



Moon Shot for Equity Update

January 2022

Program Owners: Phyllis King, Associate Vice Chancellor
Vicki Turner, Outreach Program Manager

First Three Ecosystems

Milwaukee/Kenosha



Southeastern Pennsylvania



Greater Cincinnati and Northern Kentucky



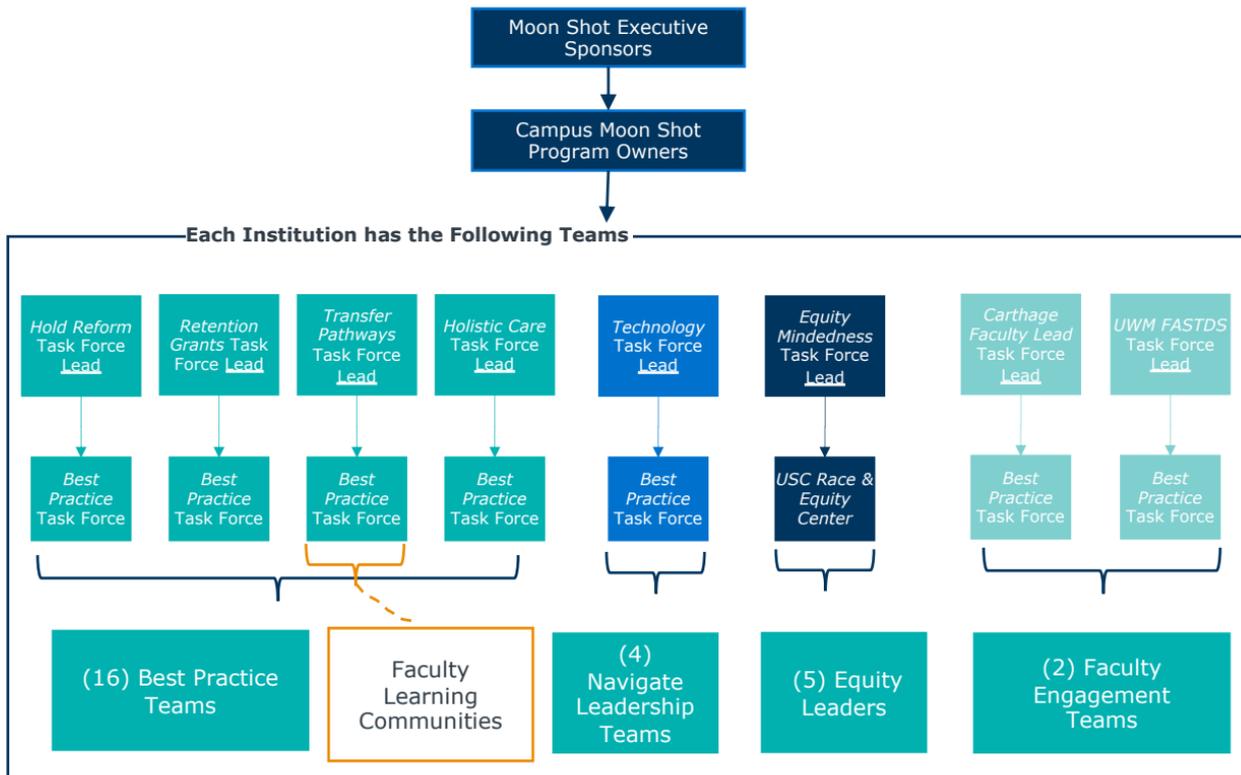
Goal: Close equity gaps by 2030



Strategies

- **Implement evidence-based best practices**
- **Embed change management and equity-mindedness**
- **Deploy technology to advance equity and reduce bias**
- **Utilize data-informed processes**

Teams Activated Across the MKE Region



Where We Are With the Practices?

