EXPANDING THE REACH OF OUR MOON SHOT:

Integrating Equity-Minded Institutional Culture

WHAT IS OUR STRATEGY FOR TODAY'S CONVERSATION?

WCU's Approach to Moon Shot

What has Moon Shot been doing?

How to find your place in the Moon Shot

MOON SHOT FOR EQUITY

WCU WEST CHESTER UNIVERSITY

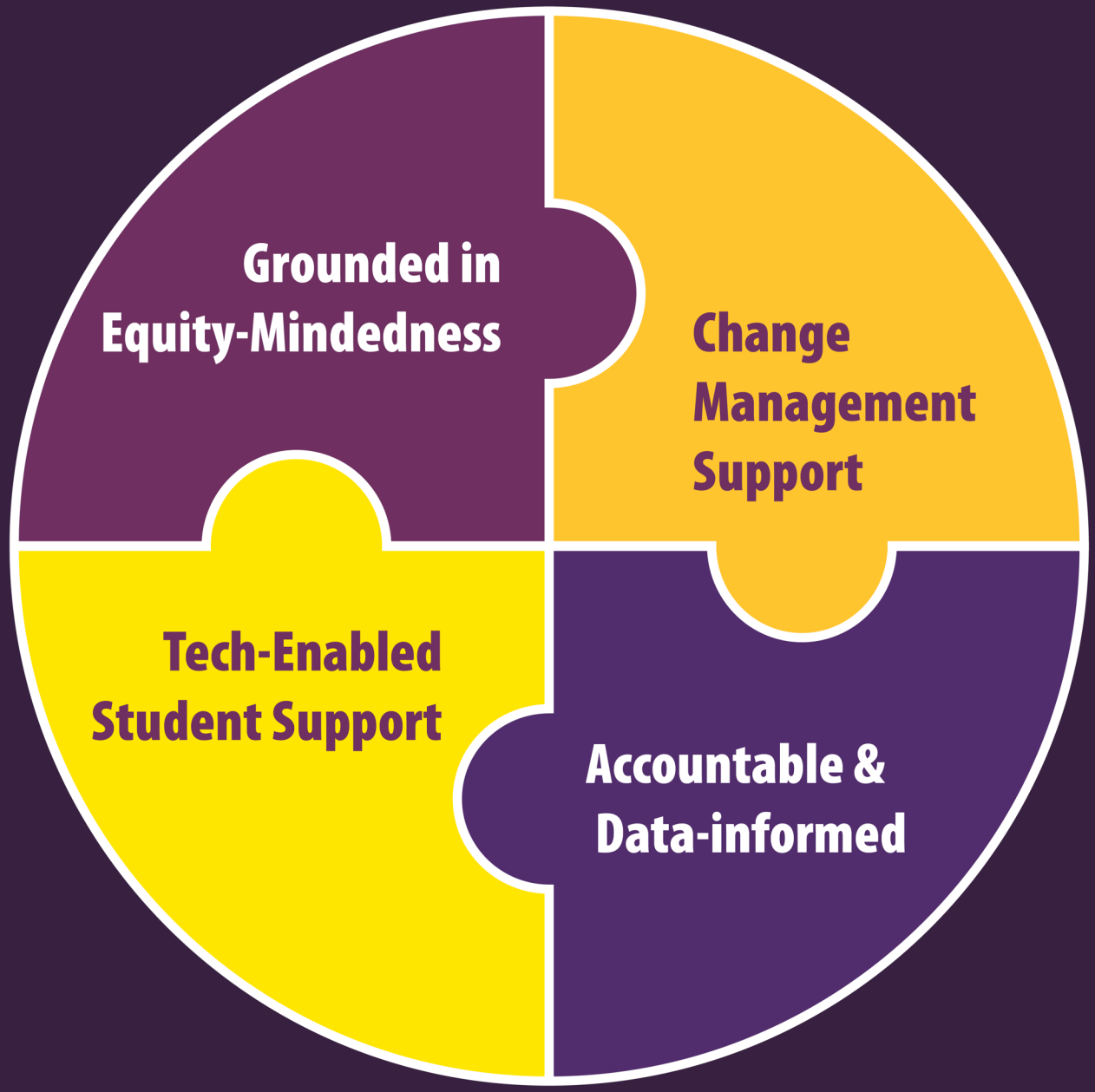
NAVIGATE

MOON SHOT APPROACH:

