

# Breakout Room: Ensured Success Through Shared Ownership



2024 STUDENT SUCCESS SUMMIT

# #REALTALK

Real Data | Real Action | Real Results





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## Evan Pauken

Director of Student Success  
Michigan Community College  
Association

## Trice Batson

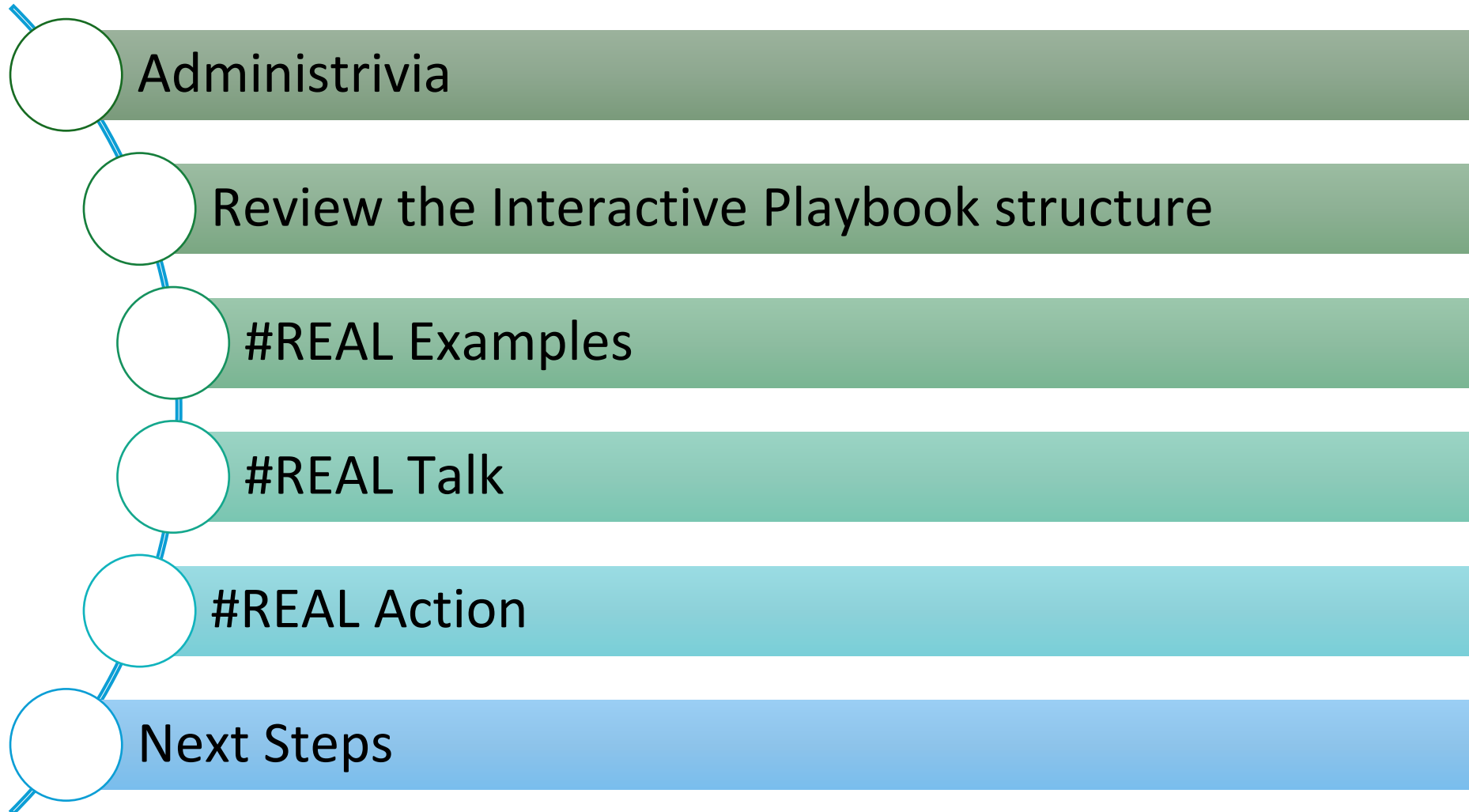
Director Of Diversity and Inclusion  
Kalamazoo Valley Community  
College

