

ENDs Monitoring Report

Diversity
October 2017

Presented to:

Dr. Daniel J. Phelan, President
Jackson College Board of Trustees

Presented by:

Cindy Allen, Vice President of Administration
Lee Hampton, Director of Multicultural Affairs
Kelly Crum, Assistant Director of Multicultural Affairs

I. Executive Summary

This ENDS Monitoring Report examines Jackson College's operations and related strategies with respect to institutional diversity, at every level. Achieving broad scale equitable outcomes, in all aspects of institutional diversity, is a College and Board priority, and is part of the College's overall strategic agenda. Various campus and community efforts are being undertaken to accommodate the needs of, and service to, the diverse populations within the College's tri-county service area and beyond.

Antoine Breedlove joined the talented staff of Multicultural Affairs over the past 12 months. He has made a huge impact advancing retention initiatives for students of color. He has increased the number of African American males who completed the Student Success Assessment (i.e., responses to date are 340 students, with 223 completed this past fiscal year). The College continues a partnership agreement with Qualtrics, a survey & market research firm, which manipulates the data from the Assessment tool. Subsequent data guide our staff in the identification of resources on campus and in the community to provide the necessary supplemental support for our students.

Last fall a special FYS (Freshman Year Seminar) new SEM 140 course, that focused on strategies of Men of Merit Leadership Program, was launched. Numbers for 2016/2017 semesters were: FL 2016-23, WN 2017-14 and FL 2017-23. SEM 140, Seminar in Life Pathways, is the gateway course to success at Jackson College. This particular section includes a leadership lab on Friday mornings, designed to strategically assist in developing the leadership potential of the African American male students. The lab explores current and historical African American male leaders in the U.S., their leadership attributes and skills that they acquired and developed as they relate to the On Course (i.e., classroom/college success) principles. The student responses from taking the course has been very positive. Students have indicated they enjoy the relevant curriculum that highlights great African American leaders. They are able to focus on the principles of the lives of these leaders to implement in their own lives.

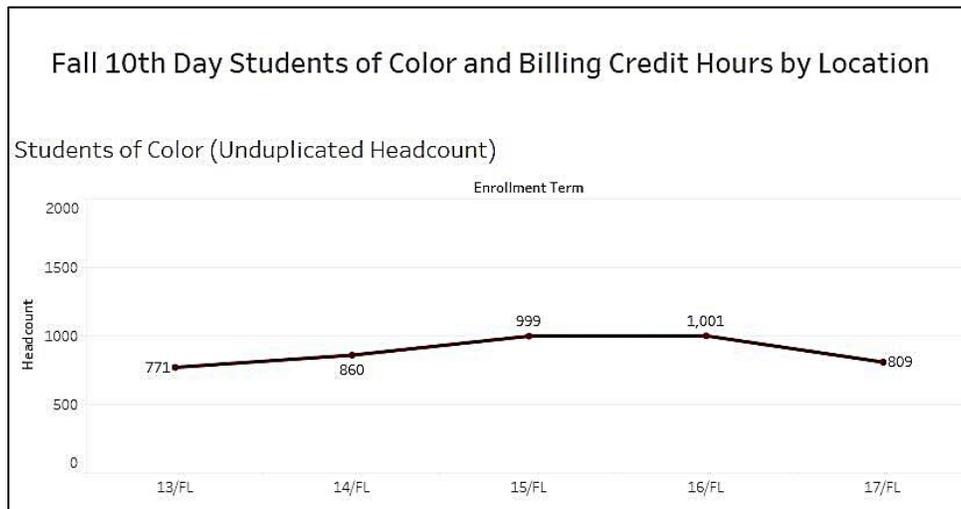
During summer 2017 a new Men of Merit initiative was launched with our prison population in an effort to increase student engagement, retention, and leadership skills. The Men of Merit pilot initiative was launched with a very strong start with 66 students participating in the first module. In March 2017 Jackson College administrator, Lee Hampton, received "The Insight to Education" award from Qualtrics at their National Conference in Utah. The award was received as the result of the development of students of color assessment tool which significantly enhances higher education's understanding of enrolling students of color.

