



## STUDENT SUCCESS INSTITUTE:

### Engaging Latino Students for Transfer and College Completion

*In partnership with Excelencia in Education*

September 11–13, 2014

Hyatt Regency

San Antonio, Texas

# A G E N D A

## Institute Objectives

- ✓ Deepen understanding within and between the community college and university sectors regarding the assets and challenges that Latino students bring to college with them
- ✓ Review and discuss participating institutions' special analyses of student engagement survey data and student cohort data depicting the experiences of Latinos in community colleges and baccalaureate institutions
- ✓ Review and critique current institutional policies and practices affecting Latino student engagement, transfer, and college completion
- ✓ Build awareness and consideration of factors that may inhibit or enhance student engagement, persistence, transfer, and completion for Latino students
- ✓ Assist participating institutions in serving these students more effectively, through consideration of evidence-based practice, substantive discussions, and collaborative planning
- ✓ Develop concrete plans for partner institutions' respective and collaborative action following the Institute
- ✓ Build an informal network of participating institutions; facilitate a follow-up workshop in conjunction with *Excelencia in Education's Accelerating Latino Student Success (ALASS)* event in fall 2015

Supported by The Kresge Foundation and Greater Texas Foundation

# Thursday, September 11, 2014

- 1:00 p.m. – 3:00 p.m.     **Registration**     Regency Foyer  
Refreshments provided
- 1:45 p.m. – 2:45 p.m.     **Pre-Institute Session**     Rio Grande East  
**Data Forum**  
*Jeff Crumpley*, Associate Director of Operations, Center for Community College Student Engagement  
*Lou Rocconi*, Research Analyst, Center for Postsecondary Research/NSSE Institute
- Session Description  
This session is designed to help teams prepare for the Institute's four Team Strategy Sessions, during which participants will discuss pertinent data from the Community College Survey of Student Engagement (CCSSE) and the National Survey of Student Engagement (NSSE). This session highlights how these survey instruments are administered and appropriate ways to use and analyze data from these surveys to create a collaborative action plan. Significant time will also be devoted to Q & A regarding longitudinal student cohort data for both current and future review and analysis.
- At least one representative (no more than two) from each institution should attend. Please bring a laptop with wireless Internet capabilities. **The intended audience is lead researchers.***
- 1:45 p.m. – 2:45 p.m.     **Pre-Institute Session**     Rio Grande West  
**Next Steps ... What Happens After the Institute?**  
*Emmet Campos*, Project Coordinator, Center for Community College Student Engagement  
*Jillian Kinzie*, Associate Director, Center for Postsecondary Research/NSSE Institute  
*Deborah Santiago*, Chief Operating Officer and Vice President for Policy, *Excelencia* in Education  
*Misha Turner*, Associate Director, Center for Community College Student Engagement
- Session Description  
Participants will be provided with instructions for completing activities associated with the implementation of their Short-Term Action Plans after the Institute concludes. Guidelines for completing all post-Institute related activities and the timeline for submitting materials will be discussed.
- At least one representative (no more than two) from each institution should attend. Please bring a laptop with wireless Internet capabilities. **All Team Facilitators are expected to attend.***

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3:00 p.m. – 3:35 p.m.

## Opening Plenary Sessions

### Welcome and Introductions

*Jillian Kinzie*, Associate Director, Center for Postsecondary Research/ NSSE Institute

*Deborah Santiago*, Chief Operating Officer and Vice President for Policy, *Excelencia* in Education

*Evelyn Waiwaiole*, Director, Center for Community College Student Engagement

#### Session Objectives

- ✓ Focus on desired outcomes of the Institute and set the stage for Institute work
- ✓ Begin to build an engaged learning community at the Institute

Regency  
Ballroom East

### Making the Case: Engaging Latino Students for Transfer and College Completion

*Tessa Martinez Pollack*, Senior Project Consultant, Center for Community College Student Engagement

#### Session Objectives

- ✓ Reinforce background knowledge about Latino students in higher education
- ✓ Promote use of data as the basis for Institute work
- ✓ Provide highlights from pertinent NSSE and CCSSE data
- ✓ Review objectives for Team Strategy Session #1: Key Findings from Advance Work

Regency  
Ballroom East

3:35 p.m. – 3:45 p.m.

## Break

3:45 p.m. – 5:10 p.m.