## Dr. Chris Mathias

Senior Affiliate  
HCM Strategies



# Agenda







# Numbers to Narratives

**During the 2022-2023 academic year:**

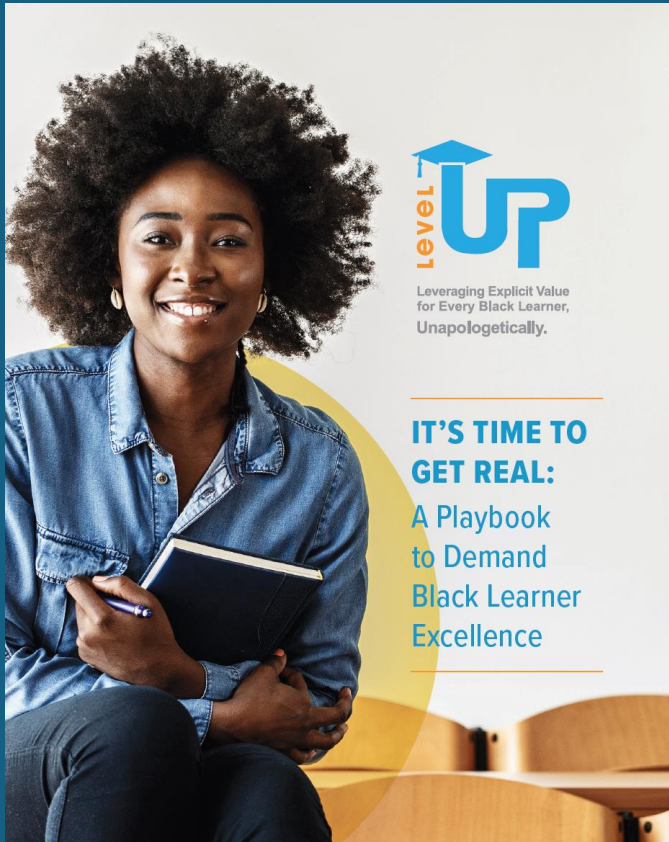
- **15,249** African American students graduated from Michigan high schools.
- **1,668** of these students enrolled in a Michigan community college (**10.9%**).
- **4,282** enrolled in a four-year institution (**28%**).
- The current graduation rate of Black, full-time, students attending four-year institutions is 40%, compared with 64% for white, full-time students.
- Among two-year institutions, Black learners complete at a rate of 23%; for white students, the rate is 32%.



In order to LEVEL UP, we have to Get REAL with:

-  Real Transparency and True Affordability
-  Ensured Success through Shared Ownership
-  Academic and Social Supports that Create a Sense of Belonging
-  Learner-Centered Teaching Practices for Black Learners





Leveraging Explicit Value  
for Every Black Learner,  
Unapologetically.

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## IT'S TIME TO GET REAL:

