



NISTS 2020

REIMAGINING THE TRANSFER STUDENT EXPERIENCE FEBRUARY 5-7, 2020 • ATLANTA, GEORGIA

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Facilitated Discussion

Improving Minority Transfer Transitions with Integrated Student Support Services

Diversity and Inclusion, Partnerships and Collaboration

Minority transfer students often experience significantly more transitional challenges in the transfer process than their non-minority counterparts. Frustrations often mount in the “campus office shuffle,” decreasing accessibility and convenience to key information on academic, social, and cultural opportunities. In this session, presenters and participants engage in an interactive query of the effectiveness of integrated student support services to improve minority and underserved transfer students accessibility, awareness, and engagement within STEM-focused institutions.

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Improving Minority Transfer Transitions with Integrated Student Support Services

Presented by:
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Georgia Institute of Technology

NISTS 2020 Annual Conference
Atlanta, GA

Session Agenda

Welcome and Introductions

Presentation Overview

Feasibility Exercise

Q & A

Session Evaluation

WHO WE ARE...

Georgia Institute of Technology – a.k.a. Georgia Tech (GT)

- 4-year public college and leading research institution
- More than 25,000 undergraduate and graduate students
- 6 Colleges (28 schools)
 - Engineering
 - Computing
 - Sciences
 - Scheller College of Business
 - Design
 - Ivan Allen Liberal Arts



A close-up, slightly blurred image of a metal drill bit, showing its sharp tip and the spiral flutes. The lighting is dramatic, highlighting the metallic texture and the precision of the tool. The image is positioned on the left side of the slide, partially overlapping a black diagonal line that separates the top and bottom sections.

WHO ARE OUR TRANSFER STUDENTS?

Georgia Tech Transfer Student Statistics

- Georgia Tech's transfer students comprise 25% of the student population
- Georgia Tech transfer students admission paths:
 - Dual enrollment to college
 - Community/2-year college to 4-year college transfer
- Georgia Tech minority student populations consist of:
 - Ethnic/racial minorities
 - Students with disabilities
 - 1st generation students
 - Veterans

2019 Transfer Student Diversity Profile

- **Ethnic/Racial Diversity**
 - ✓ 8% Black
 - ✓ 10% Hispanic
- **Gender**
 - ✓ 65% males
 - ✓ 35% females
- **Curricular Diversity – 19%**
 - 8 Pathway Programs
 - ✓ 6 Colleges
 - Computing
 - Design
 - Engineering
 - Sciences
 - Liberal Arts
 - Business
- 17% Non-Georgia Admit Rate
- 50% Georgia Admit Rate




Georgia Tech Pathway Programs


- ✓ GT Transfer Pathway Programs
- ✓ Arts & Sciences Pathway Program
- ✓ Conditional Transfer Pathway Program
- ✓ Talent Initiative Pathway Program
- ✓ Georgia First Pathway Program
- ✓ Regent's Engineering Pathway Program (REPP)
- ✓ Dual Degree Engineering Program
- ✓ Veterans Pathway Program



BARRIERS TO TRANSFER



“Although the majority of students who enter higher education through a community college intend to earn a bachelor’s degree, nationally only 14 percent do so within six years of starting college. In comparison, about 60 percent of students who start college at a four-year institution earn a bachelor’s degree in six years.” ~ Jenkins & Fink, 2016





