs.



Carthage is translating their **holistic care model** to the Navigate environment and rolling out **four holistic care units.**



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