

What Matters Most For Equity

How Student Success Initiatives Are Closing Achievement Gaps (And How You Can, Too)

When we know what's actually working for our students, there is a path to remove the hidden barriers and unintended consequences that limit equity and student success. Higher ed's policies, programs, processes, and initiatives have different effects on different student populations at different institutions. We need to make sure we understand those differences and adjust based on that data.

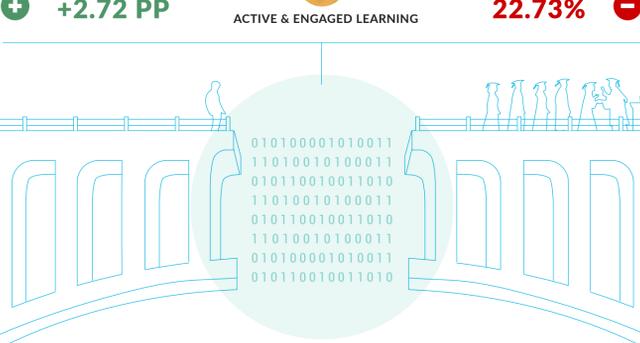
We recently studied more than 300 student success initiatives at 29 colleges and universities, including Hispanic-Serving Institutions.



Categories of Top Performing Student Success Initiatives, by Program Consistency and Impact

AVG. POSITIVE IMPACT OF INITIATIVES (BY PERCENTAGE POINT)

% OF THESE INITIATIVES WITH NEGATIVE OR NEUTRAL IMPACT



Student Success Isn't One-Size-Fits-All (Neither Is Improving Equity)

So, are higher ed's student success programs improving or limiting equity? *The truth: Both.* Not every initiative, even though well-intended, improves outcomes for all students.

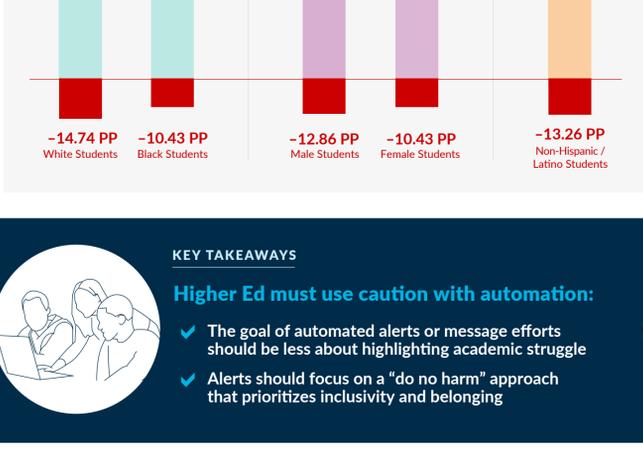
Program Impact Varies by Institution Type

INSTITUTION CATEGORY	POSITIVE INITIATIVES	NEGATIVE OR NEUTRAL INITIATIVES	AVERAGE IMPACT
COMMUNITY COLLEGES	92.86% = 78 Initiatives	7.14% = 6 Initiatives	+7.47 Percentage Points
UNIVERSITIES	88.07% = 192 Initiatives	11.93% = 26 Initiatives	+4.63 Percentage Points
Overall	89.41% = 270 Initiatives	10.59% = 32 Initiatives	+5.76 Percentage Points

Note: When we reviewed programs according to HSI status, we found that HSIs' student success initiatives yielded results close to that of non-HSIs.

In Fact, Highlighting Academic Struggle with Automated Alerts is Particularly Worrisome (30% of Automated Alerts Don't Work)

Automated Alert / Flag Program Impact, by Subpopulation



KEY TAKEAWAYS

Higher Ed must use caution with automation:

- ✓ The goal of automated alerts or message efforts should be less about highlighting academic struggle
- ✓ Alerts should focus on a "do no harm" approach that prioritizes inclusivity and belonging

What Can We Do Today to Ensure a More Inclusive, Equitable Space for the Students We Serve?

