

ETSU Student Equity Workgroup 2021-2025

Purpose: To drive action needed for ETSU's participation in and successful reporting of THEC Quality Assurance Funding (QAF) Standard 5: Student Equity.

Background and Context: THEC's QAF program incentivizes institutions to strive for continuous improvement in programmatic and student outcomes. ETSU earned \$3.2M in QAF dollars in 2018-19; approximately \$35K per point.

Standard 5: Student Equity directs institutions to enhance the quality of student services and institutional support to increase equity in student outcomes. This standard provides an opportunity for ETSU to earn ~\$350,000 per year through 2025.

ETSU's target population for 2020-2025 is undergraduate students of color, defined as all races with the exclusion of White, Asian, Null/Missing, or choose not to report. At ETSU, students of American Indian, Alaskan Native, Black or African American, Hispanic/Latino, Native Hawaiian or Other Pacific Islander, Nonresident Alien, and two or more races are historically underserved.

THEC awards up to six (6) points per year for full-time, fall-to-fall undergraduate retention of the target population. The remaining four (4) points are awarded as follows:

- 2021 Self-Assessment: ETSU submitted a Self-Assessment with the current state of target student access and success including baseline quantitative and qualitative measures. ETSU received 4/4 points.
- 2022 Action Plan: ETSU will submit a strategic Action Plan that seeks to improve the quality of services and experiences and increase student retention of the target population based on institutional data and target student feedback.
- 2023 & 2024 Status Report: ETSU will submit a progress report that includes all elements of the Action Plan in order to assess the implementation status of each of the Action Plan objectives.
- 2025 Comprehensive Report: ETSU will submit a comprehensive report that includes an evaluation of the implementation status for each Action Plan objective. ETSU will also reflect upon lessons learned and best practices to sustain gains in student equity.

Membership: This workgroup will be a sub-group of the Quality and Effectiveness Sub-Council (QESC) so that information, trends, and proposed strategies can be regularly reported to University Council (UC). Progress of the workgroup will be reported to QESC once per quarter, in March, June, September, and December.

The workgroup will be chaired by Dr. Chassidy Cooper, Equity and Inclusion Coordinator, Office of Equity and Inclusion, who will be appointed to the QESC. Ms. Megan Miller, Assessment Coordinator, Office of Planning and Decision Support, will be appointed to the workgroup. Membership will also include two additional members of the QESC (Dr. Cindy Chambers and Dr. Jean Croce Hemphill have volunteered to serve in this capacity), one representative from the Multicultural Center, plus additional representation from colleges and other units, such as athletics, as needed. Student member(s), especially those from the target population, should be considered, as well as community members with the power to influence the broader region beyond the ETSU campus. If possible, overlapping membership with the QEP launch team should be ensured, given the community engaged learning focus of ETSU's next QEP.

Charge, 2021-22:

1. Review the Student Equity Self-Assessment submitted to THEC in 2021.
2. By June 15, create an Action Plan that seeks to increase graduates from the identified target student population (undergraduate students of color) by improving the quality of services provided and student experiences along with the overall number of graduates from the target student population. This plan should not exceed 7 pages, excluding appendices, and must include the following:
 - a. Objectives: ETSU will develop objectives with specific details, informed by the Self-Assessment, longitudinal institutional data, and feedback from the target student population from year 1 (2020-21).
 - b. Indicators: ETSU will develop success indicators that are clearly defined and provide evidence demonstrating progress towards objectives.
 - c. Strategy for Achievement: ETSU will develop a Strategic Plan with goals and benchmarks for the following areas that are detailed and intentional with the justification for likelihood of success clearly articulated.
 - i. Recruiting, engaging, and graduating students from the selected target population informed by evidenced-based best practices and research.
 - ii. Incorporating feedback from the selected student population into current institutional policies and/or practices.
 - iii. Improving the quality of services, supports, and overall campus climate for the target student population.
 - iv. Incorporating engagement of diverse perspectives among all students and faculty in course curriculum and across campus.
 - v. Increasing the quantity of graduates from the target student population.

Charge, 2022-23 and 2023-24:

1. By June 15, submit a Status Report that includes all elements of the 2022 Action Plan in order to assess the implementation status of each of the Action Plan objectives. The 2024 Status Report should build on the 2023 Report. This report should not exceed five pages, excluding appendices.

The status report must include a comprehensive analysis of each of the strategies and plans in the 2022 Action Plan. Detailed evidence is provided for the extent to which objectives have been accomplished. If objectives have not been met, a detailed explanation of potential causes and plan for going forward is provided.

Analysis and evidence must address all parts of the Action Plan including:

- i. Recruiting, engaging, and graduating students from the selected target population informed by evidenced-based best practices and research.
- ii. Incorporating feedback from the selected student population into current institutional policies and/or practices.
- iii. Improving the quality of services, supports, and overall campus climate for the target student population.

- iv. Incorporating engagement of diverse perspectives among all students and faculty in course curriculum and across campus.
- v. Increasing the quantity of graduates from the target student population.

Charge, 2024-25:

1. By June 15, submit a comprehensive report that includes an evaluation of the implementation status for each Action Plan objective. This report should reflect upon lessons learned from the process and suggest best practices going forward. The report should not exceed 10 pages, excluding appendices. Specifically, the report should include the following elements:
 - a. A detailed analysis of the extent to which the desired Action Plan objectives have been accomplished, focusing on:
 - vi. Recruiting, engaging, and graduating students from the selected target population informed by evidenced-based best practices and research.
 - vii. Incorporating feedback from the selected student population into current institutional policies and/or practices.
 - viii. Improving the quality of services, supports, and overall campus climate for the target student population.
 - ix. Incorporating engagement of diverse perspectives among all students and faculty in course curriculum and across campus.
 - x. Increasing the quantity of graduates from the target student population.
 - b. A clear rationale for any Action Plan objectives that were not accomplished, along with an analysis of intervening factors.
 - c. A thorough reflection on practices and programs implemented along with next steps based upon institutional experience with the target student population