



A Tale of Hispanic Student Success: Creating Pathways to Graduation at Rowan College of South Jersey

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Introduction

In this presentation we will highlight:

- Rowan College of South Jersey - Cumberland Campus
- How we recruit and sustain program participants through to Graduation
- High Impact Initiatives
- Retention and Graduation outcomes



Demographic Information - Cumberland County, NJ

- Population - 150,972 (-3.6%)
- Income per capita - \$23,012
- Unemployment Rate:
 - New Jersey State - 3.4%
 - Cumberland County - 4.8%
- Persons in Poverty - 18.8%
 - Households with children under 18 living in poverty - 21%
 - Households without broadband internet access - 29%
- High School Graduate - 77.9%
- Some college or graduate study - 45.2%
 - Earned a Bachelor's Degree or Higher - 14.4%



Hispanic Serving Institution

Challenges:

- Higher percentage of First Generation College Students
- Poor access to Financial Aid
- Lower Social Capital
- Lack of organizational and communication skills
- Lower Self Esteem
- Higher Attrition
- Lagging graduation rates

Return on Investment: Hard-working, entrepreneurial, family-oriented, willingness to invest in the community.



HSI Initiatives



Vías hacia la Graduación

The Las Vías program increases communication, outreach, and advisement support services for first-generation and Hispanic students in order to promote steady connection with advisors, strengthen academic performance, and increase potential to graduate.

Nuestro programa es parte de una iniciativa de RCSJ - Cumberland Campus, para aumentar el éxito hacia la graduación entre los estudiantes hispanos del colegio. Los estudiantes que son parte del programa Las Vías, recibirán servicios de apoyo académico individualizados y asesoramiento en las áreas de servicios académicos y de su carrera, ayuda financiera, servicios de transferencia, y programas especiales.

Las Vias

Students served: 240-300 per year

New students: 100 per year / 85 Full-Time

Staffing consists of:

- 2 FT advisors
- 3 PT advisors
- 4 Peer Mentors
- 1 Research Specialist
- All are fluent in Spanish

Offices are located in the Student Center near the cafeteria



Student and Family Engagement

- Cultural Connection with students
- Family welcomed at Information Sessions
- Parent & College Nights
- Word of mouth - family and community referrals
- Financial Aid workshops for students & parents
- Las Vias Orientation - students welcome family
- Potluck dinners for students and families
- Leverage external partners such as:
 - Families to College
 - Pascale Sykes
 - Daniel's Den Community Center
 - Perfil Latino
 - Ocean First Scholarship reception
 - Radio Zeta



High Impact Initiatives of Title V:

- Guided Academic Pathways
- Take the Lead Summer Bridge Program
- Las Vias Peer Mentor Program
- Starfish Early Alert and Connect
- Academic Engagement
- Commitment to graduate within 3 years

(150%)



Guided Academic Pathways

- Elimination of *Undeclared* major
- Reduced all Associate degree programs to 60-62 credits
- Education Success Plans provide a clear guide to graduation
- Fewer elective courses
- Aligned math requirements with programs of study intensive support for underprepared students - Math and Writing Labs, Tutoring, Intensive Advising, Touch Points
- Academic Review Interview for students on Academic Probation

Academic Engagement

Phi Theta Kappa

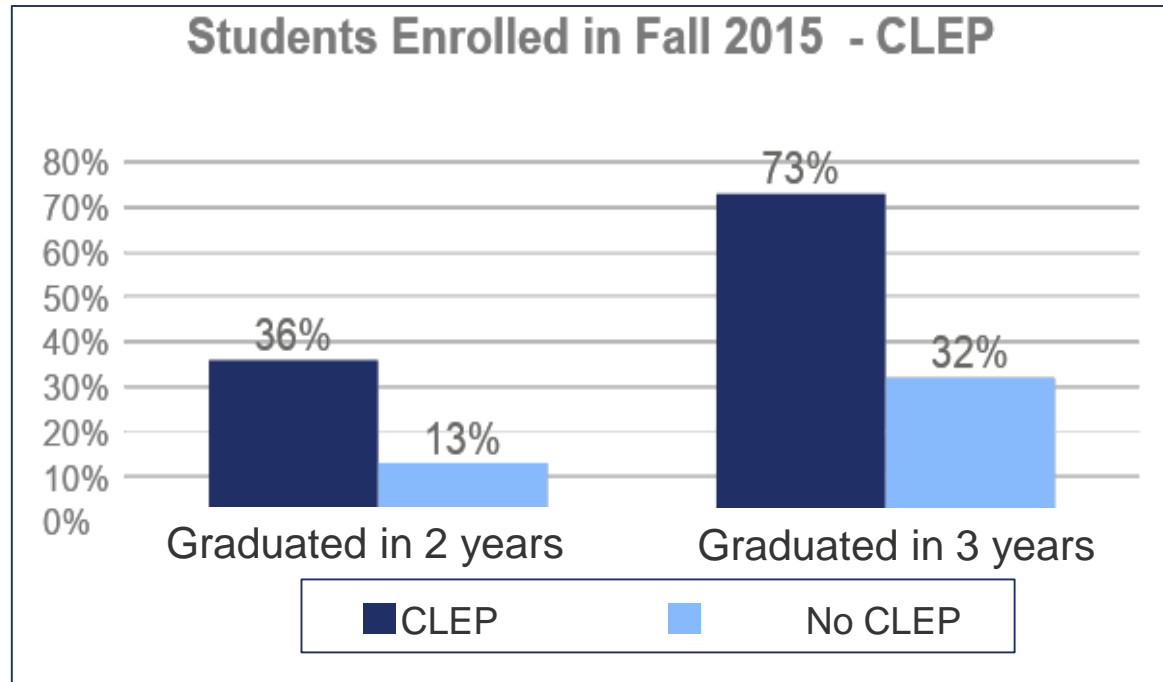
Cohort Year	Hispanic Students Inducted into PTK
2015 – 2016	36 / 127
2016 – 2017	49 / 155
2017 – 2018	72 / 245

Workshop participation

FA17 to SP18 – 250 students attended 23 workshops on:

- Financial Aid
- Time Management
- Mindset
- Financial Literacy

Students Enrolled in Fall 2015 - CLEP



- Focused Cohort advisement
- Increased academic engagement – workshops, testing
- Promoting campus involvement – clubs, sports, events








Summer Bridge Programs @ Cumberland

Veronica Chainey and Iris Torres

Summer Bridge Programs

We are excited to offer 5 FREE Summer Bridge Programs at RCSJ-Cumberland:

	<u>2019</u>	<u>Participants</u>
	Las Vias	22
	HSI STEM	27
	EOF	24
	TRiO	25
	CB2R	<u>6</u>
	Total	104

Take-the-Lead Summer Program

Participants:

- Complete a 1-credit hybrid Freshman Seminar course
- Engage in activities to promote self-awareness & communication skills
- DISC career assessment to discover and develop their leadership styles.
- Learn about the various resources available on campus
- Can participate in mentorship opportunities and apply for positions as peer mentors or tutors.
- Are better prepared for the Fall semester



What's covered in the Freshman Seminar Course?