Leadership

- Change management support
 - ▶ Equity-minded planning and accountability
 - ▶ Campus climate assessments
-

Access and Enrollment

- ▶ Community-based recruitment and partnerships
 - Adult student re-enrollment
-

Academic Policy and Practice

- ▶ Hold reform
 - ▶ Retention Grants
 - Math pathways
 - Developmental course reform
 - ▶ Academic maps
 - Meta majors
 - ▶ Transfer pathways
-

Student Support and Belongingness

- Pre-college programs
 - ▶ Proactive academic advising
 - Coordinated Care Network
-

HOLD REFORM



Audited 136 Service Indicators

*Holds
Removed*

38

*Holds
Under
Review*

24

*Holds
Reformed*

74

BIPOC students represent 34% of campus demographics, but 46.7% of the population with a financial hold

500

*add'l students
enrolled*

Retention and Emergency Grants Best Practice Team

New Data-Informed Processes Emerge



Best Practice Retention Grant Structure



**Phase 1: Mass Communication
before registration begins**



**Phase 2: Personalized Support based
Collaborate with financial aid**



**Phase 3: Retention Grants
distribution awarded to students
unable to secure adequate funding**



\$250k

**Funds
available for
retention**

136

**Met the
criteria**

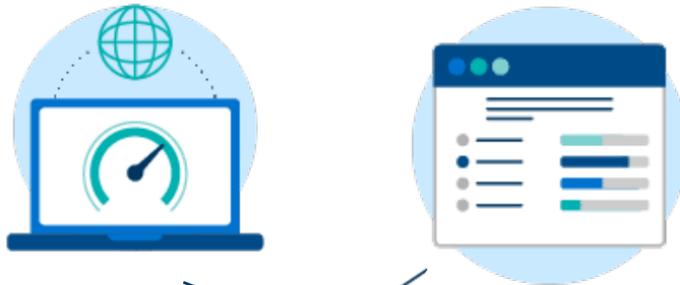
47%

**of those
awarded are
first
generation**

Holistic Care Best Practice Teams

Key Functionality to Support Equity Infrastructure

Using Navigate to Support Best Practice Team Work



Connecting support offices

**Advising, Bursars Office, Financial Aid, Housing,
CPaRC, Norris Health, Student Success Center,
Black Student Cultural Center, Dean of Students,
Student Involvement**

Prioritizing a Transfer Student Experience



Students are transferring in and out of 4 years

Excess transfer credits

Top transfer majors identified through ETI:
Nursing, IT, Health Science/Public Health, General Business, and Education

BIPOC students disproportionately affected



Process Mapping

Website Audits

Student Focus Groups

- Faculty and advisor convenings
- Marketing and co-branding pathways
- Developing academic maps



Preparation for Aligning Academic Pathways

Aligning Academic Programs for: Nursing, IT, Health Science/Public Health, General Business, and Education

Strengths

Existing Relationships
Programs with Clear Equivalencies
Project Plan & Resources

S

Weaknesses

Ensuring Curriculums are Updated
Incentivizing Faculty
Timing/Availability for Faculty Communities
Data availability, integration and alignment
Advising

W

Opportunities

Faculty Engagement

Aligning Pathways
Fostering Cross Institutional Collaboration
Aligning Advising Cross Institutionally
Meet community needs through innovation
(alternative delivery and credit earning options)

O

Threats

Curricular Variance
Educational Licensure (DPI)
Occupation Specific Health Programs
Curriculum Change Approvals
Need rapid response curriculum change protocol

T

Navigate Technology Update



Ensuring Technology Implementation Is Not Disruptive to Best Practice Work



Navigate Staff & Student

- All Institutions are **LIVE** with Staff Facing & Student App
- Building out Coordinated Care Network



Academic Planner

- **UWM School of Information Studies** first to pilot.



Cappex College Greenlight

- Working on CBO team training, launch Student Engagement (Greenlight inquiries)



Tier 2 Best Practices Focused Team Work

- **Academic Degree Maps**
- **Access to A 2nd Chance**
- **Aligned Mathematics**

Faculty Participation:

- **Early alert**
- **Curriculum alignment**
- **Student sense of belonging**
- **Data literacy**
- **Equity-mindedness**
- **Student-centric**



<https://uwm.edu/moon-shot/>

Contacts: Phyllis King, pking@uwm.edu

Vicki Turner, turner@uwm.edu

