

# Putting *Cultura* to Work for Student Services

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College

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# Overview

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- Introduction
- Current and future landscape of higher education
- Impacts on student success: Community College Survey of Student Engagement
- Campus climate
- Employees
- Student success
- A solution to our greatest challenges?

# Introduction

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- Gloria and Mayra
- Community Cultural Wealth Theory (Yosso, 2005)
  - Communities of color have alternate forms of cultural capital (cultural wealth) that support academic success and college going.
    - *Aspirational capital*
    - *Linguistic capital*
    - *Familial capital*
    - *Social capital*
    - *Navigational capital*
    - *Resistant capital*



# Introduction Continued

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- *Testimonio* (life narrative) methodology
  - “[bear] witness and [inscribe] into history those lived realities that would otherwise succumb to the alchemy of erasure” (Latina Feminist Group, 2001, p.2).
  - Interlocutor “raises awareness to the plight endured...in order to engender progressive change in the living conditions, policies, or treatment of those peoples” (Aleman, 2012, p. 492).



# Current & Future Landscape of Higher Education

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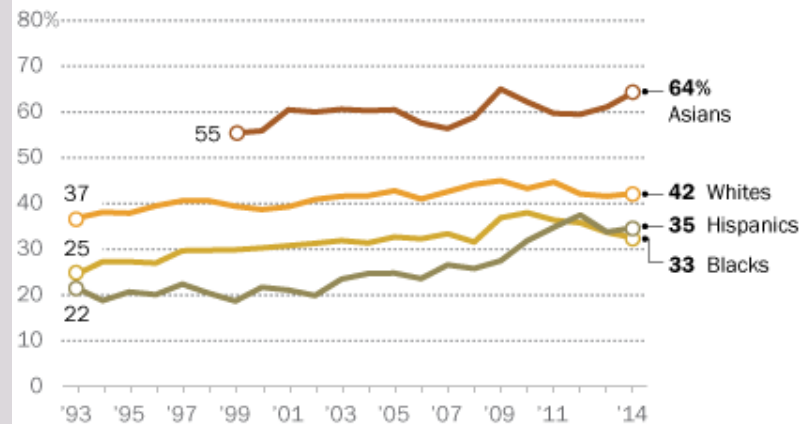
- Achievement Gaps
- Lack of diversity of faculty and administrators
- Increasingly diverse student body



# Current & Future Landscape of Higher Education: *Enrollment & Completion*

## College enrollment by race and ethnicity

% of 18- to 24-year-olds enrolled in college

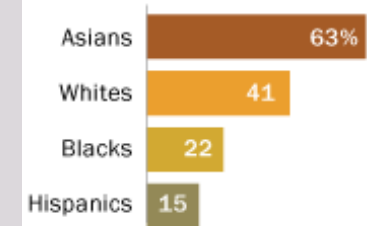


Notes: Blacks and Asians include the Hispanic portions of those groups. Whites include only non-Hispanics. Hispanics are of any race.  
Source: U.S. Census Bureau October Current Population Survey.

PEW RESEARCH CENTER

## College completion by race and ethnicity

% ages 25-29 with a bachelor's degree or more, 2014



Note: Whites, blacks and Asians include only non-Hispanics. Hispanics are of any race.

Source: Pew Research Center tabulations of the March Current Population Survey (IPUMS).

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# Current & Future Landscape of Higher Education: *Attainment Rates*

