



The Kresge Foundation Student Success Institute MEN OF COLOR IN COMMUNITY COLLEGES

November 3 – 5, 2013

Hyatt Regency

San Antonio, Texas

A G E N D A

Institute Objectives

- ✓ Gain increased understanding of the importance and urgency of focusing community college efforts on improving outcomes for men of color (Black and Latino) at scale.
- ✓ Understand institutional results from survey and cohort tracking data, how to communicate those results, and how to integrate multiple data sources to target improvements in work with male students of color.
- ✓ Consider more intentionally how the institutional culture, organization, and practice may affect outcomes for male students of color.
- ✓ Attain new knowledge and insight regarding current practice with male students of color and effective practices at other colleges.
- ✓ Develop action plans that integrate potential new or strengthened strategies into the institution's existing student success initiatives.
- ✓ Participate in work sessions and use tools and resources that may serve as models for work back on campus for improving outcomes for men of color.
- ✓ Develop a learning community of institutions seeking to better serve men of color.

See last page of agenda for meeting space floor plan

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Sunday, November 3

- 1:00 p.m. – 3:00 p.m. **Registration** Los Rios Foyer
Refreshments provided
- 1:45 p.m. – 2:45 p.m. **Online Reporting Tutorial:
Accessing Custom Reports and Data Q & A** Rio Grande East
Jeff Crumpley, Associate Director, Center for Community College Student Engagement
- This session is designed to help teams prepare for the Institute's four College Team Strategy Sessions, during which college participants will examine data from Center student surveys (*CCSSE* and *SENSE*). This session highlights how to create custom reports pertaining to men of color and appropriate ways to analyze and use the data to create an action plan. Significant time will be devoted to Q & A. Please bring one laptop with wireless internet capabilities per team.
- At least one representative (no more than two) from each college team should attend.
- 3:00 p.m. – 3:35 p.m. **Opening Plenary Session:
Welcome and Introductions** Regency Ballroom West
Kay McClenney, 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
- Making the Case for Improving Outcomes for Men of Color in Community Colleges**
- Evelyn Waiwaiole*, Associate Director, Center for Community College Student Engagement
- Session Objectives
- ✓ Promote use of data as the basis for Institute work with a quick overview of multiple sources of data
 - ✓ Provide highlights from pertinent *SENSE* and *CCSSE* data
 - ✓ Demonstrate ways that qualitative data (student voices) enrich understanding the experiences of male students of color
 - ✓ Review objectives for College Team Strategy Session #1: Key Findings from Advance Work
- 3:35 p.m. – 3:45 p.m. **Break**

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3:45 p.m. – 5:10 p.m.

**College Team Strategy Session #1:
Key Findings From Advance Work**
Facilitated by Resident Faculty

See Room
Assignments
on Page 11

Session Objectives

- ✓ Summarize and share findings from assigned homework
- ✓ Identify specific findings that have particular pertinence to the college's current work to strengthen outcomes for male students of color
- ✓ Identify findings that raise key issues/point to potential priorities
- ✓ Compare key findings from Center survey data and information gleaned from the Cohort Data Review
- ✓ Ascertain where the data reinforce one another or suggest divergence
- ✓ Review and augment Part I of the Short-Term Action Plan

5:10 p.m. – 5:15 p.m.

**Evaluation #1: Pre-Institute Work and
Sunday 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

5:30 p.m. – 6:15 p.m.

**Evening Plenary Session:
Aspirations to Achievement: Men of Color
and Community Colleges**

Kay McClenney, Director, Center for Community College Student Engagement

Arleen Arnsparger, Project Manager, Initiative on Student Success, Center for Community College Student Engagement

Setting the stage for further Institute work, this session offers a preview of the new Center video drawn from focus groups with Black male and Latino students in community colleges across the country. As ever, student voices will prompt a highly interactive conversation with Institute participants.

Regency Ballroom
West

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 on Diversity and Equity located behind the Inventory tab in your participant binder in preparation for College Team Strategy Session #2.