To date, the Assessment has been purchased by three colleges: Damon College, (NY) Arkansas Tech and Camden College, NJ. Damon College & Arkansas Tech all of which have fully integrated the assessment and are utilizing it to increase student outcomes

and engagement. Damon College is one of the leading institution serving students of color in the United States.

II. Institutional Context

In an increasingly global economy, and as defined by its mission, Jackson College believes that, by embracing our commitment to diversity, we enrich the educational experience and offer an inclusive and welcoming environment for our students and employees. Furthermore, the College believes that a level of cultural and ethnic competency is absolutely essential for our graduates.



The number of students of color enrolled in fall 2017 is 809 students, down from 1001 last year, but represents twelve percent of the total fall 2017 tenth day enrollment. It should be noted that, student-inmates were not included in our enrollment numbers at the time of this snapshot. (Students of color are defined by using the federal “under-represented minority” standard: ethnicity of Hispanic and race of African American, Hispanic or American Indian/Alaskan native/native Pacific Islander.)

Among many components of growth toward the goal of supporting diversity are the K-12 Men of Merit and Sisters of Strength initiative. In addition, the Kente Celebration was initiated in May of 2016 designed to celebrate the academic achievement of students of color. We believe that both of these initiatives will contribute to a continued increase in the number of enrolled students of color. The College has also provided relevant professional development to housing staff and resident assistants in working with student of color and understanding cultural differences.

The College’s International Student Institute is also a strategic priority for Jackson College and ensures that our graduates possess a global competency upon the completion of their studies. International students are an important resource at Jackson College, especially because they create new educational and cultural experiences for

our campus and community by engaging and collaborating with the Multicultural Affairs office.

The Woodrow Wilson Jr. Multicultural Center has broadened its scope with the African American and Hispanic population through an outreach in the community with “**See the Vision, Be the Vision**” initiative held in Ann Arbor in the spring 2017 and scheduled in Albion in the fall 2017. ‘See the Vision Be the Vision’ is an initiative that gathers local males of color who are successful college graduates and connects them with young males of color for inspirational and mentoring possibilities. Each community is utilizing the photos and experiences of participants as a part of an awareness campaign to increase college-going rates. The College has also developed a list of Men of Merit mentors and African American male summit presenters of support the program

In terms of mindfully expanding coursework to reflect a focus on diversity, the College has broadened the associate degree curriculum to include the requirement of GEO7: “Understand and respect the diversity and interdependence of peoples and cultures.”

III. External Context

An external analysis and literature review of professional articles related to diversity allowed us to examine ways to increase cultural competence and awareness, and provide a safe environment in which students feel comfortable exploring their differences. The literature review and a subsequent SWOT (strengths, weaknesses, opportunities, and threats) analysis identified a number of key national and Jackson College-specific challenges and opportunities, as represented by the sampling below:

Challenges:

- Overall, 47 percent of presidents at four-year institutions indicated that students on their campuses indeed have organized around concerns of racial diversity, and 75 percent believe high-profile events, like those connected with the Black Lives Matter movement, as well as the immigration debate and Islamophobia, have played a role in increasing dialogue about race.
- Employment applications continue to create stresses for candidates looking for employment. Forms asks the candidate to disclose gender, race, and, if applicable, disability. Some of those applicants do so because they think revealing their race will give them a leg up.“ Others complete the form reluctantly.

Opportunities:

- Black and Hispanic students are the fastest growing segments of the student body. However, the diversity of college leadership is quite low. Research suggest that institutions must begin thinking strategically about talent management. Once hires are made, human resource offices need a system in place that develops, rewards and retains people of color.

IV. Institutional Performance Reporting and Assessment

Diversity Center

The Jackson College Woodrow Wilson Jr. Multicultural Center is approaching its fifth anniversary. The Center continues to host many community outreach initiatives and professional development activities for students and is a much needed and welcoming locale. The arrival of the Multicultural Center Student Program Coordinator has added to the Center's connection of the students and has greatly increased the percentage of student engagement with the Center.