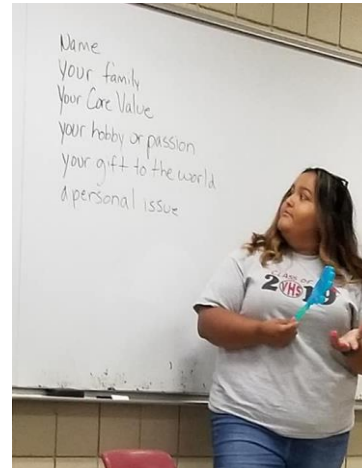
Online coursework - 5 weeks long

This course has no book. Material is taught using various methods such as YouTube videos, Career Websites, online resources, & PowerPoint presentations.

- Introductions
- College & Community
- Acting Ethically
- Managing Your Time
- Setting Goals
- Exploring Career Choices
- Financial Literacy
- Conducting Research
- Evaluating Information
- Refining Your Note & Test Taking Skills
- Planning for Your Future
- Reflection

What's covered in the Leadership component?

- Off Campus team building retreat
- DISC Assessment (Leadership Inventory)
- Me Box
- Speaker on Leading by Example
- College Success tips from LV Mentors
- Personal Branding
- Career Preparation
- Giving back and sharing



Using the DISC

Dominance

- Direct
- Results Orientated
- Decisive
- Competitive
- Problem Solver

Steadiness

- Understanding
- Team Player
- Patient
- Stable
- Sincere



Influence

- Charming
- Enthusiastic
- Optimistic
- Persuasive
- Inspiring

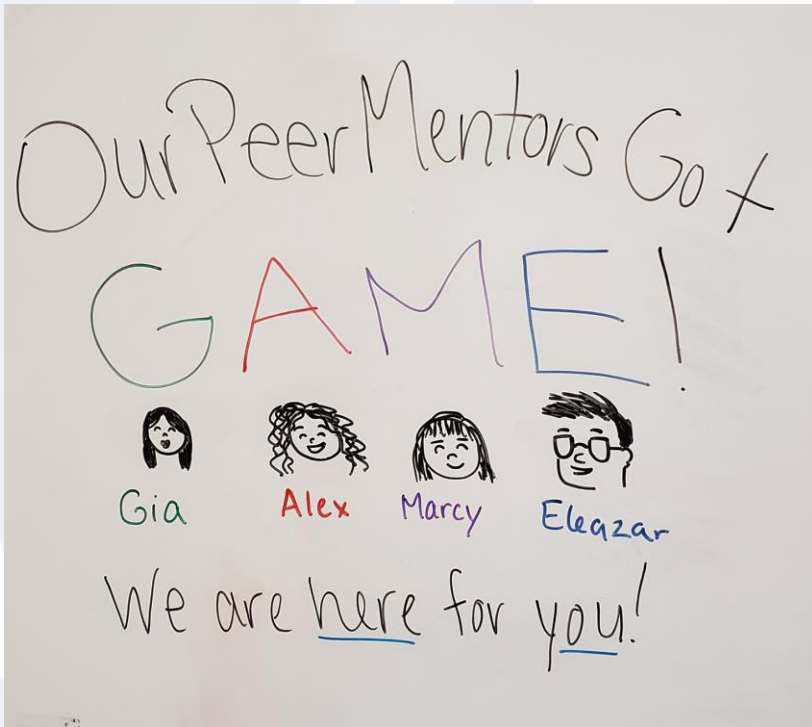
Conscientious

- Analytical
- Diplomatic
- Precise
- Compliant
- Objective



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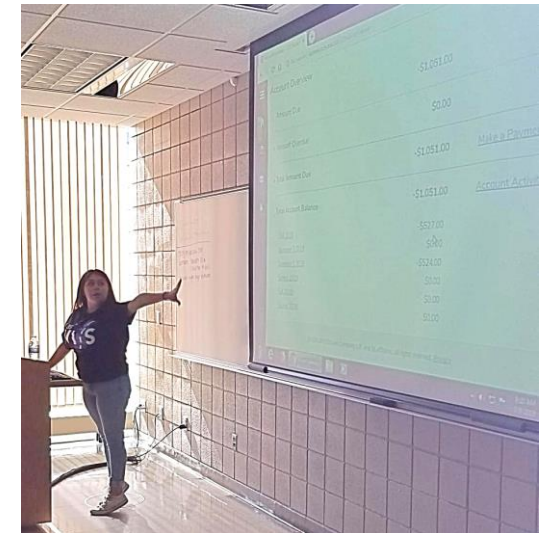
Peer Mentor Program

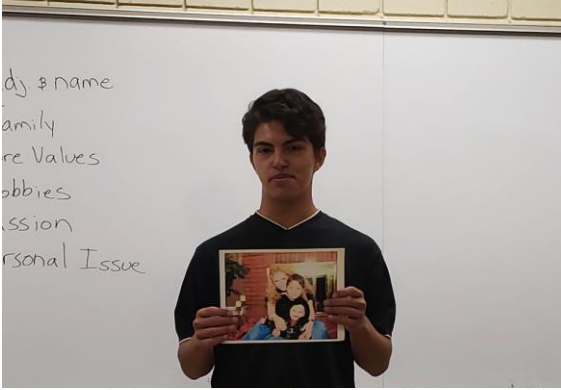


- NASPA Certified
- Ongoing training
- Campus Involvement
- Outreach
- Peer Support

Peer Mentor Responsibilities

- Run Ice Breaker Groups.
- Observe, document and give feedback to class after they finish a team builder activity at off campus retreat.
- Teach students on using their Webadvisor, Gmail, Starfish and Blackboard.
- Run breakout groups during Summer Program.
- Reach out and contact students about making their advisement appointments.
- Assist with pre-advisement.
- Provide moral support for students during the semester.