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Monday, November 4

8:00 a.m. – 9:00 a.m.	Full Breakfast Breakfast table conversations offer a chance to continue work from College Team Strategy Session #1 or to network with other colleges.	Regency Ballroom West
9:00 a.m. – 10:15 a.m.	Breakfast Plenary Session: The Facts We Must Face: Leadership and Racial Equity <i>Joyce James</i> , Racial Equity Consultant (TX) Moderator: <i>Kay McClenney</i> , Director, Center for Community College Student Engagement Setting the context for college team discussions, this session focuses on data reflecting societal and systemic disparities related to race and ethnicity and the importance of accountable leadership. A willingness to examine the deeper systemic conditions that lead to racial disparities for men of color in community colleges can become a powerful force in promoting movement toward racial equity. <u>Session Objective</u> ✓ Build understanding of societal and institutional factors that create the conditions within which men of color attend college and college administrators, faculty, and staff work to serve them more effectively	Regency Ballroom West
10:15 a.m. – 10:30 a.m.	Break	Rio Grande and Hill Country Foyers
10:30 a.m. – 11:45 a.m.	College Team Strategy Session #2: Cultural Competency and Courageous Conversations <i>Facilitated by Resident Faculty</i> <u>Session Objectives</u> ✓ Discuss results from Inventory on Diversity and Equity ✓ Complete Part II of the Short-Term Action Plan	See Room Assignments on Page 11
11:45 a.m. – 12:45 p.m.	Lunch	Regency Ballroom West
12:45 p.m. – 1:00 p.m.	Break	

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1:00 p.m. – 2:00 p.m.

Concurrent Sessions I: Improving Outcomes for Men of Color in Community Colleges

Session Objectives

- ✓ Decide among your team who will attend each of the following four breakout sessions
- ✓ Learn from colleagues and experts about strategies and skills requisite to improving outcomes for men of color in community colleges
- ✓ Gain understanding regarding data that lead to development of programmatic strategies, how they are evaluated, and progress on bringing effective practices to scale

1. Leadership for Equity

Byron McClenney, Project Director, Student Success Initiatives, and Senior Lecturer, The University of Texas at Austin
Michael Poindexter, Vice President, Student Services, Sacramento City College (CA)

This session, designed for presidents 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?*

Mesquite

2. Racial Equity—If Not Now, When? (Part 1)

Joyce James, Racial Equity Consultant (TX)
Windy Hill, Associate Racial Equity Consultant (TX)
Moderator: *Stephanie Hawley*

This concurrent session will be conducted from 1:00 p.m. to 3:15 p.m. One person from your college team should plan to attend.

Building on increased understanding of disparities created by societal structures and systems, the conversation turns inward. Consideration of college structures, policies, and practices that affect people of color in potentially disproportionate ways can lead to important changes and movement toward equity. This double-length session engages participants in the kinds of conversations that can constructively be taken campus-wide, when people of good will are also courageous.

Live Oak

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3. Focusing on the Non-Cognitive and Seeing the Results: Proven Impact on Accelerated English and Math Course Completion for Men of Color

Rio Grande East

Diego Navarro, Founder, Director, and Instructor, Academy for College Excellence (CA)

Tue Rust, Math Professor and ACE Director, Los Medanos College (CA)

Moderator: *Martha Romero*

The Academy for College Excellence (ACE) is a one-semester intervention model that seeks to ensure that underprepared students are equipped with the appropriate non-cognitive and academic skills needed to complete transfer-level English and math courses (gateway courses) beyond the ACE semester. Learn about the model's proven impact on male students of color and how developing students' non-cognitive abilities, coupled with accelerated academic learning in a cohort environment, leads to significant longitudinal gateway course completion.

4. Broadening the Scope by Increasing the Scale: Closing Achievement Gaps for Male Students of Color

Rio Grande West

Dan Phelan, President, Jackson Community College (MI)

Lee Hampton, Director, Multicultural Affairs, Jackson Community College (MI)

Moderator: *Tonjua Williams*

Jackson Community College created partnerships with the surrounding professional community and implemented a three-pronged mentoring initiative—Men of Merit—that focused on closing academic achievement gaps of the male student of color. The strategy has demonstrated consistent (eight plus semesters) retention rates of 81% – 95%. Learn about the development of this strategy that uses a non-cognitive/life assessment tool designed for men of color in higher education. This strategy increases institutions' understanding of male students of color entering college, which places institutions in a much better position to effectively serve these students, close achievement gaps, and increase student engagement and retention rates.