A Playbook  
to Demand  
Black Learner  
Excellence

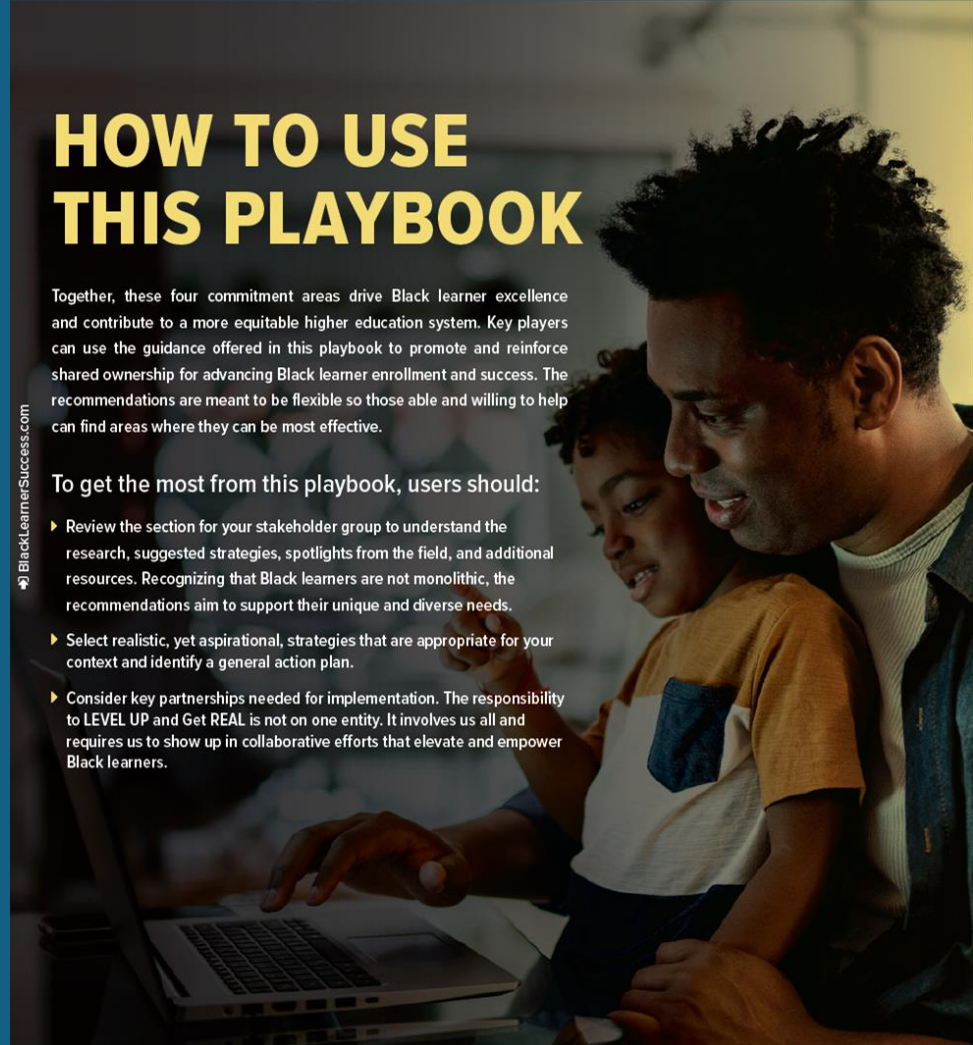
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# HOW TO USE THIS PLAYBOOK

Together, these four commitment areas drive Black learner excellence and contribute to a more equitable higher education system. Key players can use the guidance offered in this playbook to promote and reinforce shared ownership for advancing Black learner enrollment and success. The recommendations are meant to be flexible so those able and willing to help can find areas where they can be most effective.

To get the most from this playbook, users should:

- ▶ Review the section for your stakeholder group to understand the research, suggested strategies, spotlights from the field, and additional resources. Recognizing that Black learners are not monolithic, the recommendations aim to support their unique and diverse needs.
- ▶ Select realistic, yet aspirational, strategies that are appropriate for your context and identify a general action plan.
- ▶ Consider key partnerships needed for implementation. The responsibility to LEVEL UP and Get REAL is not on one entity. It involves us all and requires us to show up in collaborative efforts that elevate and empower Black learners.