Remember That Intersectionality Matters.

Student risk should not be based on demographics, but rather, institutions should leverage a more *comprehensive* view on student risk.

TIP: Adding engagement or LMS data to predictive models helps!

A more intersectional lens on student risk enables a more focused, proactive approach to student care. Improved inclusion occurs when we can identify need, and then embrace those students both urgently and compassionately.

Average Program Impact by Race

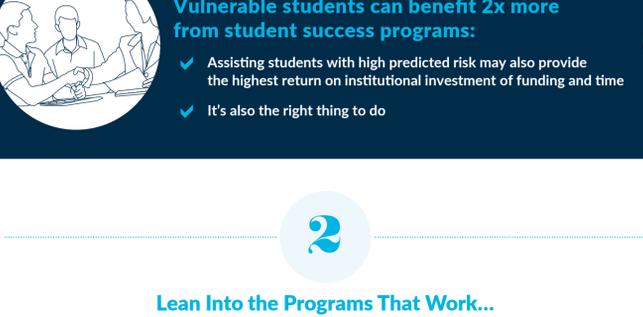
PACIFIC ISLANDER	AMERICAN INDIAN	TWO OR MORE	BLACK	UNKNOWN	ASIAN	WHITE	OVERALL
+11.73 PP	+10.76 PP	+8.19 PP	+6.78 PP	+6.47 PP	+5.75 PP	+4.80 PP	+5.76 PP

Note: Some subpopulations did not have a critical mass for program impact evaluation.

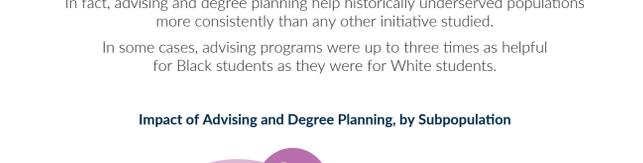
Average Program Impact by Ethnicity

HISPANIC OR LATINO	NON-HISPANIC / LATINO
+6.74 PP	+4.53 PP

Impact of Student Success Initiative Categories by Gender



Impact of All Student Success Initiatives, by Level of Predicted Vulnerability or Risk



KEY TAKEAWAYS

Vulnerable students can benefit 2x more from student success programs:

- ✓ Assisting students with high predicted risk may also provide the highest return on institutional investment of funding and time
- ✓ It's also the right thing to do

Lean Into the Programs That Work... Advising and Degree Planning Appear to be an Equalizer.

96% of advising programs had a positive lift.

In fact, advising and degree planning help historically underserved populations more consistently than any other initiative studied.

In some cases, advising programs were up to three times as helpful for Black students as they were for White students.

Impact of Advising and Degree Planning, by Subpopulation



Advising Program Impact, by Institution Type and Demographic

UNIVERSITIES	COMMUNITY COLLEGES
+5.11 PP... Male +3.59 PP... Female	+7.82 PP... Female +5.62 PP... Male
+4.37 PP... Not Latino or Hispanic +4.11 PP... Latino or Hispanic	+7.29 PP... Not Latino or Hispanic +6.56 PP... Latino or Hispanic
+8.75 PP... American Indian +6.25 PP... Black +5.36 PP... Unknown Race +4.25 PP... White	+8.58 PP... Black +7.54 PP... White +6.46 PP... American Indian +6.30 PP... Unknown Race

KEY TAKEAWAYS

The most effective student success programs:

- ✓ Reinforce belonging
- ✓ Get a more comprehensive view of the student
- ✓ Leverage advising and degree planning

How are You Making Decisions to Adjust or Refine Programs for Improved Equity at Your Institution?

What are you doing differently to empower your team in their work to achieve more equitable outcomes?

Institutions across our community are closing achievement gaps now. Improved equity doesn't have to wait, and it doesn't have to be a moon shot.

Learn more about what's possible now by connecting with us at civitaslearning.com/contact.



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