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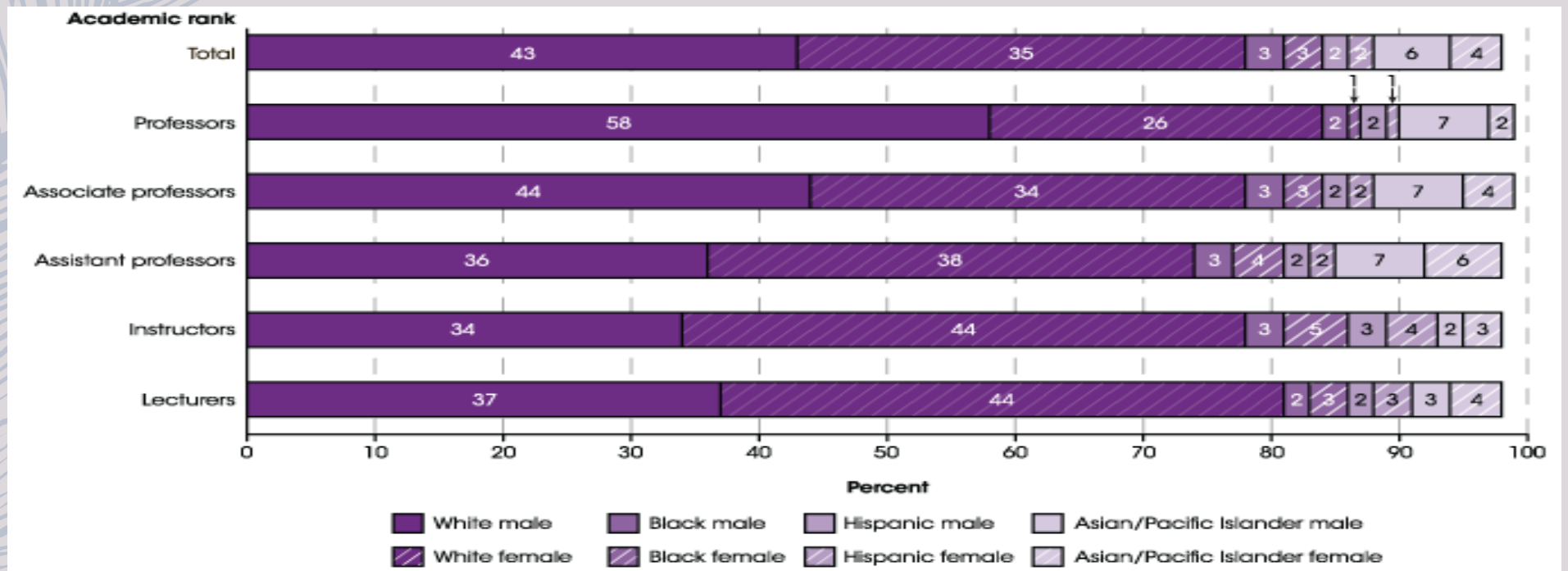
## National Postsecondary Attainment Rates

	2007	2015	Change
White Non-Hispanic Adults	41.0%	46.9%	5.9%
African American/Black Adults	27.7%	33.3%	5.5%
Hispanic/Latino Adults	18.9%	22.6%	3.7%

Source: U.S. Census

# Current & Future Landscape of Higher Education: *Faculty Demographics*

Percentage distribution of full-time instructional faculty in degree-granting postsecondary institutions, by academic rank, selected race/ethnicity, and sex: Fall 2013



**SOURCE:** U.S. Department of Education, National Center for Education Statistics. (2016). *The Condition of Education 2016* (NCES 2016-144), [Characteristics of Postsecondary Faculty](#).



# What impacts student success?

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- Involvement/Belonging (Campus Climate)
- Relationships, Mentors (Individuals they can relate to)
- Familial structures & approaches (Individualized, recognize uniqueness of experiences, strengths and not deficits)
  - *Cohorts*
  - *Live & Learn*
  - *First year experience/College Success courses*
  - *Orientations—personal narratives*

You  
belong  
somewhere  
you feel  
Free.

-TOM PETTY

-LOW BELL

# Campus Climate

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- CCW - Home is everywhere we create community.
- *Who's included?*
- *Who's not included?*
  - How are the "experts" defined? By role, organizational structure or other means?
  - How is the value for traditional forms of data a resource and an obstacle to meeting underrepresented student needs?



# Campus Climate Continued

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- Mi casa, es su casa
- *Testimonio- Individualized colleague and student experiences influence practices and processes*
  - Welcoming & Inclusive Environment: What helps create this kind of environment?
  - Testimonio allows a person to be grounded and feel a part of and even ownership of a bit of the institution
- How can we create this kind of environment?
  - *Human Library*
  - *NCC Stories—some themes: immigrant shattering stereotypes, divorcee impacting her own and people’s lives, Latina sharing the power of second changes, friendly staff that shows care for students*



# Community College Employees

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- Underrepresented Faculty & Administrators: How do we get them and keep them?
  - *College REFLECTS diverse communities: Recruitment-College may more easily recruit if people see themselves reflected in the thread of the institution from the people, to practices, to physical spaces.*
  - *Institutional OPPORTUNITIES to grow: Retention- Opportunities to shape the institution, to grow professionally, to have impact.*
  - *Campus FEELS like a Community: Engagement-employees inspired and willingness and ability to connect and engage with students at a more personal and intrinsic level.*