# How to Use the Playbook

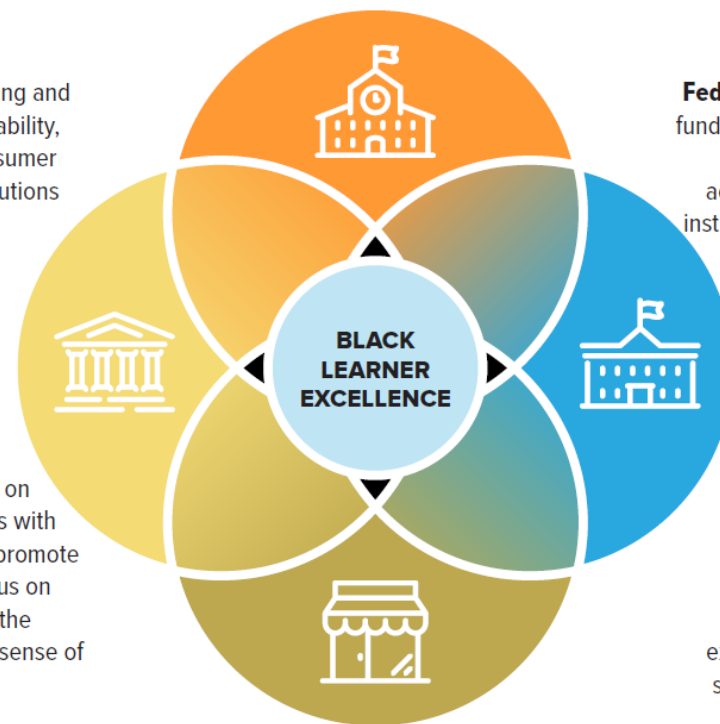
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**State policymakers** have law-making and budget authority to bolster accountability, affordability, transparency, and consumer protection, and they subsidize institutions where most Black learners enroll.



**Higher Education Institutions** are on the front lines serving Black learners with campus policies and practices that promote access and success, including a focus on increasing transparency, improving the value proposition, and cultivating a sense of belonging.



**Federal policymakers** have authority and funding to address affordability, strengthen data and delivery systems, oversee accreditation, and incentivize states and institutions to bolster foundational policies and target support to Black learners.



**Community and business leaders** are invaluable partners to advocate for Black learner excellence, provide work experiences, connect learners to human services, and foster community through mentorship.

In order to **LEVEL UP**, key leaders are compelled to **GET REAL** with:



### **Ensured Success Through Shared Ownership**

At each level—federal, state, system, and institutional—we must create mechanisms to support Black learners and ensure shared accountability for their success in and beyond their postsecondary experiences.



# Ensured Success through Shared Ownership

To ensure success through shared ownership, institutional leaders should:

Establish partnerships with other postsecondary institutions, as well as with community organizations, to create a supportive learning community.

Systematically monitor outcomes data, experiences, and programming impacts for Black learners.

Engage alumni to support Black learners through outreach and mentoring, scholarships, and career exposure activities.

Ensure Black learner outcomes are integrated into priorities and strategic planning related to enrollment and success goals.

Involve trustees as advocates for Black learner success.