2:00 p.m. – 2:15 p.m. **Break**

Rio Grande and Hill Country Foyers

2:15 p.m. – 3:15 p.m. **Concurrent Sessions II: Improving Outcomes for Men of Color in Community Colleges**

Session Objectives

- ✓ Decide among your team who will attend each of the following five breakout sessions
- ✓ Learn from colleagues and experts about strategies and skills requisite to improving outcomes for men of color in community colleges
- ✓ Gain understanding regarding data that lead to development of programmatic strategies, how they are evaluated, and progress on bringing effective practices to scale

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1. Weaving Strategies to Close Student Achievement Gaps for Men of Color Rio Grande East

Falecia Williams, President, West Campus, Valencia College (FL)
Tanisha Carter, Director, Bridges to Success, Valencia College (FL)
Moderator: *Rene Garcia*

Valencia College (FL) has implemented three institution-wide strategies targeted at closing gaps in student achievement: Student Success Skills (SLS), Supplemental Learning (SL), and Learning in Communities (LinC). Learn how each strategy impacted overall student performance and how the intersection of these strategies within the Bridges to Success program has affected the retention and completion of African-American/Black and Latino males.

2. Racial Equity—If Not Now, When? (Part 2) Live Oak

Joyce James, Racial Equity Consultant (TX)
Windy Hill, Associate Racial Equity Consultant (TX)
Moderator: *Kay McClenney*

NOTE: This is a continuation of 1:00 p.m. session—please attend both parts.

Building on increased understanding of disparities created by societal structures and systems, the conversation turns inward. Consideration of college structures, policies and practices that affect people of color in potentially disproportionate ways can lead to important changes and movement toward equity. This double-length session engages participants in the kinds of conversations that can constructively be taken campus-wide, when people of good will are also courageous.

3. Students Speak, We Listen: Conducting Focus Groups With Men of Color Mesquite

Arleen Arnsparger, Project Manager, Initiative on Student Success, Center for Community College Student Engagement

What can men of color tell us about college experiences inside and outside the classroom that help them succeed? Learn how to conduct systematic focus groups with your college's men of color to dig beneath your institutional and survey data. You'll see how to use what you learn to target areas for improvement and promote increased successful outcomes for men of color.

4. Great Expectations: ABO, Aspirations, and Achievement Rio Grande Center

Steve Ender, President, Grand Rapids Community College (MI)
Eric Williams, Executive Director for Equity Affairs, Grand Rapids Community College (MI)
Moderator: *Michael Poindexter*

Grand Rapids Community College is dedicated to improving the academic success of African American male students. This dedication led the college to build a comprehensive approach for these students and their often complex needs. The Alpha Beta Omega Leadership Program helps students examine how societal discrimination has had a negative impact on them psychologically. That understanding becomes a foundation for helping these students learn strategies to overcome and succeed.

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5. Establishing a Men of Color Mentoring Program in a Multi-Campus Institution: Lessons Learned

Rio Grande West

Christopher Douglas, Director of Student Success, Tarrant County College District (TX)

Robert Muñoz, Vice President of Continuing Education, Tarrant County College District (TX)

Moderator: *Angela Oriano*

In 2011, Tarrant County College realized that Black male and Latino students were not succeeding at the same rates as other student groups. In response, the college established a Men of Color Mentoring Program. This session will provide data on the first year of the program and lessons learned along the way.

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.

College Team Strategy Session #3: Collaborative Review and Discussion

Facilitated by Resident Faculty

See Room Assignments on Page 11

Session Objectives

- ✓ Attain new knowledge and insight regarding current practice with male students of color and effective practices at other colleges
- ✓ Discuss insights gained by college team members through participation in the day's sessions
- ✓ Complete Part III of the Short-Term Action Plan

5:25 p.m. – 5:30 p.m.

Evaluation #2: Sunday Evening and Monday 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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Tuesday, November 5

