

Student Success Council Meeting

April 27, 2021

1:00 p.m.

The Student Success Council met on Tuesday, April 27, 2021 by Virtual Zoom.

Committee Members Present

Dr. James Ammons
Dr. Jose Aviles
Dr. Katie Bearden
Dr. Amy Cable
Dr. Kevin Cope
Taylor DeCuir
La'Charlotte' Garrett
Mighan Johnson
Stacey Lynch
Dr. Taniecea Mallery
Dr. Lonnie McCray
Dawn Mitchell
Bradley Narcisse
Susie Schowen
Dr. Joel Stake
Debbie Tabchouri
Dr. Janice Thompson-Sanchez
Shannon Williamson

Lupe Lamadrid
Judith Ned
Jennifer Stevens

Consultants & Guests

Dr. Toya Barnes-Teamer
Meredith McGovern
Cristen Moore
Katie-Lynne Morton

Committee Members Not Present

Ken Bradford
Dr. Rene Cintron
Dr. Stacy Haynie
Dr. Jessica Jones
Dr. Jeannine Kahn
Tara Mitchell
Dr. Kenya Messer
Chandler Vidrine

BoR Staff Members

Mellynn Baker
Dr. Randall Brumfield
Dr. Lisa Williams
Adronisha Frazier
Nikki Godfrey
Dr. Kim Hunter-Reed
Kim Kirkpatrick

Welcome, Roll Call, and Updates

Dr. Randall Brumfield welcomed all members to the second Student Success Council (SSC) quarterly meeting and noted gratitude for each members' time and commitment to this endeavor, especially the committee chairs and staff liaisons. He began with a request for the committee reports, which will be shared with the Executive Board on a quarterly basis. Dr. Brumfield will meet with the board tomorrow, April 28. The next report to the executive board will be given in August.

The prioritized topics for each subcommittee report are bulleted below:

- Access to Success Subcommittee report was given by Ms. McGovern, proxy for Ken Bradford.
 1. Financial aid and financial literacy
 2. Admissions and placement policy
 3. Student support services
- The Continuing Students/Completers Subcommittee report was given by Dr. Mallery.
 1. Pre-college preparations (hidden curriculum, access to math courses and gateway courses)
 2. Quality advising (targeted to the needs of students)
 3. Financial challenges (not just money, but food, housing, childcare)

Student Success Council Meeting

April 27, 2021

1:00 p.m.

4. Faculty diversity (the role of faculty in student success)

- The Focus on Adults Subcommittee report was given by Ms. Schowen.
 1. Advising and setting clear goals
 2. Tying in programs with job availability
 3. Making sure transcripts are following students across institutions
 4. Insurance availability for older students
 5. Belongingness in higher education
 6. Using technology solutions

Next, HCM Strategists presented on closing the equity gaps across the state. Prior to this meeting, a survey was emailed for completion and was discussed in the presentation, “The Equity Imperative: The Road to Equitable Student Success.” Ms. Cristen Moore explained the discovery phase, which provides the council with relevant resources to support the development of an action plan and to remind the council what the arc of the work looks like and entails. Dr. Barnes-Teamer explained how the work will move forward at the macro level by highlighting a few points, such as pulling the data, with assistance from Kim Kirkpatrick, to help with informed decision making. The second part of the work outlines what the action plan will look like for the task force. HCM will make recommendations on what should be included in the task force. Next, Ms. Moore addressed the focus on equity and its role on student success by defining what is meant by equity. Ms. Moore presented statistical data on education beyond high school as it relates to racial and ethnic groups. As a follow-up, Ms. Moore posed what would be helpful from the Board of Regents as we look at developing an action plan.

Dr. Cable suggested being intentional behind the work and identifying low-hanging fruit. She referred to the LCTCS Conference’s addition of a diversity and inclusion track. She stated the importance of strategies to incorporate right now as well as those for the future. Dr. Barnes-Teamer followed up with two questions to Dr. Cable: Is it a written Action Plan that you already have in place? Do you have metrics to measure whether the things you’re implementing are actually meeting the goals? Dr. Cable indicated there are different subcommittees that have actionable items in place. There is a diversity dashboard that explores programs and the gaps that exist, but there is still some work and analysis to be done. Additionally, Ms. Williamson highlighted there are policies in place that create barriers and the policy is the way to unlock some of these systemic barriers. The missing component is equity recommendations in the policy implementation. She suggested an addendum to policies to provide consistency and a personal audit. She highlighted bias training will not address the issues alone while the policies are still inhibitory.

Dr. Williams posed a question to the campuses, “How difficult is it to have very real and transparent conversations at the highest levels on the campuses and how are you facilitating the opportunity to have the conversations throughout the ranks?” Dr. Cable responded the LCTCS president and board supported dedicated efforts to this issue. They have partnered with the Sloan Group for professional development, which has given them an opportunity to talk very candidly. The task force will continue into perpetuity. They have shown dedication by already doing some of the work. LCTCS has been collaborative with the task force and subcommittees. Dr. Williams suggested administering a survey around equity at campuses throughout systems to address how the work being done at the higher levels will be perceived by those in the ranks as being enough.

Ms. Moore discussed some of the challenges that respondents stated exist around diversity, equity, and inclusion followed by an exploration of other institutions that have taken the initiative to explore equity, such as Virginia Community College and the state of Illinois. Some of the labor themes are probably themes we may recognize for supporting this work: affordability, connection to career, labor market value, climate and culture, and student well-being.

Student Success Council Meeting

April 27, 2021

1:00 p.m.

The three subcommittees entered breakout sessions and discussed the following prompts:

- Based on the information shared what do you see as the most immediate next steps that overall student Success Council has a clear understanding of DEI and approaches the work with a clear equity lens?
- How can the BoR support this?
- Specifically, what is important for your committee to keep in mind as it develops strategies for the action plan?
- What additional resources are needed to support your committee in this?

After the groups returned from their breakout sessions, the report-out entailed the following items:

- **Focus on Adults** addressed the need to increase the depth of defining equity, data issues around race, and identifying strategies to tackle equity issues. Next steps include looking at credentials earned and whether they lead to a career path and a living wage, focusing on underserved minorities, focusing on individuals with low income, and looking at geography and industry need.
- **Continuing Students/Completers** discussed having clearer definitions of what diversity, inclusion, and equity are, making sure the work is not encapsulated in these meetings and how it should trickle down to the system and college administrators and leadership, communication, tracking and keeping the goals of the master plan in mind, and the 10-year trend dataset.
- **Access to Success** focused on four big topics specific to their committee: gating criteria for access to dual enrollment courses, data for dual enrollment students receiving financial aid, data view of students tapping into funding for dual enrollment courses at the high school level, and general education policies and student preparation for post-secondary success.

Ms. Moore finished with the sub-committee homework assignment: In your next subcommittee meeting, identify equity goals to guide your committee's work. Dr. Brumfield closed the meeting thanking everyone for their time.