

Retaining Students of Color at Predominantly White Schools



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Agenda

STUDENT RETENTION

Demographics

Challenges

Strategies



RETENTION DEMOGRAPHICS

1



Why is the retention and persistence of **students of color** so critical?



Demographics

45.2%

of Undergraduate students were students of color in the United States

Source: U.S. Department of Education, National Postsecondary Student Aid Study, 2016



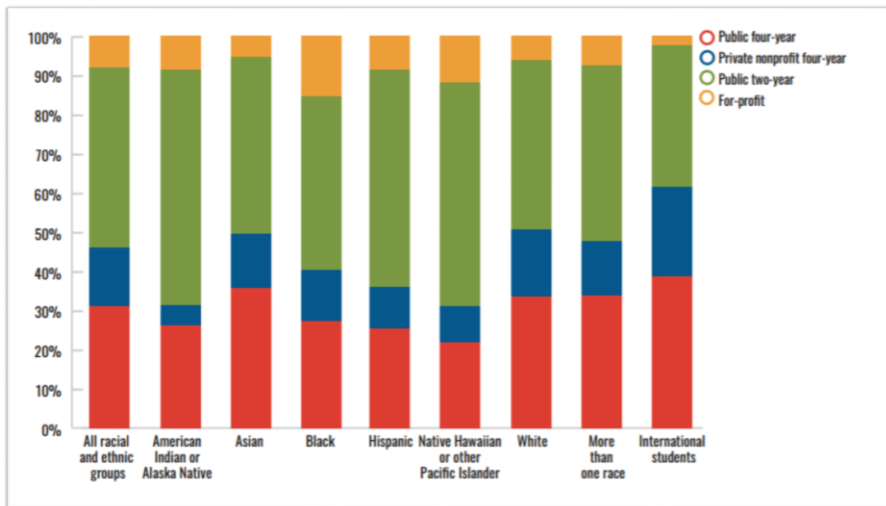
Demographics

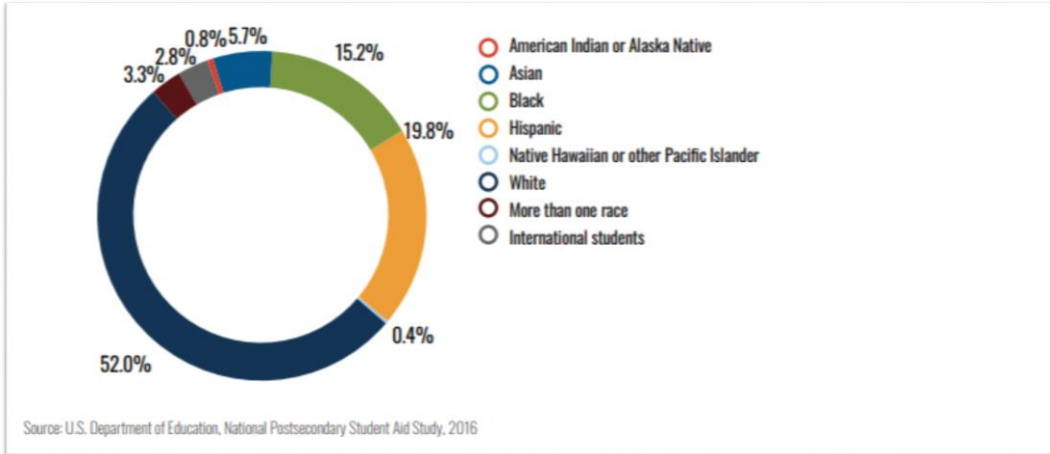
15%



in students of color attending college over a 10 year timeframe

Source: U.S. Department of Education, National Postsecondary Student Aid Study, 2016





RETENTION CHALLENGES

2



Terms

Retention

The percent of entering students graduating or persisting in their studies at an institution

Source: Tinto & Puseer, 2016

Persistence

The enrollment of individuals over time that may or may not be continuous and may or may not result in degree completion

Source: Wyman, 1997



Terms

Predominantly White Institution

An institution of higher education where the majority of students enrolled are White

Source: Pettigrew, 2016



Statistics



1 in 5 AMERICANS
age 25 or older have attended college at some point but failed to complete a degree

41%
of college students will not complete a degree within six years.

Sources: Payne, Slate & Barnes, 2013; Lumina Foundation, 2011; National Center for Education Statistics



Retention Rates

RATES AT WHICH FULL-TIME FRESHMAN RETURN TO COLLEGE FOR A SECOND-YEAR, EITHER FULL OR PART-TIME

	2011	2016
All schools	78.5%	80.8%
Public	78.6%	81.1%
Private not-for-profit	80.2%	81.6%
Private for-profit	56.5%	55.7%

Source: Hechinger Report Analysis of Data from National Center for Education Statistics. Four-Year Institutions



What do you believe are some challenges **students of color** face at Predominantly White Institutions?



Retention Challenges

“I know of people who have left because they didn’t want to be in college. Their parents made them go.”

Amber Spence, Graduate Student,
Texas A&M University



Retention Challenges

“If it’s between earning money and going to class, I’m going to earn money because I have to support people.”

Source: <https://hechingerreport.org/more-high-school-grads-than-ever-are-going-to-college-but-1-in-5-will-quit/>



Retention Challenges



Racial discrimination, prejudice, and stereotypes are faced in the Predominantly White Institution

Source: (Harper & Hurtado, 2007) Nine themes in campus racial climates and implications for institutional transformation.



Retention Challenges



For the past two decades, students of color perceived the campus climate to be negative compared to their White counterparts

Source: (Harper & Hurtado, 2007) Nine themes in campus racial climates and implications for institutional transformation.