Removing
INSTITUTIONAL BARRIERS

Building
AN EQUITY MINDED CAMPUS CULTURE

Equity Minded
LEADERSHIP DEVELOPMENT



BEST PRACTICES

EAB

LEADERSHIP

- **Change Management**
- **Equity Mindedness**
- **Campus Climate Assessments**

ACCESS & ENROLLMENT

- **Community-based recruitment & partnerships**
- Adult student re-enrollment

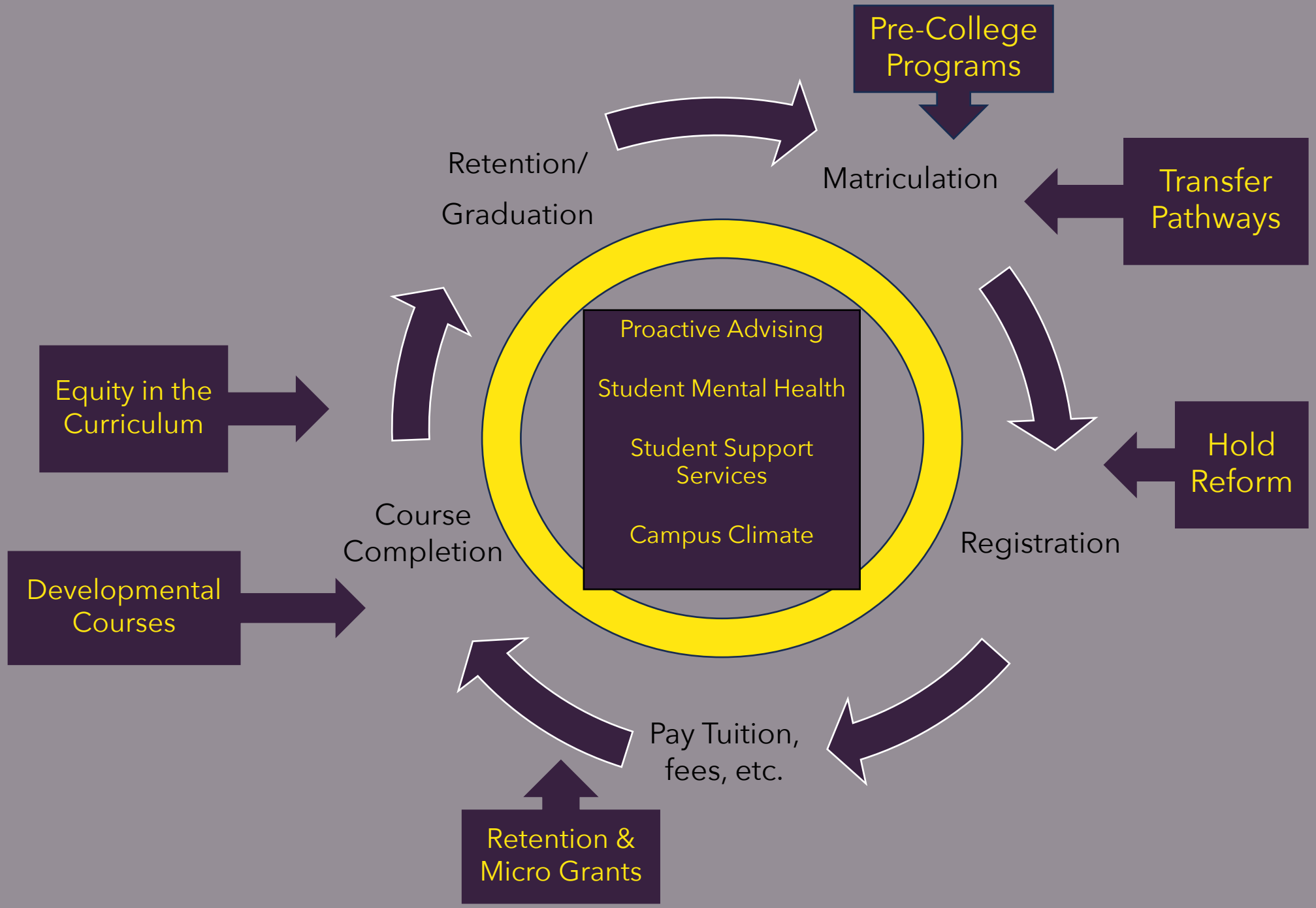
ACADEMIC POLICY & PRACTICE

- **Hold reform**
- **Returning student & retention grants**
- Math pathways
- **Developmental course reform**
- Academic maps
- Meta majors
- **Transfer pathways**

STUDENT SUPPORT & BELONGINGNESS

- **Pre-college programs**
- **Proactive advising with technology**
- **Coordinated Care Network**

MOON SHOT FOR EQUITY


Pre-College Programs
Matriculation
Transfer Pathways
Registration
Hold Reform
Pay Tuition, fees, etc.
Retention & Micro Grants
Course Completion
Developmental Courses
Equity in the Curriculum
Retention/ Graduation
Proactive Advising
Student Mental Health
Student Support Services
Campus Climate

GOAL TEAM UPDATE: DEVELOPMENTAL COURSES

Results from Inquiry Process

- 17% equity gap in 2nd year retention
- Multifaceted need to enhance academic support
  - Learning loss associated with COVID-19 pandemic
  - Move away from developmental courses
- Academic supports need to be designed to meet students where they are

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MOVING FORWARD: DEVELOPMENTAL COURSES

Recommendations

- Sunset Developmental Courses
- Increase & Augment Student Academic Support