Take-the-Lead Summer Program - Outcomes


Summer	# Participants	At College Level English	At College Level Math	Enrolled Fall Semester	Successful Completion of Fall Semester with ≥ 2.0 GPA
2016	23	100%	78%	100%	87%
2017	22	100%	73%	100%	91%
2018	21	100%	71%	100%	86%
2019	22	100%	77%	95%	82%



Take-the-Lead Summer Retention & Persistence

Year	# Retained Fall to Fall	%	Graduated in 2 years	%	Graduated in 3 years	%
2016 - 23 Students	22	96%	11/23	48%	13/22	57%
2017 - 22 Students	14	64%	11/22	50%	-	-
2018 - 21 Students	17	81%			-	-



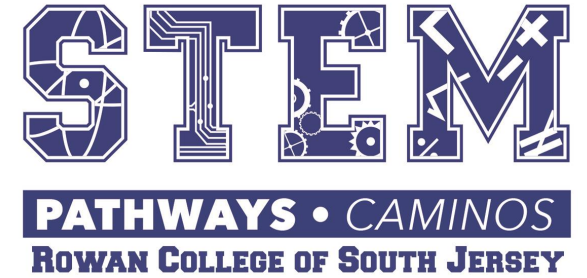


STEM

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HSI STEM Pathways Program



Strengthening and Expanding STEM Career Pathways

creates course sequences that map clear paths and provide for continuous guidance and support for graduation and STEM career entry or baccalaureate transfer. Our goal is to increase STEM program enrollment, persistence, degree completion, preparation for career entry, and baccalaureate transfer among Hispanic and low-income students.

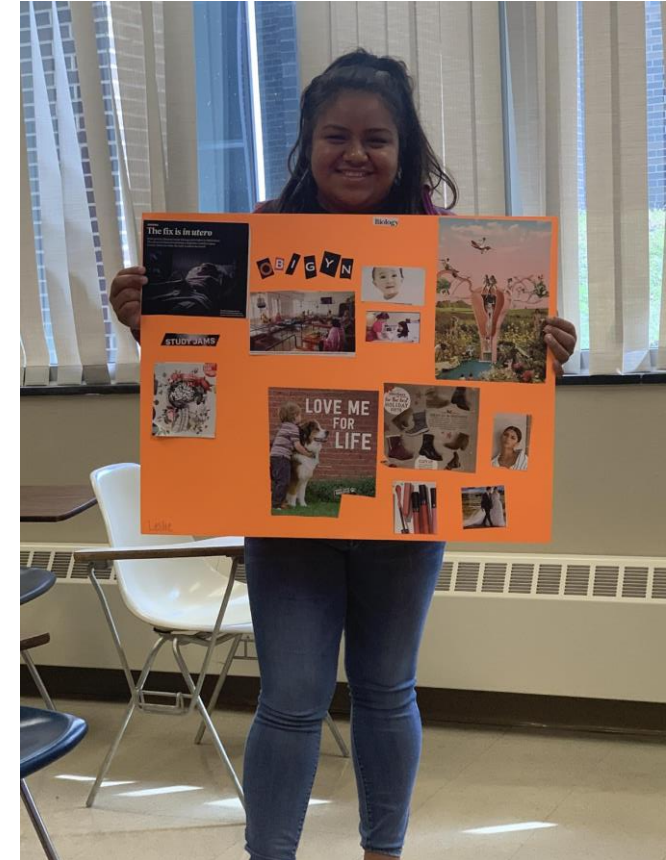


HSI STEM Pathways High Impact Initiatives

- Enhancing Science Equipment and Supplies
- Creation of Cybersecurity and Engineering Tech Programs
- Creation of Mechatronics Innovation Learning Lab (MILL)
- STEM Symposium
- Drop-In STEM tutoring Lab
- Intensive Advising Syllabus
- Peer Mentor Program (new)
- Instagram page and #STEMStudentTakeover events
- and of course our Summer Bridge....

STEM

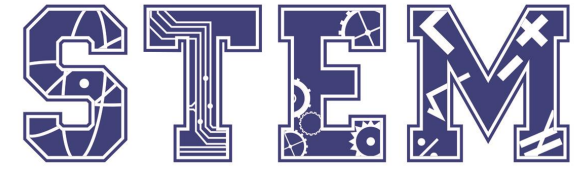
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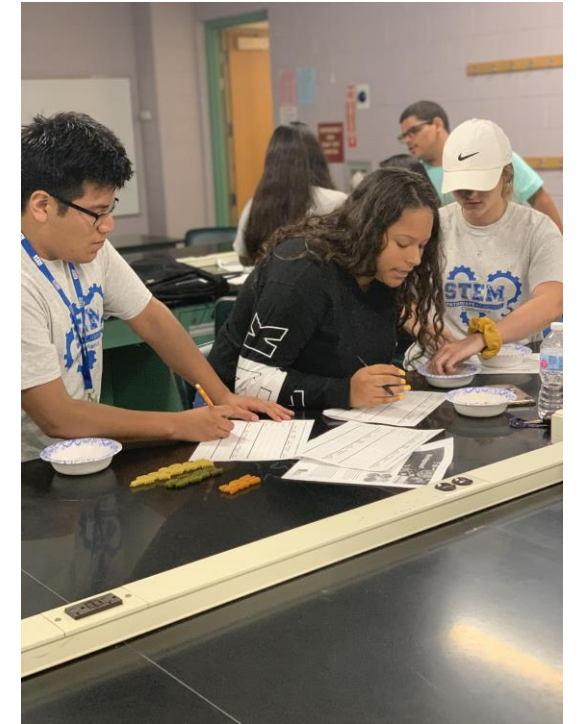
 **Rowan College**
SOUTH JERSEY