Men of Merit (MOM) and Sisters of Strength (SOS) Achieving the Dream Initiatives

National reviewers have applauded the dedicated space for Achieving the Dream initiatives in the Multicultural Center. The addition of MOM and SOS combined meetings on Mondays and Tuesdays will continue, maintaining the total number of weekly meetings at five. MOM and SOS has leaders in each of the three housing units to assist with cultural training and awareness activities. Jackson College has also established a K-12 MOM and SOS mentoring partnership at JPEC and DaVinci schools. Additionally, Jackson College's Men of Merit and Sisters of Strength operations have launched a partnership with Parkside School (Jackson Public Schools) this Fall 2017.

Jackson College's goal of doubling the size of the Men of Merit and Sisters of Strength programs from 75 to 150 was met with over 150 students involved during the 2016-17 academic year.

MOM and SOS Retention Rates

Men of Merit	Total #	Total Retained FL-WN	FL-WN Retention Rate	Total Retained
Fall 2011	27	22	81%	13
Fall 2012	28	26	92%	18
Fall 2013	32	29	91%	n/a
Fall 2014	49	40	81%	n/a
Fall 2015	65	51	79%	n/a
Fall 2016	40	29	74%	n/a

Sisters of Strength	Total #	Total Retained FL-WN	FL-WN Retention Rate	Total Retained
Fall 2011	21	18	86%	10
Fall 2012	27	20	74%	12
Fall 2013	42	38	90%	n/a
Fall 2014	73	68	93%	n/a
Fall 2015	95	87	92%	n/a
Fall 2016	39	39	100%	n/a

- Notation on this year’s numbers, while both groups collectively served over 150 students, 120 met the criteria to be considered part of the group (three contacts as in meetings, mentoring session, group trips), only 79 students were identified by their student ID which is what is used to pull the data. We have already begun signing in students using their student ID’s so this is not an issue next year.

While the retention rates have nicely rebounded this past year, additional initiatives are being launched to continue increasing the number of students participating and keeping these students engaged while providing the support services required for success.

MOM/SOS Leadership Trip took place in spring 2017. Students traveled to Pennsylvania and New York as part of an educational experience. More particularly, students received a history presentation, tour and transfer presentation from the director of admissions at Cheyney University (the oldest Historically Black College/University), HBCU. Students attended a Leadership Conference in downtown Manhattan conducted by Mr. Anthony De Nicola, CEO of Welsh, Carson & Anderson. Students volunteered on college campuses and gave a presentation at Perry E. Sutton Educational Complex in Harlem, NY. Students also traveled to the 9-11 site at Ground Zero and reflected upon the travesty visited upon our country.

See the Vision, Be the Vision Initiative This initiative began at Jackson College over a year ago. The effort has expanded to include a photo shoot of African American leaders in Ann Arbor. Each community is utilizing the photos and participants as a part of an awareness campaign to increase college-going rates.

Michigan Department of Corrections Partnership

An FYS Class has been initiated at Huron Valley Women’s Correction Facility and will continue in the Fall 2017. Related, plans are in place to begin Jackson County Jail Women’s Education Outreach initiative, winter 2018.

Community Partnerships

Jackson College partnered with Consumers Energy, Spring Arbor University and City of Jackson to host the 2017 Juneteenth celebration. A new strategy for the Juneteenth event focused on four pillars: Financial Literacy, Employability, Educational Attainment

and Health Living. This year's 2017 Juneteenth was held at the new CP Federal City Square (downtown Jackson) with over 1,000 in attendance and over 35 vendors participating.

Jackson College also partnered with the Jackson Criminal Justice Department to host a Domestic Violence Forum (April 2017) and a Human Trafficking Forum (October 2016) in order to increase the community's awareness of matters that affect our students, as well as criminal justice system. This partnership will continue with both forums scheduled for April 2018.

Jackson College continues to host the largest MLK Event in the area with 300 people in attendance. Next year's MLK Event is scheduled for Jan. 13, 2018.

Diversity Committee

Jackson College has a diversity committee that meets monthly to assist with the College's overall objectives, as well as the diversity goals established in the strategic plan. This committee's responsibilities range from serving on each hiring committee, to assisting the diversity office with larger-scale events, as well as discussing state and national news stories. The committee, comprised of faculty, staff and administrators, has recently grown to 18 members.

Employee Diversity and Employee Diversity Training

Jackson College employees who identify as persons of color, have consistently made up approximately eight to nine percent of our total workforce. This year we are at 9.6%, up slightly from last year's 8.4%. These numbers are self-reported by our applicants and do not include adjuncts.