- Monitor Data

Next Steps/Future Focus

- Monitor data regarding intro of MAT112
- Create additional co-curricular courses & pathways allowing for transition away from Q20 & Q30 courses
- Develop base funding sources for academic support programs

GOAL TEAM UPDATE: HOLD REFORM

Results from Inquiry Process

- 8% equity gap in holds preventing registration
- Identified 58 existing registration holds – focus on 3:
  - Financial Terms and Conditions (FTC)
  - Advising Hold (NEN)
  - Miscellaneous Bursar Hold (MSC)
- Confusion related to what holds mean & how to remove
- Time to remove is variable
- No policy guiding implementation, communication, etc.

MOVING FORWARD: HOLD REFORM

Recommendations

- **Goal Team:** Transparency
  - Type, why added, how to resolve, & prompt removal
- **Advisory Board:** Policy & framework updates
  - Policy to eliminate holds
  - Limit instances

Next Steps/Future Focus

- **Implementing Recommendations in RamPortal –** March 2024
- **Implementation of new policy –** Spring 2024 – Spring 2025

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GOAL TEAM UPDATE: RETENTION & MICRO GRANTS

Results from Inquiry Process

- 10.9% equity gap in unpaid balances
- No centralized method for distribution
- Amount of funding is variable
- Campus largely unaware of funds available
- Burden placed on students
  - Telling story & restricted application
- Little data available

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MOVING FORWARD: RETENTION & MICRO GRANTS