### Team Strategy Session #1 Key Findings From Advance Work

*Facilitated by Resident Faculty*

#### Session Objectives

- ✓ Summarize and share key findings from cohort and student survey data with partner institutions
- ✓ Identify specific findings that have particular pertinence to Latino transfer and completion initiatives
- ✓ Identify findings that raise key issues and point to potential priorities for collaboration
- ✓ Compare key findings from survey data including CCSSE benchmarks and NSSE Indicators with first impressions of each institution's cohort data review
- ✓ Ascertain where the data reinforce one another or suggest divergence
- ✓ Review and augment Part I of the Short-Term Action Plan

See Room  
Assignments  
on Page 13

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5:10 p.m. – 5:15 p.m.

## Evaluation #1

### Pre-Institute Work & Thursday Afternoon Sessions

Please complete the green evaluation form located in your participant binder and submit it to a member of the Resident Faculty or Institute Staff

We appreciate and value your feedback!

5:15 p.m. – 5:30 p.m.

## Break

Beverages Provided

Regency  
Foyer

5:30 p.m. – 6:15 p.m.

## Evening Plenary Session

### Student Panel

*Jillian Kinzie*, Associate Director, Center for Postsecondary Research/NSSE Institute

*Evelyn Waiwaiole*, Director, Center for Community College Student Engagement

Regency  
Ballroom East

### Session Objectives

- ✓ Listen to students share their experiences and thoughts about achieving their academic goals—and what barriers make it difficult for them
- ✓ Gain a more comprehensive understanding of the perceptions and needs of two-year and four-year Latino college students

6:30 p.m. – 7:30 p.m.

## Reception

Refreshments provided  
Cash bar available

La Vista Terrace

## Explore San Antonio Dinner on Your Own

**Evening Homework:** Each participant should complete the Inventory of Institutional Policies & Practices located behind the Inventory tab of your participant binder in preparation for Team Strategy Session #2.

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# Friday, September 12, 2014

8:00 a.m. – 9:00 a.m.	<b>Full Breakfast</b> A chance to continue work from Team Strategy Session #1 or to network with other institutions	Regency Ballroom East
9:00 a.m. – 10:00 a.m.	<b>Breakfast Plenary Session</b> <b>The Facts We Face and The Future We Shape</b> <i>Martha Ramos Duffer</i> , Clinical Psychologist/Organizational Consultant, Quantum Possibilities Moderator: <i>Kay McClenney</i> , Senior Associate, Center for Community College Student Engagement  Setting the context for Team Strategy Session #2, this session focuses on the importance of accountable leadership to address societal and systemic disparities for Latinos in higher education.  <u>Session Objectives</u> <ul style="list-style-type: none"><li>✓ Build understanding of societal and institutional factors that create the conditions within which Latinos experience college and how administrators, faculty, and staff can work to understand and serve them more effectively</li><li>✓ Reinforce the dimensions and urgency of the challenges addressed in the Institute</li><li>✓ Include ample time for facilitated interaction with participants</li></ul>	Regency Ballroom East
10:00 a.m. – 10:15 a.m.	<b>Break</b> Beverages Provided	Hill Country & Rio Grande Foyers
10:15 a.m. – 11:45 p.m.	<b>Team Strategy Session #2</b> <b>Collaborative Policies and Practices for Latino Student Success</b> <i>Facilitated by Resident Faculty</i>  <u>Session Objectives</u> <ul style="list-style-type: none"><li>✓ Discuss results from Inventory of Institutional Policies &amp; Practices related to transfer and Latino student success</li><li>✓ Explore how each institution individually encourages Latino transfer and college completion</li><li>✓ Explore how the two partner institutions can encourage Latino transfer and college completion by working together</li><li>✓ Identify areas where institutions may need to implement practices specifically for Latino students</li><li>✓ Complete Part II of the Short-Term Action Plan</li></ul>	See Room Assignments on Page 13
11:45 a.m. – 12:45 p.m.	<b>Lunch</b>	Regency Ballroom East

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12:45 p.m. – 1:00 p.m. **Break**

1:00 p.m. – 2:00 p.m. **Concurrent Sessions I**

### **Engaging Latino Students in Practice**

Decide among your team who will attend each of the following breakout sessions.