7:00 a.m. – 8:00 a.m.	Full Breakfast	Regency Ballroom West
8:00 a.m. – 8:45 a.m.	Breakfast Plenary Session: Perspectives and Provocations <i>Victor Sáenz</i> , Associate Professor and Executive Director, Project MALES, The University of Texas at Austin <i>Vasti Torres</i> , Dean and Professor, College of Education, University of South Florida <i>Ronald Williams</i> , President Emeritus, Prince George's Community College (MD) Moderator: <i>Kay McClenney</i> , Director, Center for Community College Student Engagement <u>Session Objectives</u> <ul style="list-style-type: none">✓ Learn from national leaders what research is telling the field about men of color in higher education✓ Review objectives for College Team Strategy Session #4: Action Planning and Next Steps	Regency Ballroom West
8:45 a.m. – 9:00 a.m.	Break	Rio Grande and Hill Country Foyers
9:00 a.m. – 10:30 a.m.	College Team Strategy Session #4: Action Planning and Next Steps <i>Facilitated by Resident Faculty</i> <u>Session Objectives</u> <ul style="list-style-type: none">✓ Identify new or refined priorities and strategies for serving the college's current student success/male students of color success agenda; connect these strategies explicitly to data or other available evidence✓ Establish preliminary priorities for consideration of new or refined student strategies based on college planning priorities, initiatives currently underway, and the potential for significant impact on successful outcomes for large numbers of male students of color✓ Discuss next steps: whom to involve, how to communicate findings on campus, and how to follow through on strengthening strategies✓ Complete Part IV of the Short-Term Action Plan	See Room Assignments on Page 11
10:30 a.m. – 11:00 a.m.	Break Refreshments provided	Regency Foyer

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11:00 a.m. – 11:55 a.m.

**Closing Plenary Session:
Presidents' Reflections and College Commitments**

Regency Ballroom
West

Jim Jacobs, President, Macomb Community College (MI)

Mike Flores, President, Palo Alto College (TX)

Moderator: *Byron McClenney*, Project Director, Student Success Initiatives, and Senior Lecturer, The University of Texas at Austin

Session Objectives

- ✓ Elicit reflections on learning from the Institute and priorities for community college action to improve outcomes for men of color
- ✓ Affirm next critical steps for participating institutions

11:55 a.m. – 12:00 p.m.

**Evaluation #3: Tuesday Morning Sessions and
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

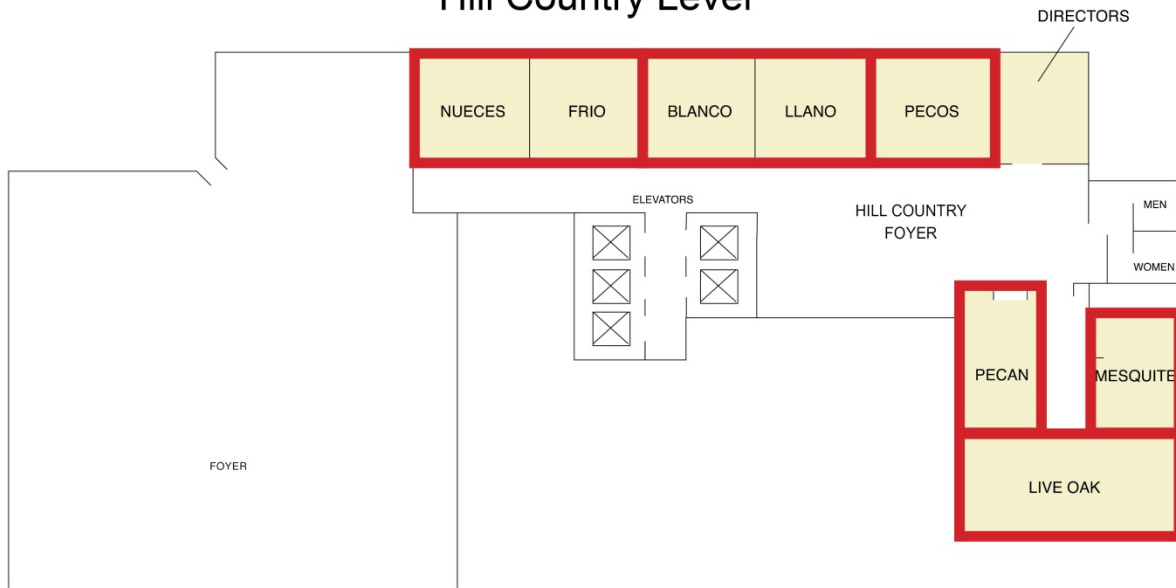
(College Team Strategy Sessions)