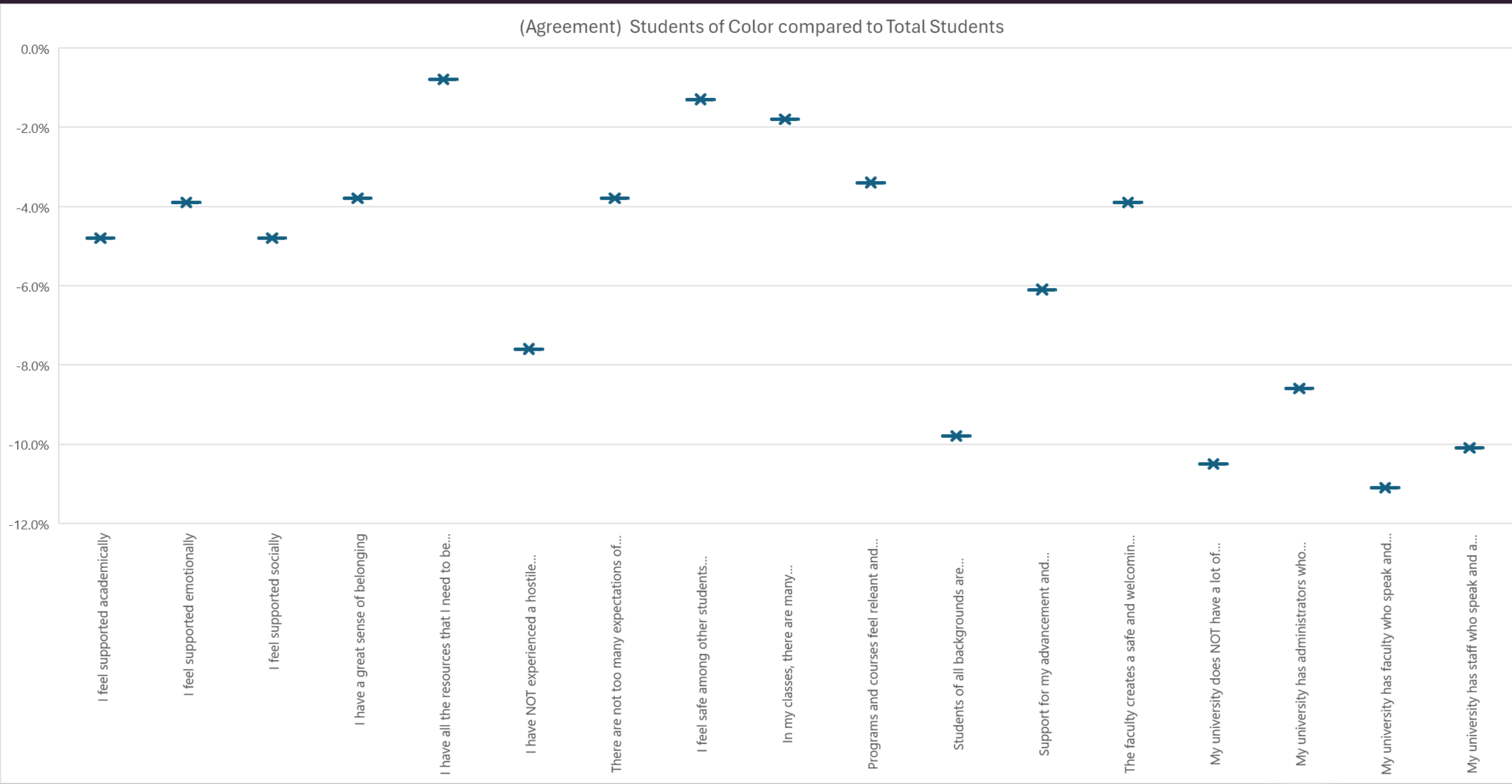
Recommendations

- **Centralization of funds:** strategy, clarity & data collection
- **Improved student experience:** coordination, avoid extra steps
- **Increased funding:** new funding categories, quick access

Next Steps/Future Focus

- **Develop prioritization & implementation strategies**
- **Develop & implement communication strategy to better inform campus**
- **Develop funding sources for microgrants**