#### Session Objectives

- ✓ Learn from partner institutions about collaboration, implementation, and assessment for successful transfer and college completion programs
- ✓ Gain knowledge of effective practices for improving current transfer initiatives

#### **1. Examples and Resources for Latino Student Success From *Excelencia* in Education**

*Alfredo Gonzalez*, Senior Associate, *Excelencia* in Education

*Estela López*, Senior Associate, *Excelencia* in Education

Moderator: *Mark Figueroa*

Rio Grande  
Center

*Excelencia* in Education was founded in 2004 with the aim of accelerating the college success of Latino students by providing data-driven analysis to serve as a basis for promoting policies and institutional practices that support their academic achievement. This session will discuss the importance of taking into account the needs of Latino students; explore resources available from *Excelencia* to promote Latino student success; and share examples and lessons, including successful transfer and college completion programs, learned from *Excelencia*'s current involvement with a dozen collaborative efforts across the country.

#### **2. Sacramento City College and California State University, Sacramento Partnering to Help Latino College Students Succeed in Sacramento**

*Alexander Gonzalez*, President, California State University, Sacramento

*Kathryn Jeffery*, President, Sacramento City College (CA)

Moderator: *Tessa Martinez Pollack*

Rio Grande  
East

Sacramento State and Sacramento City College have joined the Engaging Latino Students for Transfer and College Completion Initiative to address the exponential growth in Latino enrollment in the Sacramento region. This presentation provides a profile of each institution, summary of data, significant findings, and opportunities for partnership to address Latino college persistence and graduation.

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### 3. El Paso Community College and The University of Texas at El Paso

Rio Grande  
West

#### Ensuring Successful Transitions

*Diana Natalicio*, President, The University of Texas at El Paso

*William Serrata*, President, El Paso Community College (TX)

Moderator: *Martha Romero*

Now in its third decade, The El Paso Collaborative for Academic Excellence has focused on creating seamless K–16 transitions for the students of the greater El Paso region. Successful initiatives regarding college readiness, early college high school/dual credit, reverse transfer, and scholarship opportunities will be highlighted during this interactive session.

### 4. Valencia College and University of Central Florida *DirectConnect*: Central Florida's Regional Partnership for Access and Success

Live Oak

*J. Jeffrey Jones*, Vice Provost for Regional Campuses, University of Central Florida

*Kathleen Plinske*, President, Osceola and Lake Nona Campuses, Valencia College (FL)

Moderator: *Byron McClenney*

Focusing on the needs of students, families, and the region's future prosperity, four colleges, including Valencia, worked with the University of Central Florida (UCF) to create *DirectConnect* to UCF. *DirectConnect* guarantees admission to UCF for students who complete an associate degree at Valencia; today, one-quarter of UCF graduates started at Valencia.

### 5. Austin Community College and Texas State University

Pecan

#### Preparing for College Success

*Richard Armenta*, Associate Vice President, Austin Community College (TX)

*Joanne Smith*, Vice President for Student Affairs, Texas State University

Moderator: *Misha Turner*

Mentoring and tutoring of Latino males can be instrumental in helping students prep for success as they transfer from Austin Community College to Texas State University. We will share retention statistics for the *Men of ACCiÓN* program, which helps Latino students achieve their goals and assists in a successful transfer experience.

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## 6. Grand Rapids Community College and Grand Valley State University

Regency  
Ballroom East

### **¡Sí Se Puede! — A Model for Collaboration**

*Steven C. Ender*, President, Grand Rapids Community College (MI)

*Thomas Haas*, President, Grand Valley State University (MI)

Moderator: *Jillian Kinzie*

Grand Valley State University and Grand Rapids Community College have a long and successful history of collaboration. Yet we see one of our greatest opportunities before us. With our Latino student enrollments growing, we must use our joint resources to best serve our students. This presentation will discuss the development of an emerging model based on our common values, the obstacles we've overcome, and strategies we are embarking upon, to ensure that every Latino student who enters our portals receives the education they desire.

2:00 p.m. – 2:15 p.m.

### **Break**

Beverages provided

Hill Country &  
Rio Grande  
Foyers

2:15 p.m. – 3:15 p.m.

### **Concurrent Sessions II**

#### **Latino Students and College Success**

Decide among your team who will attend each of the following breakout sessions.