	2011	2012	2013	2014	2015	2016
Faculty (FT)	5	6	6	7	7	7
Faculty (PT)	23	18	19	n/a	n/a	n/a
Administration	5	3	4	7	6	6
Classified/Technician	15	12	8	8	7	10
Total	48	39	37	22	20	23

Recent modifications to the hiring process and outreach has increased the numbers in front line areas, such as financial aid and navigators. Unfortunately, we recently lost two of our newer hires of color, one to the U of M and the other to a larger metropolitan city.

The Multicultural Affairs team is working directly with the HR office to identify new initiatives to retain our younger African American millennials. One initiative is to become one of 4% of companies nationally to assist employees in paying off their student loans. Our hopes are also that with the new initiative of Revitalizing Jackson, specifically downtown, we can retain our young professionals. In our efforts to look for additional ways to increase the diversity of our full-time faculty, a plan is well under way including external funding sources for piloting.

SEM140 with Focus on Males of Color

Jackson College has designed a SEM 140 course that focuses on the strategies of the Men of Merit program. This is a strategic effort to increase retention rates and outcomes of this portion of the student population. This particular section of SEM 140 includes a Leadership Lab on Friday mornings. This lab is designed to assist in developing the leadership potential of the African American male student population. This lab explores current and historical African American male leaders in the U.S., their leadership attributes and skills that they acquired and developed as they relate to the On Course principles. The lab includes field trips, guest speakers, action projects, and other activities intended to unlock each participant's leadership potential. This course has become very popular and reached its maximum enrollment limit before fall 2017 enrollment period ended. To meet the increased student demand there are discussions of adding a second section for Fall 2018.

V. Institutional Performance Improvement Planning

Hispanic Population Initiative

Research forecasts an increase in the college-age Hispanic population in Jackson. Focus group planning is underway to facilitate better understanding and service for this projected increase in the Hispanic student population. Jackson College's Annual Hispanic Heritage Celebration in September, on the Potter Center Patio, was very well attended with 160 students and staff enjoying the food and music.

To gather information regarding how to best serve undocumented student populations Jackson College hosted a Deferred Action for Childhood Arrivals (DACA) Conference on central campus in August 2017. Great information was shared during the conference and there were 32 representatives from nine different educational institutions. The College President has lended the name of Jackson College to a national congressional effort to either restore DACA or authorize the DREAM Act.

Student Life and Campus Programing Diversity

The College has a growing number of student life groups and programs. Additionally, the College hosts a wide variety of multicultural campus programs and events, including Native American Heritage Month celebration, Hispanic Heritage Month celebration, Black History Month celebration, Lunch around the World (international student celebration), Dr. Martin Luther King Jr. birthday celebration, and Juneteenth music celebration.

Additional Upcoming Plans and Goals

- Men of Merit will expand our partnership with Michigan Department of Corrections, by offering a Sisters of Strength Group with the Huron Women's Correctional Facility.
- .A new focus for the fall semester of 2017 is to fully integrate the pilot Jackson College Men of Merit Leadership initiative at the Michigan Department of Corrections Cooper St. facility in Jackson Michigan;
- A MOM/SOS leadership trip will occur in spring 2018 and take students to Memphis, Nashville, Fisk University, Tennessee;.
- Jackson College will continue conversations on an articulation or transfer agreement with at least one HBCU. We are also working with the Director of admissions at Cheney University;
- Increase our MoM and SoS student base to 175 active participants, excluding the MDOC facilities; with retention rates at 90-95%.
- JC Multicultural Affairs will host the Jackson College Women of Color Leadership and Empowerment Conference March 2018; and
- For the Fall 2017, we are launching the new Men of Merit/Sisters of Strength Leadership initiatives at Parkside, meeting biweekly with 30 eighth grade students.

I. Conclusion

Jackson College recognizes that a rich, diverse environment on campus and in the classroom is vital. To this end, diversity efforts have been a component of each department through individual strategic plans. This report summarizes the collection of the College's strategic efforts to increase the enrollment, engagement, and retention of its students of color. In doing so, Jackson College strives to be a major resource to local employers, as well as to local law enforcement and corrections.