Retention Challenges



Students who are not well prepared academically or lack resources are far less likely to graduate

Source: (Joy, 2017) College Graduation Rates Depend Mainly on the Students--But Colleges Matter Too. Here's How Much



Why Students Leave

- ✓ Poor grades
- ✓ Lack of Preparedness
- ✓ Lack of Student Support
- ✓ Indecision of College Major
- ✓ Demotivating School Environment
- ✓ Lack of time with teachers and advisors
- ✓ Conflict with Work and Family Commitments



Source: <https://www.u-planner.com/blog/student-retention-8-reasons-people-drop-out-of-higher-education>



3 RETENTION STRATEGIES



What is your campus doing or has done to **increase** retention or persistence of **students of color**?



First-time Degree Seeking

RETENTION OF FIRST-TIME DEGREE-SEEKING UNDERGRADUATES AT DEGREE-GRANTING POSTSECONDARY INSTITUTIONS

Full-Time (75.0%)	All Institutions	4-Year Institution	2-Year Institution
Public	74.0%	81.1%	62.0%
Non-profit	81.2%	81.5%	62.7%
For-profit	62.2%	55.7%	65.8%
Part-time (44.9%)	All Institutions	4-Year Institution	2-Year Institution
Public	45.0%	45.0%	44.3%
Non-profit	47.4%	47.4%	44.6%
For-profit	38.8%	38.8%	50.0%

Source: https://nces.ed.gov/programs/digest/d17/tables/dt17_326.30.asp?current=yes



Students of Color – Graduation Rates

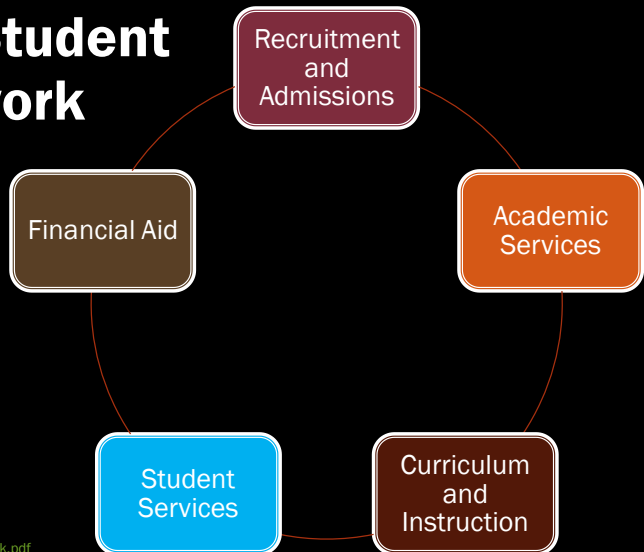
PERCENTAGE DISTRIBUTION OF FIRST-TIME POSTSECONDARY STUDENTS STARTING AT 2-AND-4-YEAR INSTITUTIONS

Ethnicity	2-Year Institutions	4-Year Institution
White	38.9%	68.9%
Black	28.1%	46.9%
Hispanic	28.3%	48.8%
Asian/Pacific Islander	38.3%	72.8%
American Indian/Alaska	32.1%	51.5%
Multi-racial	33.9%	57.1%

Source: https://nces.ed.gov/programs/digest/d17/tables/dt17_326.40.asp



Five Components of Student Retention Framework



Source: http://www.educationalpolicy.org/pdf/Swail_Retention_Book.pdf



Retention Strategies – From An Institutional Perspective

Campus-wide Initiatives for enlistment, preservation, and commencement

Inclusion of students, faculty, and staff of color

Cultural Spaces



Retention Strategies – Financial Aid

Financial Aid Counseling or Training

Grants and Scholarships

Loans

Assistantships and Work-Study

Source: http://www.educationalpolicy.org/pdf/Swail_Retention_Book.pdf



Student Population – Madison College

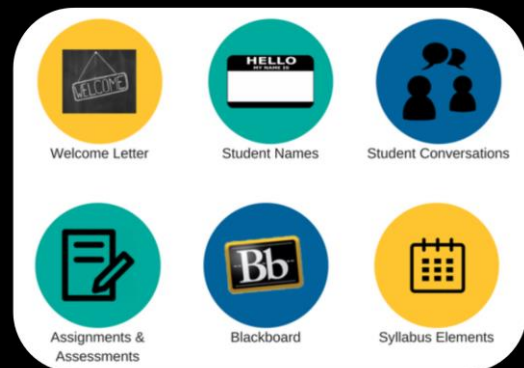
Total Enrollment	33,991 students
Male students	43.4%
Female students	56.6%
Traditional	35.2%
Non-traditional	64.8%
Demographics	
White	72.0%
Hispanic	9.5%
Black	6.4%
Asian	4.4%
American Indian	0.5%
Native Hawaiian/Pacific Islander	0.1%
Non-resident	1.3%
Unknown	5.1%



Strategies – Madison College

Focus on Focus – In the Classroom

- Initiative aimed to improve student persistence in the classroom
- Studied the persistence numbers of gatekeeper and non-gatekeeper courses
- Developed six (6) practices that faculty were instructed to use at the college



Strategies – Madison College

Focus on Focus – Outside the Classroom

- The adoption of engagement practices of staff who were not in classroom with students

Five (5) engagement practices

1. Wear a nametag or clothing that identifies you as an employee
2. When interacting with students, ask and use their name
3. Make warm referrals when directing students, or accompany them when available
4. Find opportunities to engage with students
5. Find a way to interact with students outside of your job duties



Strategies – Madison College



- African Student Association
- Asian American Student Association
- Black Student Union
- Cultural Connect
- Scholars of Color Mentoring Program
- Intercultural Exchange
- Gender and Sexuality Alliance
- Muslim Student Association
- Native American Student Association
- Orgullo Latino
- United Common Ground
- Veterans Resource Center



Questions?