#### Session Objective

- ✓ Learn from Institute experts about challenges confronting Latino students and effective practice in promoting their engagement, transfer, and completion

#### **1. Leading for Equity and Completion**

Pecan

*Byron McClenney*, Consultant, Student Success Initiatives, The University of Texas at Austin

*Tessa Martinez Pollack*, Senior Project Consultant, Center for Community College Student Engagement

This session, designed for CEOs only (*in the absence of the president, one executive member from each team is encouraged to attend*), identifies how the work that must be done to achieve equity in student outcomes requires courageous and relentlessly focused leadership. Furthermore, it cuts across all aspects of organizational life—not just special programs, but institutional culture and values, strategic planning, resource allocation, professional development, and so on. The goal is achievable. But *how?*

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- 2. Creating Conditions for Student Success**  
**Intentional Design and Practice at High-Performing Institutions**  
*Jillian Kinzie*, Associate Director, Center for Postsecondary Research/NSSE Institute  
 Moderator: *Juan Carlos Huerta*  
 Rio Grande West
- Institutions with higher than expected student outcomes have common institutional features and practices. This session will introduce proven conditions for student success, with a particular focus on practices that support historically underrepresented students; engage participants in a discussion about conditions on their campus; and consider strategies for improvement.
- 3. From Research to Practice**  
*Luis Ponjuán*, Associate Professor, Educational Administration and Human Resource Development, Texas A&M University  
 Moderator: *Kay McClenney*  
 Rio Grande East
- This session features interactive discussion of the persistent Latino male educational achievement gap and highlights key lessons learned from the work of The Texas Education Consortium for Male Students of Color. The consortium is a statewide effort in Texas that focuses on improving Latino and African American student success with membership including four-year universities, two-year colleges, and school districts.
- 4. Students Speak, We Listen**  
**CCCSE Findings on Latino Student Engagement**  
*Evelyn Waiwaiole*, Director, Center for Community College Student Engagement  
 Live Oak
- In 2012, Latinos earned fewer than 5% of all associate degrees awarded to all races. Among low-income students from underrepresented racial and ethnic groups, half begin at community colleges—more than double the rate of their peers from high-income families. Participants in this session will discuss Center findings on Latino student engagement, hear from Latino student voices, and consider questions and issues to be addressed in their own institutions to foster transfer and college completion.
- 5. Strategies for Successful Transfer for All Students**  
*Janet Marling*, Executive Director, National Institute for the Study of Transfer Students  
 Moderator: *Rene Garcia*  
 Regency Ballroom East
- Successful transfer practices are the result of intentional action coupled with intra- and inter-institutional collaboration that is focused on serving a diverse population with varying needs. This session incorporates perspectives from transfer-going and transfer-receptive institutional cultures and draws from a variety of promising practices to help participants identify strategies that can be adapted to support their transfer students.

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## 6. Latino Students and College Success

### Understanding Why Some Latino/a Students Experience Education Differently

*Vasti Torres*, Dean and Professor, College of Education, University of South Florida

Moderator: *Deborah Santiago*

Rio Grande  
Center

Using research, this presentation will provide an overview of the way Latino/a students can experience higher education. The presentation will explore findings from a longitudinal study of Latino students as well as other national studies to place the experience of these students in context.

3:15 p.m. – 3:45 p.m.

### Break

Refreshments provided

Rio Grande and  
Hill Country  
Foyers

3:45 p.m. – 5:25 p.m.

### Team Strategy Session #3

#### Collaborative Review and Discussion

*Facilitated by Resident Faculty*

See Room  
Assignments  
on Page 13

#### Session Objectives

- ✓ Integrate in planning the insight gained from concurrent sessions regarding effective practices for promoting Latino student engagement, transfer, and completion
- ✓ Continue discussion of opportunities to deepen collaboration between partner institutions on policy and practice
- ✓ Complete Part III of the Short-Term Action Plan

5:25 p.m. – 5:30 p.m.

### Evaluation #2

#### Thursday Evening & Friday Sessions

Please complete the yellow evaluation form located in your participant binder and submit it to a member of the Resident Faculty or Institute Staff

We appreciate and value your feedback!

