

# NISTS 2022

FROM MOMENT TO MOVEMENT: SHAPING THE FUTURE OF TRANSFER  
FEBRUARY 2-4 | ST. LOUIS • FEBRUARY 23-24 | VIRTUAL

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*Sponsored Session*

## **3013 - Equitable Program Design as a Catalyst for Retention**

Diversity and Inclusion, Matriculation Trends and Issues

Higher education struggles to provide adequate support and scaffolding for underserved populations to thrive. For learners holding minoritized identities, succeeding in higher education can be elusive, due to not only a lack of access to flexible and inclusive programs, but also to a lack of evidence-based support on the path to degree attainment. We highlight noncognitive skills as a foundation for resilience and reveal comparison data that clearly demonstrates the efficacy of this approach as a means to improve retention and boost ROI.

**Chelsea Barnett**, *Director Product and Program Innovation*  
**Reshma Gouravajhala**, *Research Scientist*

Western Governors University

# Equitable Program Design as a Catalyst for Retention



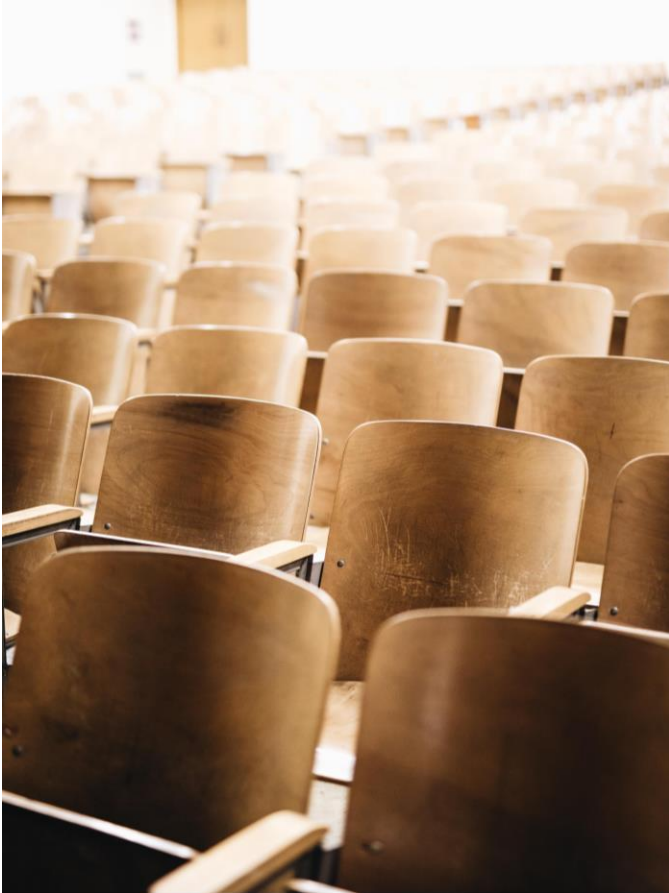
Dr. Reshma Gouravajhala, *WGU Academy*  
Chelsea Barnett, M.Ed., M.S., *WGU Academy*

# WGU Academy's Organizational Biases

- We believe:
  - In the fulfillment our promise of equitable attainment through shaping **holistic readiness** across knowledge, skills, behaviors, and mindsets
  - "Talent is universal; **opportunity is not.**" (Rye Barcott)
  - Learners' **sense of belonging** is cultivated through representation, intentional design, and inside-out learning experiences

# Holistic Readiness

*We believe in the fulfillment of our promise of equitable attainment through shaping **holistic readiness** across knowledge, skills, behaviors, and mindsets*