STEM Pathways Summer Bridge Highlights

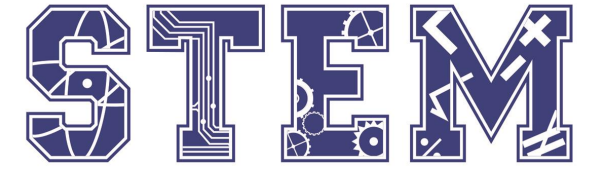
- STEM focused Freshman Seminar course
- Meet your professors
- Career speakers
- Hands-on workshops in STEM topics
- Field trips to universities and STEM attractions
 - Princeton Plasma Physics lab summer 2020!
- Introduction to “Succeeding in College Math” Course
- Introduction to Drop-In STEM Lab resources



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STEM Pathways Summer Bridge Highlights



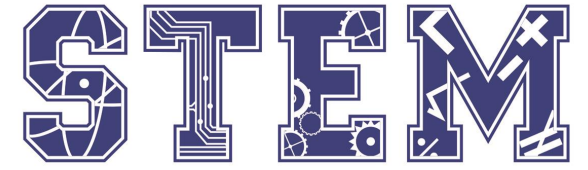
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- Students develop partnerships and friendships that carry with them into the classroom
- Comfort and confidence starting the Fall semester
- Familiarity with campus, resources, professors and advisors

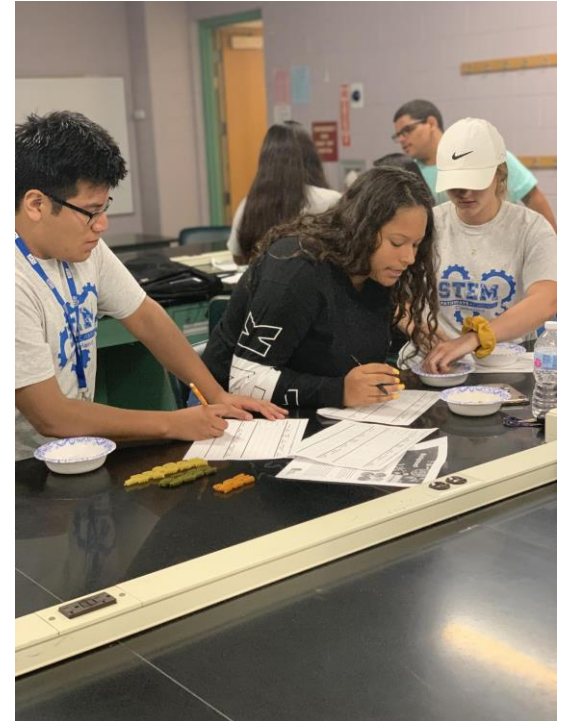


STEM Pathways Summer Bridge Impact on GPA

- STEM Summer Bridge 2018 students earned an average GPA of 3.2 in the Fall 2018 semester vs 2.6 for all other Hispanic or Low-income STEM students.
- STEM Summer Bridge 2019 students earned an average GPA of 3.0 in the Fall 2019 semester vs 2.6 for all other Hispanic or low-income STEM students.
- Summer Bridge programs work!



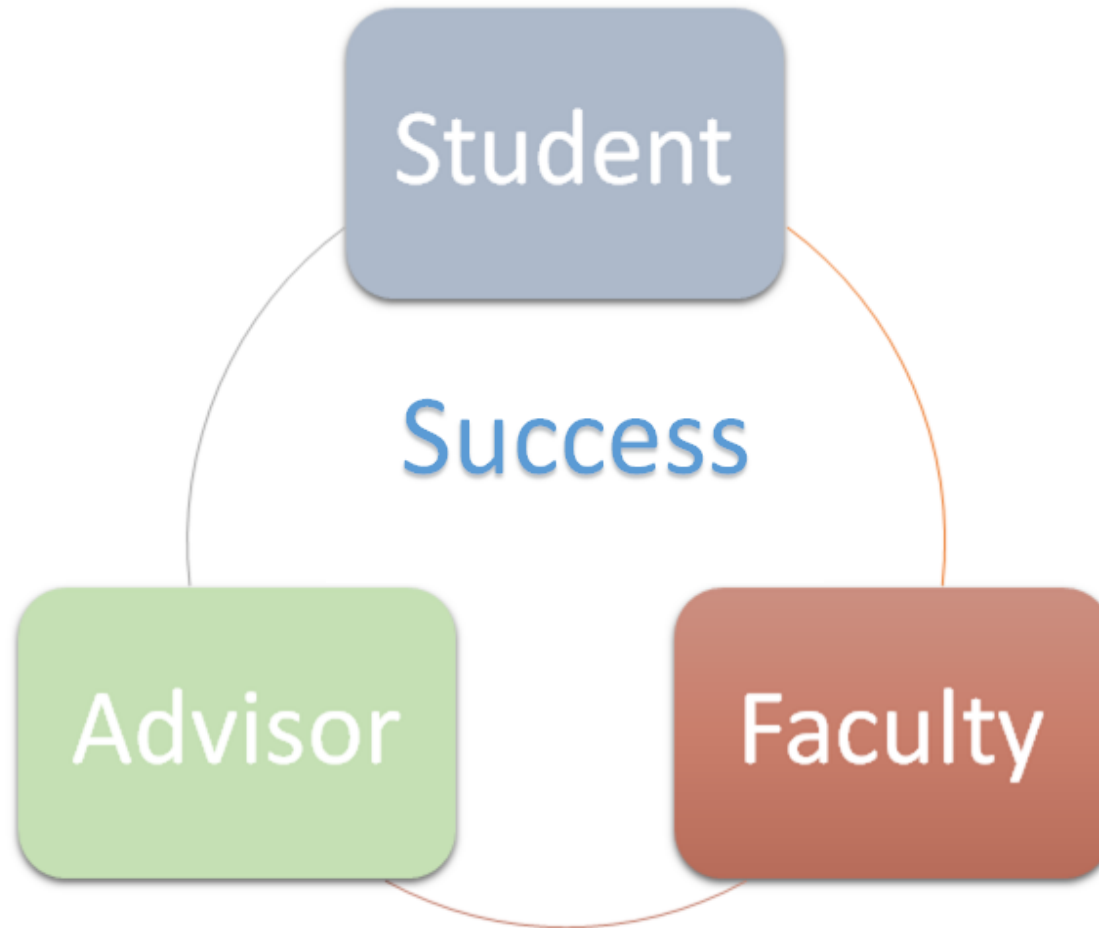
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Starfish for Student Success

retention solutions™





Starfish Case Management

retention solutions™

- Success Network
- Alerts/Flags
- Kudos
- Emails
- Tutoring
- Campus Services
- Appointments