### Explore San Antonio Dinner on Your Own

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# Saturday, September 13, 2014

7:00 a.m. – 8:00 a.m.	<b>Full Breakfast</b>	Regency Ballroom East
8:00 a.m. – 8:45 a.m.	<b>Breakfast Plenary Session</b> <b>Beyond the Boundaries: Advocating for Latino Student Transfer and College Completion</b> <i>Rosie Castro</i> , Interim Dean of Student Success (Retired), Palo Alto College <i>Deborah Santiago</i> , Chief Operating Officer and Vice President for Policy, <i>Excelencia</i> in Education <i>Michele Siqueiros</i> , Executive Director, The Campaign for College Opportunity Moderator: <i>Tessa Martinez Pollack</i> , Senior Project Consultant, Center for Community College Student Engagement	Regency Ballroom East
	<u>Session Objectives</u> <ul style="list-style-type: none"><li>✓ Learn from Latino leaders and advocates how advocacy organizations can advance work to promote Latino student success and work in collaboration with higher education institutions.</li><li>✓ Review objectives for Team Strategy Session #4: Action Planning and Next Steps</li></ul>	
8:45 a.m. – 9:00 a.m.	<b>Break</b> Beverages provided	Hill Country & Rio Grande Foyers
9:00 a.m. – 10:15 a.m.	<b>Team Strategy Session #4</b> <b>Action Planning and Next Steps</b> <i>Facilitated by Resident Faculty</i>	See Room Assignments on Page 13
	<u>Session Objectives</u> <ul style="list-style-type: none"><li>✓ Identify new or refined priorities and strategies for serving each institution's current transfer initiative; connect these strategies explicitly to data or other available evidence</li><li>✓ Establish preliminary priorities to initiate new/refined student strategies based on institutional priorities, initiatives currently underway, and the potential for significant impact on successful outcomes for Latino students</li><li>✓ Discuss next steps: whom to involve, how to communicate findings on campus, and how to follow through on strengthening strategies through collaboration and teamwork</li><li>✓ Complete Part IV of the Short-Term Action Plan</li></ul>	
10:15 a.m. – 10:30 a.m.	<b>Break</b> Refreshments provided	Regency Foyer

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10:30 a.m. – 11:55 a.m.

## **Closing Plenary Sessions** **Leaders' Reflections and College Commitments**

*Charles Cook*, Provost, Austin Community College (TX)

*Richard Durán*, President, Oxnard College (CA)

*Richard Rush*, President, California State University, Channel Islands

*Joanne Smith*, Vice President for Student Affairs, Texas State University

Moderator: *Kay McClenney*, Senior Associate, Center for Community College Student Engagement

Regency  
Ballroom East

### Session Objective

- ✓ Address and facilitate discussion of key issues about collaborative efforts at the institutional level and state policy propositions

## **Commitment to Next Steps for Engaging Latino Students for Transfer and College Completion**

*Evelyn Waiwaiole*, Director, Center for Community College Student Engagement

### Session Objective

- ✓ Share the most significant next-step commitment for each college team

11:55 a.m. – 12:00 p.m.

## **Evaluation #3** **Saturday Morning Sessions & Institute Overall**

Please complete the blue evaluation form located in your participant binder and submit it to a member of the Resident Faculty or Institute Staff

We appreciate and value your feedback!

## **Adjourn**

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# Room Assignments

## (Team Strategy Sessions)

<b>Partner Institutions</b>	<b>Resident Faculty</b>	<b>Meeting Room</b>
Alamo Colleges The University of Texas at San Antonio	<b>Kay McClenney</b>	Rio Grande West
Austin Community College Texas State University	<b>Luis Ponjuán</b>	Nueces
El Paso Community College The University of Texas at El Paso	<b>Martha Romero</b>	Pecan
Grand Rapids Community College Grand Valley State University	<b>Jillian Kinzie</b>	Rio Grande East
Hillsborough Community College University of South Florida	<b>Alfredo Gonzalez</b>	Pecos
Houston Community College University of Houston	<b>Byron McClenney</b>	Frio
Macomb Community College Wayne State University	<b>Deborah Santiago &amp; Evelyn Waiwaiole</b>	Mesquite
Oxnard College California State University, Channel Islands	<b>Rene Garcia</b>	Live Oak
Pasadena City College California State University, Los Angeles	<b>Mark Figueroa</b>	Directors
Sacramento City College California State University, Sacramento	<b>Tessa Martinez Pollack</b>	Llano
Tarrant County College The University of Texas at Arlington	<b>Juan Carlos Huerta</b>	Blanco
Valencia College University of Central Florida	<b>Estela López</b>	Rio Grande Center

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