College	Room	Resident Faculty
Amarillo College	Blanco/Llano	Evelyn Waiwaiole and Martha Romero
Austin Community College	Pecan	Kay McClenney
Brookhaven College	Live Oak	Arleen Arnsparger and Rene Garcia
Cedar Valley College	Live Oak	Arleen Arnsparger and Rene Garcia
Del Mar College	Rio Grande Center	Angela Oriano and Christy Ponce
Delta College	Rio Grande West	Tonjua Williams and Cynthia Ferrell
El Centro College	Live Oak	Arleen Arnsparger and Rene Garcia
El Paso Community College	Blanco/Llano	Evelyn Waiwaiole and Martha Romero
Grand Rapids Community College	Pecos	Stephanie Hawley
Henry Ford Community College	Rio Grande West	Tonjua Williams and Cynthia Ferrell
Jackson Community College	Pecos	Stephanie Hawley
Lansing Community College	Nueces/Frio	Byron McClenney
Lee College	Rio Grande Center	Angela Oriano and Christy Ponce
Los Angeles Southwest College	Pecan	Kay McClenney
Los Angeles Trade-Technical College	Pecan	Kay McClenney
Mountain View College	Live Oak	Arleen Arnsparger and Rene Garcia
Muskegon Community College	Rio Grande East	Michael Poindexter
Palo Alto College	Blanco/Llano	Evelyn Waiwaiole and Martha Romero
Richland College	Blanco/Llano	Evelyn Waiwaiole and Martha Romero
San Jacinto College – Central Campus	Nueces/Frio	Byron McClenney
San Jacinto College – North Campus	Nueces/Frio	Byron McClenney
San Jacinto College – South Campus	Nueces/Frio	Byron McClenney
San Jose City College	Rio Grande West	Tonjua Williams and Cynthia Ferrell
St. Petersburg College	Rio Grande East	Michael Poindexter
Tarrant County College	Rio Grande East	Michael Poindexter
Western Texas College	Rio Grande Center	Angela Oriano and Christy Ponce

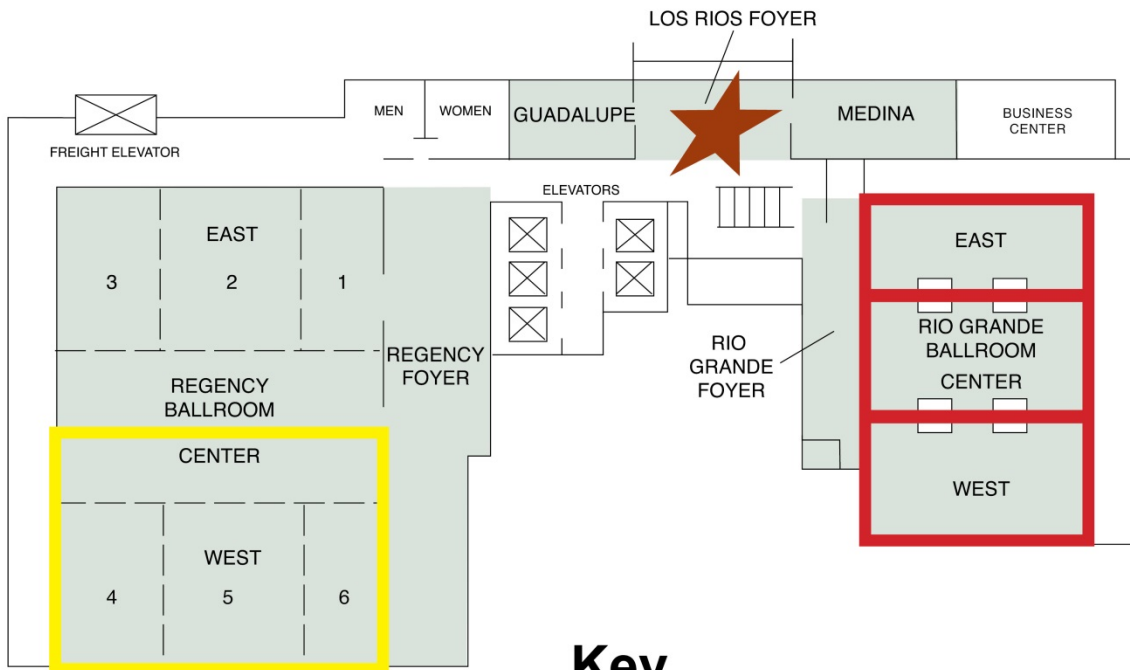
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MEETING SPACE FLOOR PLAN




Hill Country Level



Ballroom Level



Key

-  General Session Room
-  Breakout Session Rooms
-  Registration/Information

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