Flag
Referral
To-Do
Kudos
Message
Note
Appointment
File
Intake

- Overview
- Info
- Success Plans
- Courses
- Tracking
- Meetings
- Notes
- Network

Created In Term
Written By
Note Type

Ongoing
Anyone
Any

Type	Subject	Written By	Date
Appointment Comment	Appointment with Arisdelci Bermudez on 4/5/2019 for Las Vias Reasons	Diana Appel Role: General Advisor ALL, COHORT	04-05-2019
Note	Event Comment: Bermudez, Arisdelci on 03/26/2019	Diana Appel Role: General Advisor ALL, COHORT	03-26-2019
General Shared Note	TP7	Elba Lopez Role: Peer Mentor	03-26-2019
Note	Event Comment: Bermudez, Arisdelci on 03/22/2019	Iris Torres Role: General Advisor ALL	03-22-2019
Message	Schedule your appointment today!	Diana Appel Role: General Advisor ALL, COHORT	03-22-2019
General Shared Note	TP7	Lizmary Arriaga Role: Peer Tutor, Peer Mentor	03-01-2019
Appointment Comment	Appointment with Arisdelci Bermudez on 2/27/2019 for Las Vias Reasons	Diana Appel Role: General Advisor ALL, COHORT	02-28-2019
General Shared Note	TP7	Elba Lopez Role: Peer Mentor	02-13-2019
Left VM for ESP and make sure she's on target for graduation.			
General Shared Note	TP7	Giovanni Barragan Role: Peer Mentor	01-31-2019
GB: Left VM regarding how the spring semester is going, LV Workshops, and LV Mingle.			

Touch-Point Tracking

Edit Appointment

Scheduling Outcomes **SpeedNotes**

Check off the topics discussed and activities completed in this meeting.

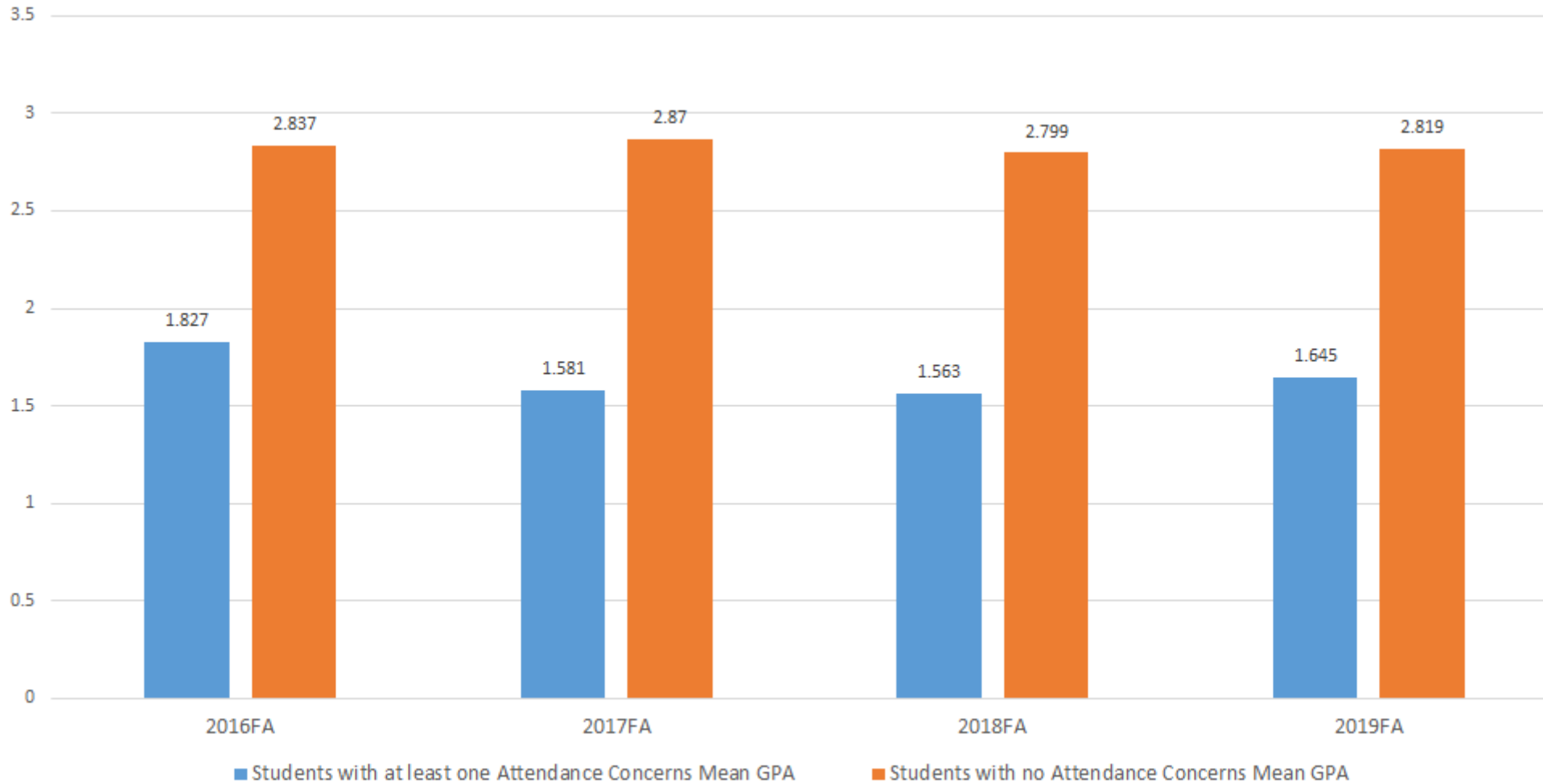
COHORT Touchpoints

<input type="checkbox"/> Academic Counseling	<input type="checkbox"/> Intake
<input type="checkbox"/> Academic Review	<input checked="" type="checkbox"/> Midterm
<input type="checkbox"/> Activities/Clubs/NSO	<input type="checkbox"/> Other
<input type="checkbox"/> Career/Mentoring/Resume	<input type="checkbox"/> Personal, Home/Work/Life Balance
<input checked="" type="checkbox"/> Course Selection/Registration	<input type="checkbox"/> Placement/Testing
<input type="checkbox"/> Digital Outreach	<input type="checkbox"/> Progress Report
<input checked="" type="checkbox"/> Education Success Plan	<input type="checkbox"/> Tutoring, Study Skills/Notetaking
<input checked="" type="checkbox"/> Financial/Scholarships	<input type="checkbox"/> Workshops
<input checked="" type="checkbox"/> Graduation/Transfer	