# Student Success

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- Hosting students in my “home”- The case of the financial aid wait line
- The Health Center example-NCC
- Bridge Programs-
- Global Leaders
  - *Assimilation vs. Individualization*
  - *From deficits to strengths to reinforcements to student success*

# How does this translate to solutions of our institutions' greatest challenges?

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- **Diversifying student body**
- **Addressing stagnant/declining diversity among faculty ranks and leadership**





# How does this translate to solutions of our institutions' greatest challenges?

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- **Comprehensive recruitment, retention, completion plans:**
  - Help us meet historically marginalized communities where they are,
  - Address unique needs or perspectives (perceptions about loans, value of family to decision-making/planning, etc.),
  - Ensure broader population success

# How does this translate to solutions of our institutions' greatest challenges?

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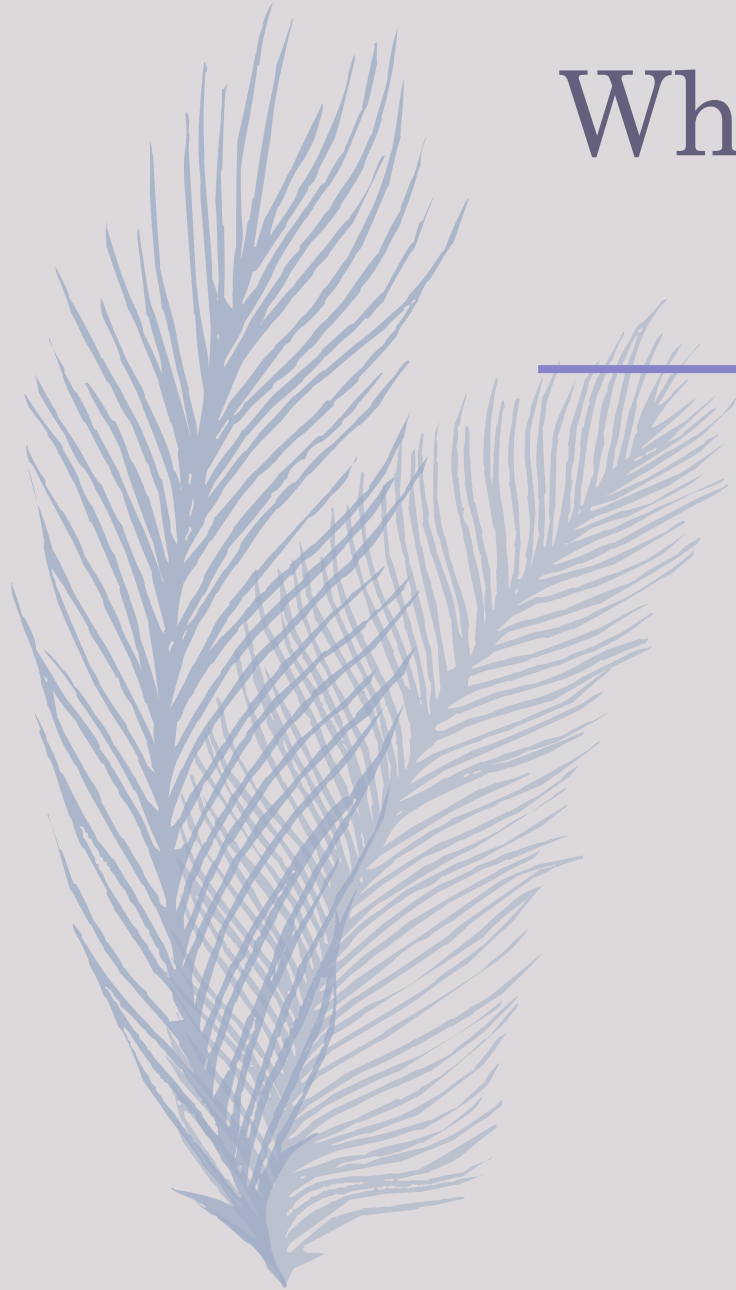
Leveraging  
Community  
Cultural  
Wealth





What questions may we answer?

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# Gracias!

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Dean of Students

Northampton Community College

(email Mayra since Dr. Lopez is in job transition 😊...I'll connect you!)

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