Equity in Retention Academy

Information Webinar - December, 2021
Agenda

1. Why participate - intended outcomes/goals of EiRA
2. What participate in - format/content of EiRA
3. Which institutions should participate
4. Who should be on the institutional team
5. What we are providing
6. How to Apply
7. Cost
Why an Equity in Retention Academy?

- The Primacy of Retention
- The Strategic Importance of Equity (Anti-racist/Anti-poverty)
- The Need to Act Now
- The Cost of Guided Planning
- How Do We Do This on Our Own?
Equity in Retention
Academy Expectations

- Acquire a theoretical and practical background concerning equitable retention, student success
- Enhanced understanding of unjust design in higher education
- Complete an equity analysis of your retention/completion patterns
- Identify institutional resources for and barrier to retention
- Draft a planning process based on an Equity in Retention Framework
Equity in Retention Academy

The Structure: Equity in Retention Academy

- **Identify Mission / Principles:** Draft an Equity in Student Success mission statement for your institution.

Understand Root Causes and Promising Practices

- **Understand Root Causes and Promising Practices:** Understand what shapes inequities in outcomes; Equity in student success.

Identify Mission / Principles

- **Identify Mission / Principles:** Find/understand the quantitative/qualitative evidence that shape your campus climate and impact equity in evidence.

Analyze Evidence

- **Analyze Evidence:** Identify the people, the principles, and the evidence needed to plan for equity in success on your campus.

Create a Plan to Plan

Present / Refine Your Plan

- **Present / Refine Your Plan:** Presentation/Feedback on your equitable institutional planning models.

A Planning Model Ready for Institutional Review

Gardner Institute
Components of the Equity in Retention Academy

1. 5 Weeks
2. Synchronous and Asynchronous
3. Institutional Teams (minimum
4. Weekly Institutional Homework
5. Weekly Cross-Institutional Conversations
6. Create a Mission / Build the Proposal for Creating a Plan
Should My Institution Participate?

- Identify retention as an institutional priority
- Identify diversity, equity and inclusion as institutional priorities
- Have commitment from the top
- Are prepared to work in an institutional team
- Willing to dig into disparities in outcomes and the policies and practices that contribute to those
- Are ready to share and receive feedback from others committed to addressing unjust design in student success
Who From My Institution Should Participate?

● Who can bring a proposal forward?

● Representation
  ○ Academic Affairs
  ○ Student Affairs
  ○ Enrollment Management
  ○ Institutional Research
  ○ Student Success
  ○ Faculty
  ○ Student Voice
What We Provide

• IPEDS Retention/Completion Data Platform and Two Comparison Cohorts
• Cutting Edge Scholarship on Anti-Racist/Anti-Poverty Work
• Current Scholarship on Root Causes and Promising Remedies of Inequitable Design in Retention
• Weekly Available Times with Facilitators
• Guided Analysis of Evidence
• Guided Creation of a Planning Process
• Expert Feedback on Your Plan

What You Do

• Draft an inclusive, anti-racist & anti-poverty retention mission
• Initiate an equity-focused analysis of institutional retention / completion evidence
• Employ a retention framework to identify solutions linked to your equity analysis
• Draft a plan to conduct an equitable retention planning process on your campus
What Does This Cost?

Fees:

Fees are based on undergraduate enrollment as determined by College Navigator. Fees are assessed per institution, not per individual.

Undergraduate Enrollment:

- Up to 5000 undergraduates: $5,500
- 5001-10000 undergraduates: $7,500
- 10,000+ undergraduates: $9,500
- 20,000+ undergraduates: $12,000
How Do I Apply?

There are three cohorts for 2022.

Step 1
Select the cohort that works for your institution

- **Cohort 2 A**
  - January 18 – February 18
  - Recommended to apply by January 10

- **Cohort 2 B**
  - March 7 – April 8
  - Recommended to apply by February 21

- **Cohort 2 C**
  - May 31 – July 1
  - Recommended to apply by May 16
How Do I Apply?

Step 2

● Access the EIRA application at my.jngi.org register an account and select the Equity in Retention Academy from the dropdown list

Respond to the four questions and submit

● Your institution's current approach(es) to improving student retention and completion.
● Your institution's current initiatives regarding equity in your retention strategies.
● Why your institution wishes to participate in the Equity in Retention Academy?
● What are the top 5 goals you want to accomplish by participating in the Equity in Retention Academy
Questions?
Please put your questions in the Chat Box