## Cognitive

Pedagogy

Learning Science

Peer-Oriented Group Learning



## Metacognitive

Setting Goals

Self-Regulation

Study Strategies

Planning/Time Management



# Non-Cognitive Emphasis

Motivation

Sense of Belonging

Mindset

Mindfulness/Awareness

Empathy

EQ



# Sociocultural Learning Environment

*"Talent is universal; opportunity is not" (Rye Barcott)*

Historically under-  
represented

Under-served

Minoritized

Under-resourced

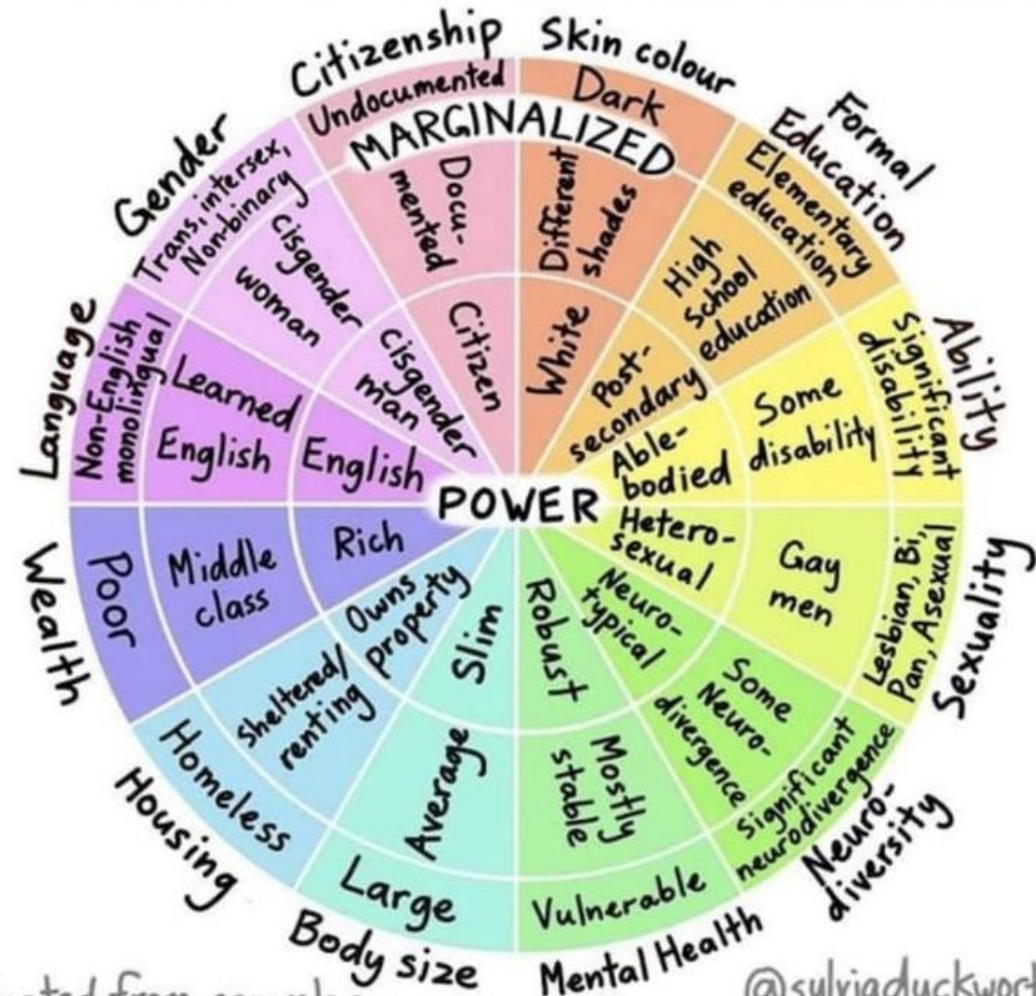
Nontraditional



<https://calmatters.org/commentary/my-turn/2020/07/a-focus-on-injustice-inequity-in-public-education-must-drive-californias-budget-priorities/>



# WHEEL OF POWER/PRIVILEGE



## Power / Privilege

- What privileged identities do you hold?

## Power / Privilege and Education

- How does/did your privilege benefit **your** educational experience?

## Lack of Power / Privilege

- How does a lack of privilege affect your/someone's educational experience?



Mindfulness

Communication

Empathy towards self  
and others

# Cultivating Belonging

*We believe that learners' sense of belonging is cultivated through representation, intentional design, and inside-out learning experiences.*

# Learning is Social



# Belonging and Identity



# Bringing it all together: Student Experience

PACA allowed me to examine my biases and reflect on stereotypes by staying mindful and understanding of others and their situations. I thought discussing our Socio-Cultural Environments was great because I realised how important it is to have an environment that is supportive and being able to reflect on my own environment growing, and how I had a good start which makes me the person I am today.



Learning about bias' and how we all have them opened my eyes. Bias does not have to be bad. I have learned that I have bias and that just leads me to look at them and change how I view others.

# Underserved Academy grads are thriving



**+6.0%**

Graduates of Color



**+6.2%**

First-Generation



**+7.0%**

Low Income



For more information about WGU Academy,  
please contact Anna Frachou at  
[anna.frachou@wgu.edu](mailto:anna.frachou@wgu.edu)