DEI CLIMATE CONSIDERATIONS- 2022 CLIMATE SURVEY FINDINGS



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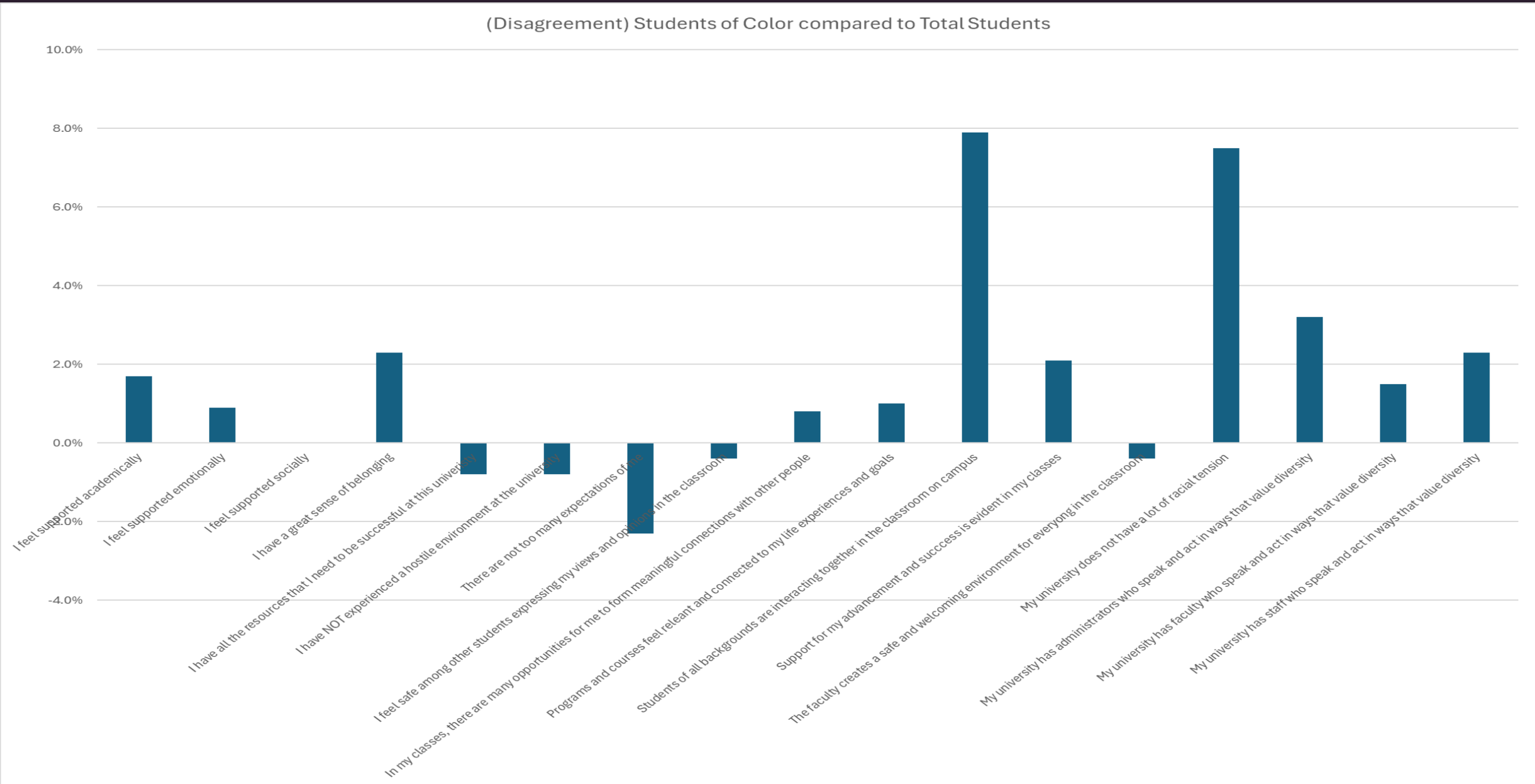

WHERE TO NEXT?

Removing Institutional Barriers:

- Math Pathways
- Meta Majors
- Academic Maps
- Adult Student Re-enrollment

Building an Equity-Minded Campus Culture:

- Equity in the Curriculum
- Student Mental Health Support
- Basic Needs Support

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Thank you!

Questions?

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