RETENTION Codes

<input type="checkbox"/> STOPOUT Childcare	<input type="checkbox"/> STOPOUT Personal/Confidential
<input type="checkbox"/> STOPOUT Course Issues	<input type="checkbox"/> STOPOUT Personal/Time Conflicts
<input type="checkbox"/> STOPOUT Financial	<input type="checkbox"/> STOPOUT Transferred
<input type="checkbox"/> STOPOUT Medical	<input type="checkbox"/> STOPOUT Transportation
<input type="checkbox"/> STOPOUT Military	

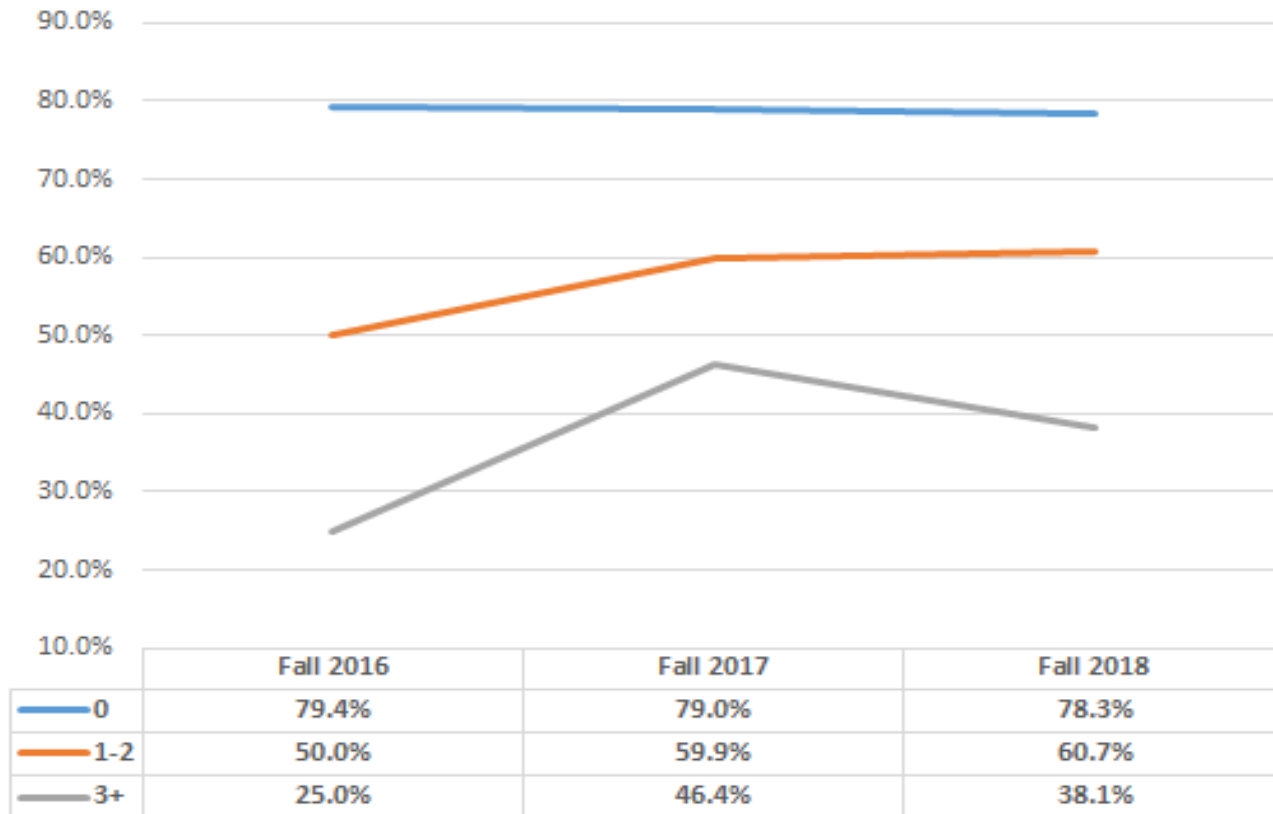
Starfish Impact - GPA



Starfish - Mean GPA with Attendance Concern Raised

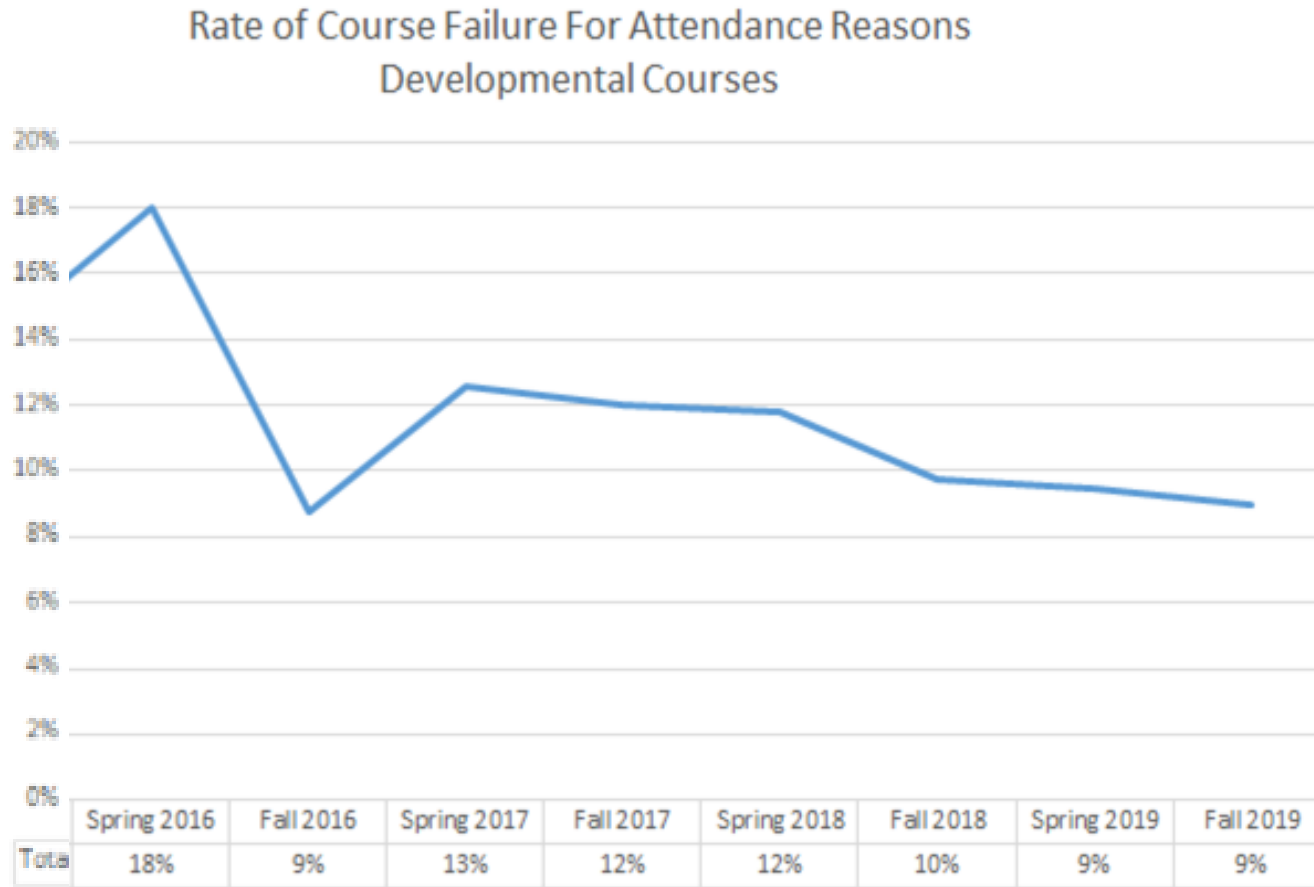
Attendance Concerns - Retention Rates

Fall-to-Spring Retention Rates
By Number of Attendance Concerns Raised



- Retention for students with 1 or 2 attendance alerts increased from 50% to 60.7%.
- For students who received 3+ attendance alerts, retention increased from 25% to 38%.