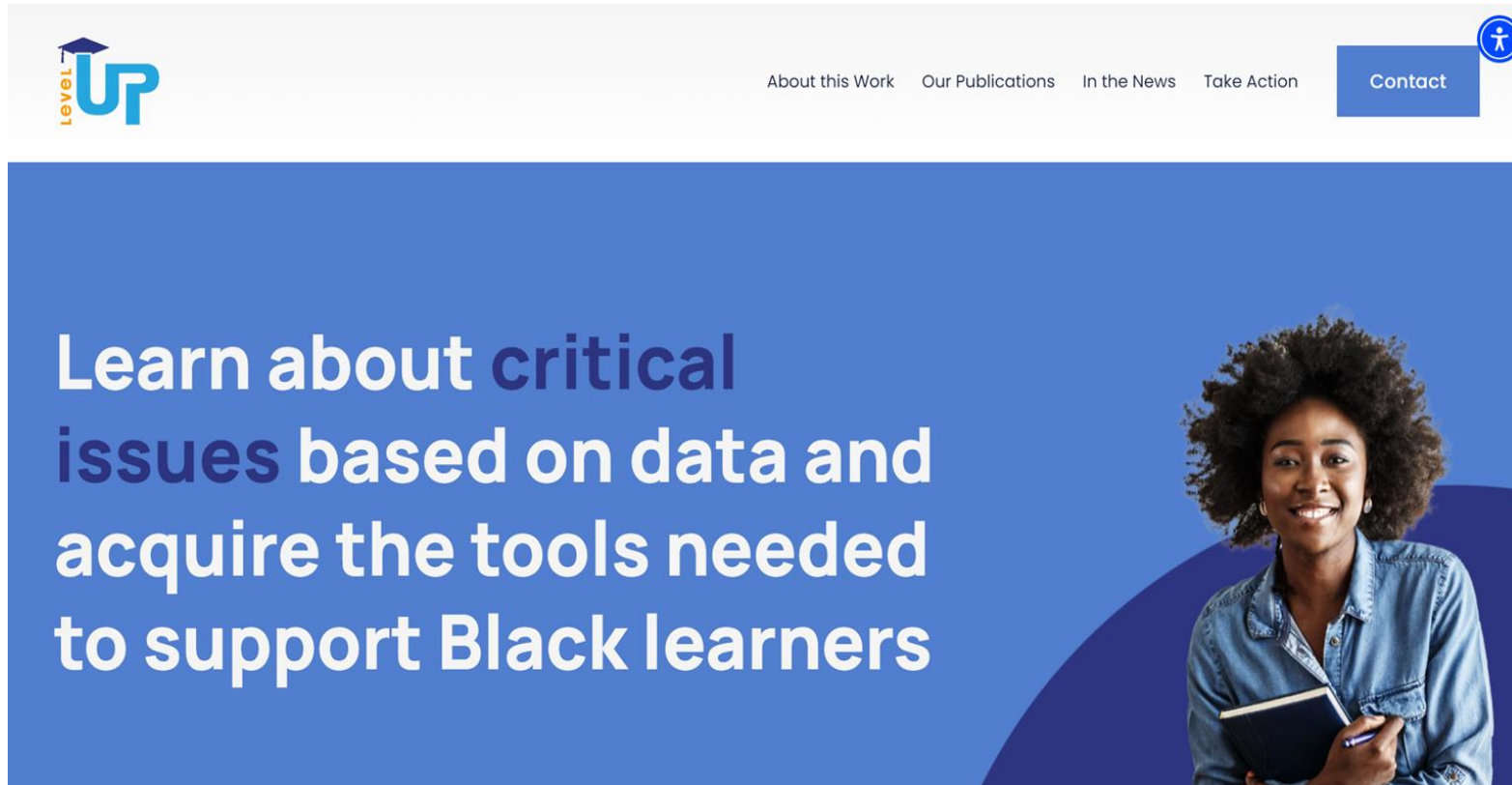
# Ensured Success Through Shared Ownership

## SHARED OWNERSHIP SPOTLIGHTS

- ▶ **California State University** created a [strategic workgroup](#) charged with developing recommendations to advance the university system as a nationwide leader in Black student outreach, recruitment, enrollment, and success. This work provided strategic direction and integrated Black student success with the established Graduation Initiative 2025 goals.<sup>24</sup>
- ▶ **The North Carolina Community College system** has established the REACH (Racial Equity for Adult Credentials in Higher Education) collaborative in which 24 colleges will [set equity goals](#), identify needs, select pathways, provide college-wide training, and receive technical assistance.<sup>25</sup>
- ▶ **Washington & Lee** established a [philanthropic effort for Black alumni](#) to support students, organized career panels, and created affinity groups. The class of 1994 committed to a \$1 million endowment.<sup>26</sup>
- ▶ **Northwestern University** conducted a [holistic review of Black learner outcomes](#) and experiences and analyzed key data-driven themes to inform actions. After reviewing recommendations and incorporating student feedback, three top priorities were identified. A steering committee was then formed to lead implementation.<sup>27</sup>



# Explore the Interactive Playbook Online



[blacklearnersuccess.com/  
level-up-overview](https://blacklearnersuccess.com/level-up-overview)



# Elbow Partners/Aisle Mates



# Institutional Growth



A person wearing a white long-sleeved shirt and a teal and white plaid shirt is holding a teal megaphone. The person's hands are visible, and they appear to be speaking into the megaphone. The background is a light, neutral color.

# 5-minute Large Group Share Out



# Elbow Partners/Aisle Mates



# Individual Growth



A person wearing a white t-shirt and a teal and white plaid shirt is holding a teal megaphone. The person's arms are crossed, and they are looking towards the right. The background is a light, neutral color.

