THE EQUITY IN RETENTION ACADEMY
We would like to begin by acknowledging the Eastern Band of Cherokee Indians people, Traditional Custodians of the land on which the Gardner Institute resides and pay our respects to their Elders past and present. We extend that respect to all indigenous peoples here today.
Agenda

- Welcome/Introduction
- About The Gardner Institute
- EIRA Numbers
- The Equity In Retention Academy (EIRA)
  - EIRA Components and Expectations
  - What Institutions would like to know
  - What we Provide/What Institutions do
Equity in Retention Academy Alumni

How to participate?
  • How to Apply?
  • Fees
  • Questions?
  • Who to Contact?
Monica Flippin Wynn,
Associate Vice President

Vicki McGillin
Associate Vice President

Ed Willis,
Senior Fellow
The John N. Gardner Institute for Excellence in Undergraduate Education

• non-profit organization,

• partners with educators, colleges, universities, & philanthropic organizations,

• to improve outcomes associated with teaching, learning, retention, and completion,

• strives to advance higher education’s larger goal of achieving equity and social justice.
The Equity and Retention Academy is a structured, five-week academy that will *engage* and *prepare* institutional teams to conduct an evidence-based, equitable and inclusive strategic student retention planning process at their institution with the goal of improving retention and using evidence to ensure that race, ethnicity, and family income are no longer the best predictors of retention and student success.
The Equity and Retention Academy:

• *engages* and *prepares* institutional teams

• leads teams to conduct an evidence-based, equitable and inclusive strategic student retention planning process

• strives to improving retention using evidence to ensure that race, ethnicity, and family income are no longer the best predictors of retention and student success.
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 what shapes inequities in outcomes / Equity in student success

Identify Mission / Principles

Analyze Evidence
Find / Understand the quantitative / qualitative evidence that shape your campus climate and impact equity in evidence

Create a Plan to Plan
Identify the people, the principles and the evidence needed to plan for equity in success on your campus

Present / Refine Your Plan
Presentation / Feedback on your equitable institutional planning models

A Planning Model Ready for Institutional Review
Equity in Retention Academy since March 2021

63 Institutions

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<tr>
<th>Institutions in the Equity in the Retention Academy</th>
<th>2 Year Institutions</th>
<th>4 Year Institutions</th>
<th>Public Institutions</th>
<th>Private Institutions</th>
<th>Historically Black Colleges and Universities</th>
<th>Hispanic Serving Institutions</th>
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Components of the Equity in Retention Academy

1. 5 Weeks
2. Synchronous and Asynchronous
3. Office Hours with Institutional Teams
4. Weekly Institutional Homework
5. Bi-Weekly Cross-Institutional Conversations
6. Create a Mission / Build the Proposal for Creating a Plan
7. Equity Conversations from Known Scholars and Experts
• 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
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
• Identify retention as an institutional priority and commitment
• Identify diversity, equity and inclusion as institutional priorities
• Have commitment from the top
• Are prepared to work in an institutional team and include diverse stakeholders
• Willing to dig into disparities in outcomes and the policies and practices that contribute to those
• Will utilize institutional evidence to move the work forward
• Are ready to share and receive feedback from others committed to addressing unjust design in student success
Who can bring a proposal forward?

Inclusive Representation that can include

- Academic Affairs
- Student Affairs
- Enrollment Management
- Institutional Research
- Financial Aid Services
- Student Success
- Faculty
- Advisors
- Student Voice
The Equity in Retention Academy
Transform your institution
Equity in Retention Academy Alumni

Regine Criser
Associate Professor of German, Director of Student Success
University of North Carolina Asheville

Tracy Porter
Dean of Workforce Development
Zane State University
How to participate?
Change your institution
How to Apply?

1. We ask that you **Create** an account at my.jngi.org

2. Answer the following 4 questions

   • Briefly describe your institution's current approach(es) to improving student retention and completion. (200 words)
   • Briefly describe your institution's current initiatives regarding equity in your retention strategies. (200 words)
   • Please indicate why your institution would like to participate in the Equity in Retention Academy? (maximum 200 words)
   • Please identify the top five goals you would hope to achieve in the Equity in Retention Academy. (maximum 200 words)

3. Complete the Agreement sent by The Gardner Institute

4. Assemble your Equity in Retention Academy team
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<tr>
<th>Undergraduate Enrollment:</th>
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<tr>
<td>• Up to 2,000 undergraduates</td>
<td>$5,500</td>
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<td>• 5,001-10,000 undergraduates</td>
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<td>• 10,001-15,000 undergraduates</td>
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<td>• 15,000+ undergraduates</td>
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Questions?
Contact

Name: Katie Locke

Email: Info@jngi.org