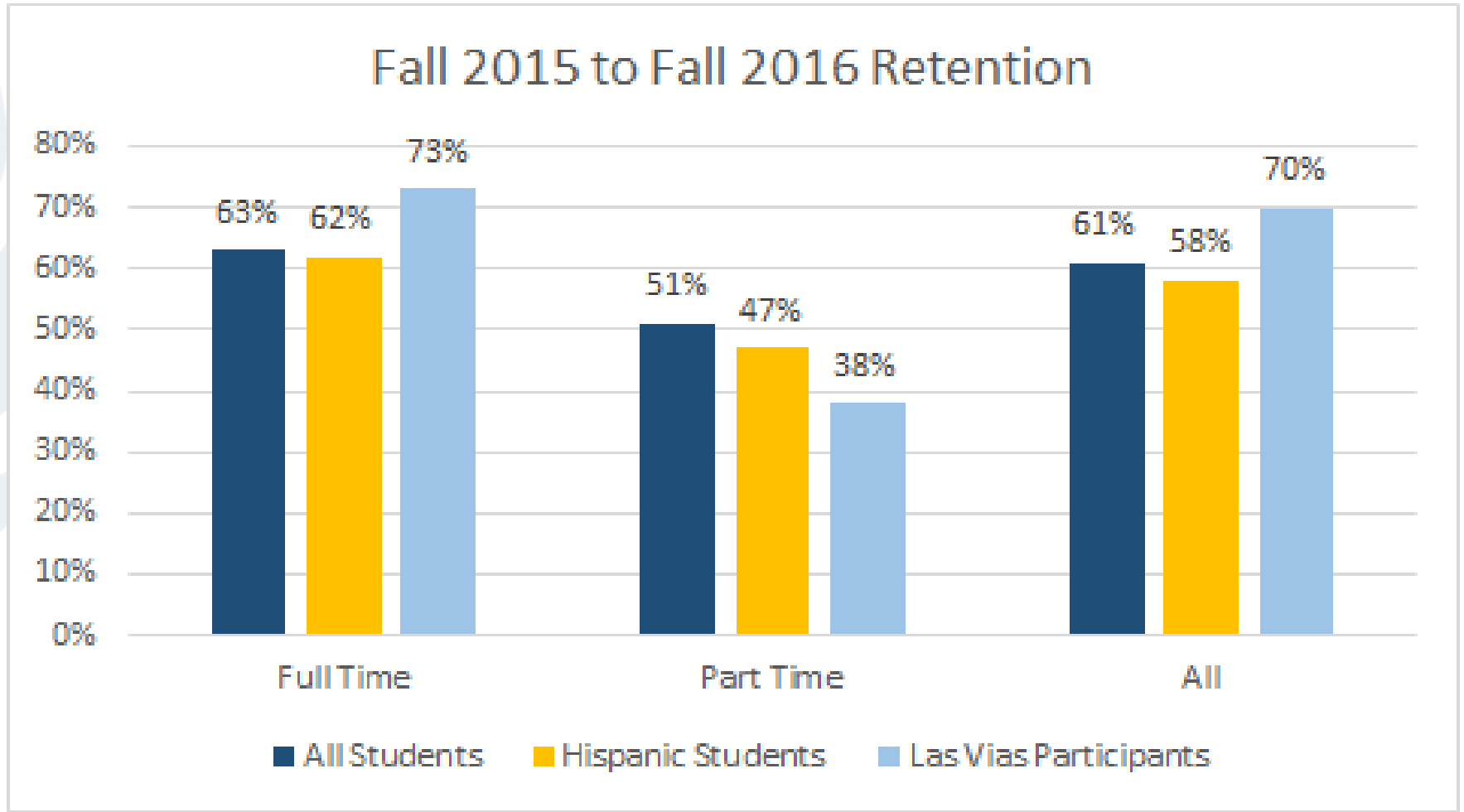
Course Failure for Attendance Reasons



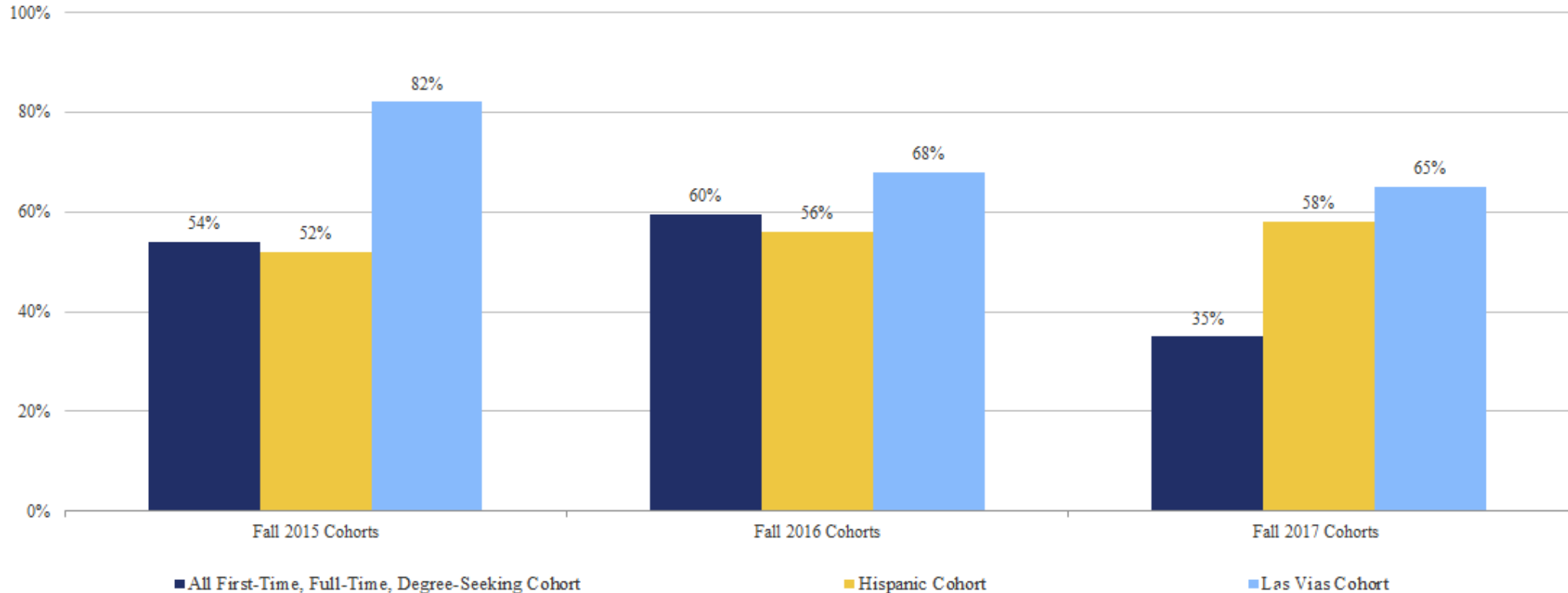
The rate of course failure for attendance for developmental courses dropped from **14%** in Fall 2015 to **9%** in Fall 2019

Overall Retention: First-Time Students

Las Vias Cohort Fall 2016:
84 were Full Time
8 were Part Time.



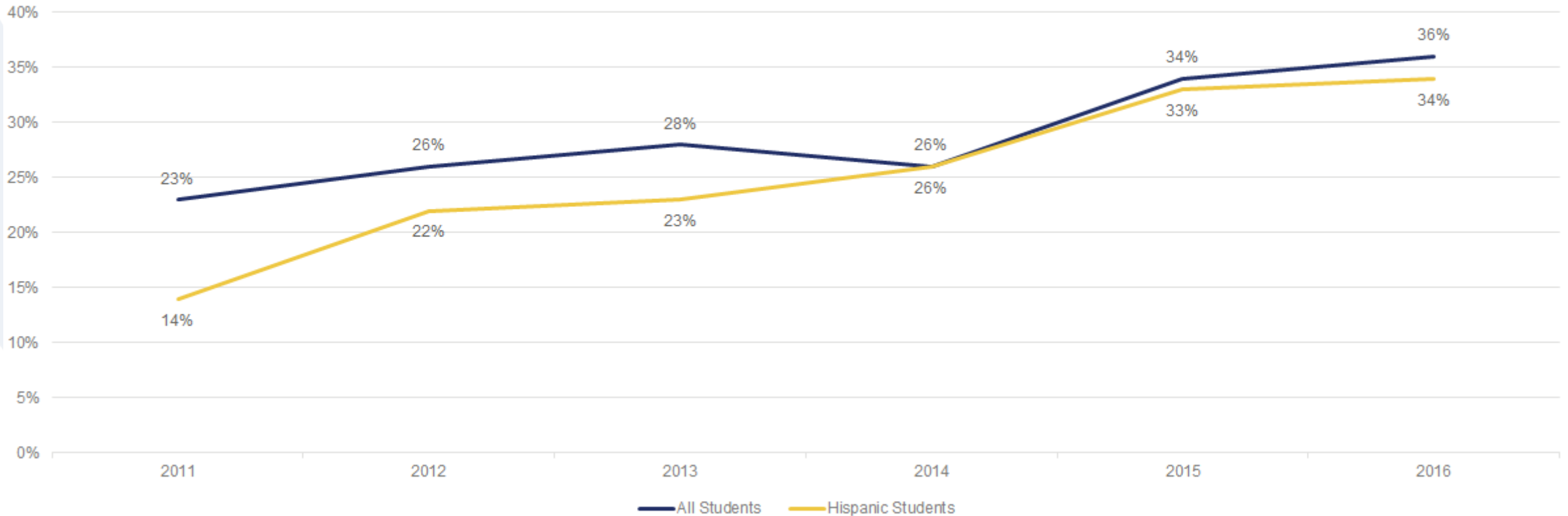
On Track to Graduate



Students are considered on track to graduate within 3 years if they complete at least 20 college credits by the end of their first year.

Are we making a difference?

Key Performance Measure: The percentage of first-time, full-time degree-seeking undergraduate students enrolled at a two-year HSI graduating within three years of enrollment



We are here for you!



Contacts & Questions

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