# 5-minute Large Group Share Out





## IMPACT ON BLACK LEARNERS

### As a result of Ensured Success Through Shared Ownership, Black learners will:

- ▶ Observe and experience authentic leadership committed to Black learner success.
- ▶ Receive direct support from the campus-wide community, alumni, trustees, business leaders, and community representatives.
- ▶ Benefit from targeted interventions because of institutions monitoring their success.



# REAL Action



- [#EquityAvengers Podcast](#)



- [DEI is Everyone's Job on Campus- Dr. Curry](#)



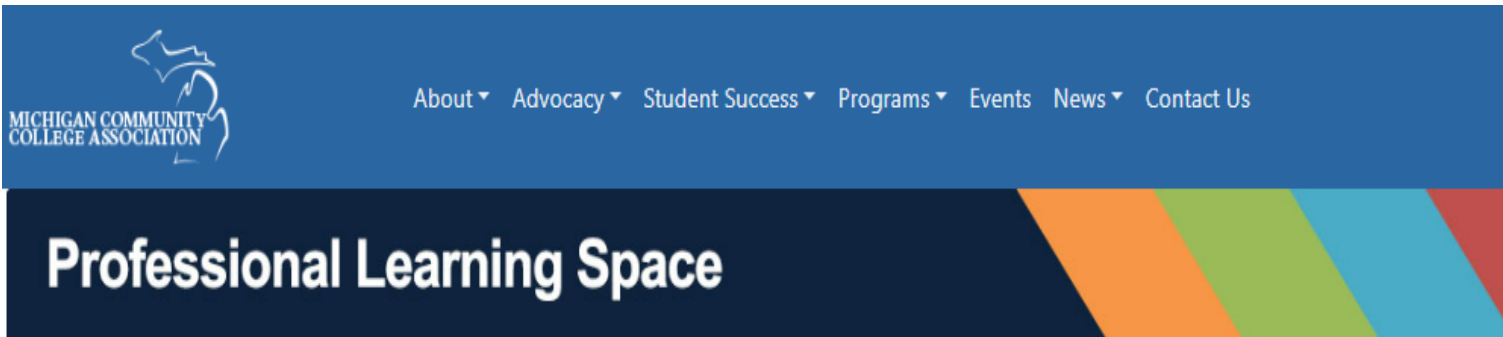
- [Join an Affinity/Alliance Group](#)



- [Harvard University Implicit Bias Test](#)
- [Five Essential Competencies of Effective DE&I Leaders](#)
- [MCCA Professional Learning Space](#)



# 21-Day Professional Learning Space Challenge



Welcome to the professional learning space! As a Student Success Advocate, you'll find a wealth of resources and tailored lessons aimed at addressing the key areas that matter most to community college professionals. Our diverse modules cover a wide range of subjects, providing you with valuable knowledge and effective strategies to meet your students' unique needs. Feel free to explore any module that aligns with your learning goals and interests. Remember to complete all the lessons within each module to earn your well-deserved certificate of completion.

**Module 1: Gateway Course Success**

**Module 2: Transfer**

**Module 3: Student Basic Needs**

**Module 4: Career Exploration**

**Module 5: Data Discovery**



<https://bit.ly/3MpvX2s>



# What's Next?

Team Time

Open Reception


Dinner on your  
Own

  
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### Identifying Goals & Action Items for Black Learner Excellence

	Primary Drivers	Actions	Leaders
Focus Area			

**Key Definitions**  
Focus Area: This is the main goal or priority the plan aims to achieve within the timeframe.  
Primary Drivers: These are key factors or strategies that directly impact and drive success in the focus area.  
Actions: These are tangible steps or initiatives taken to influence the primary drivers.  
Leaders: The person or group responsible for leading the implementation of specific actions.



**Thank You!**



# Resources

- [Student Success Summit Webpage](#)
- [LevelUp Report](#)
- [LevelUp Playbook](#)
- [MCCA Professional Learning Space](#)
- [College Enrollment Data Dashboard](#)