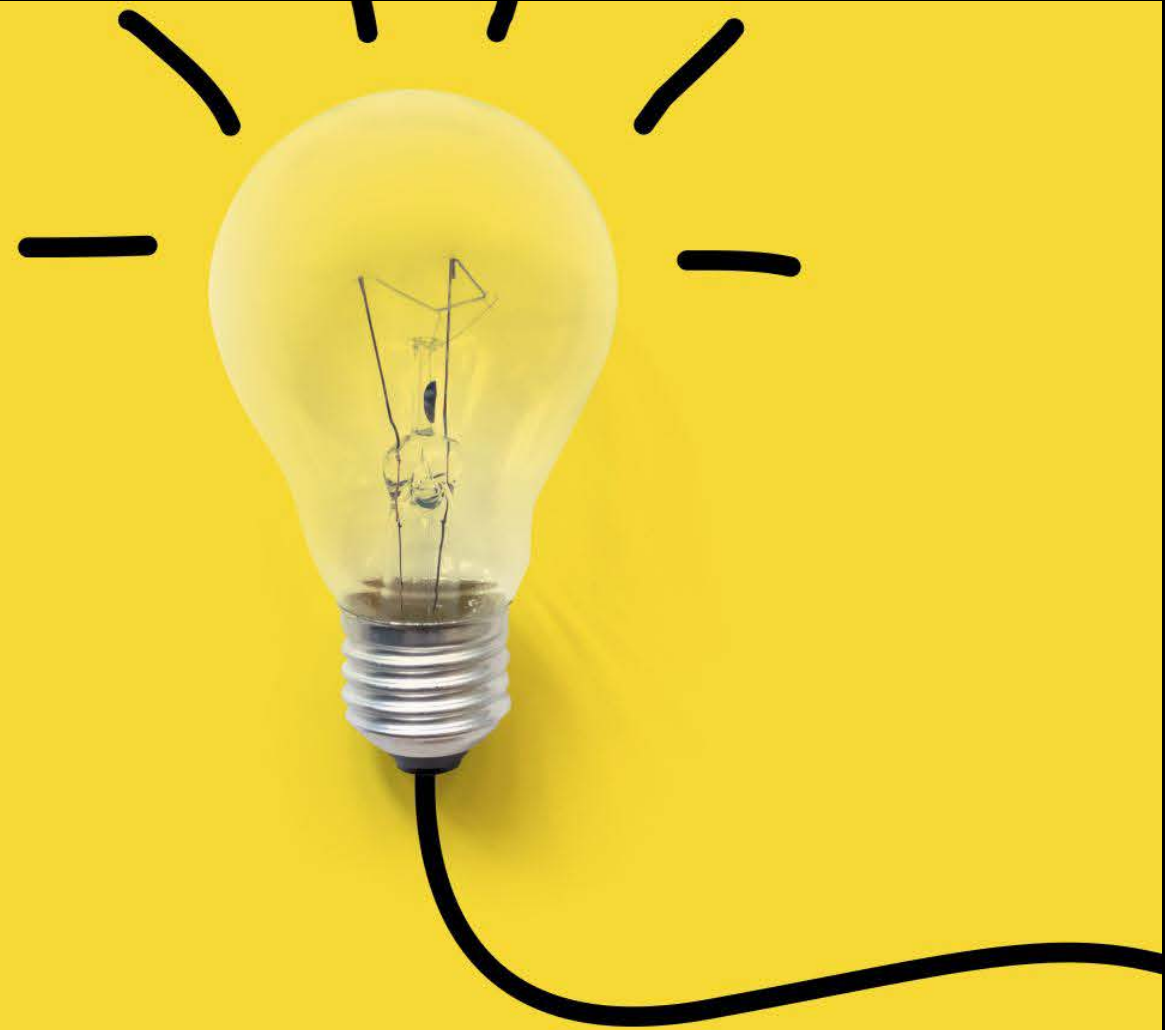
COMMON TRANSFER STUDENT BARRIERS

- **Slower momentum to degree**
 - Remedial courses
 - Part-time enrollment
 - Ineligible credits
- **Unclear Transfer Paths**
 - Articulation agreements
 - Transfer credits (less than 60hrs)
 - Transfer timing (3rd + year)
 - Process to transfer
- **Leaving Cards on Table**
 - Associate degree only
 - Progress to degree (bachelor's)

OUR MASTER PLAN...

ONE-STOP SHOP

Integrated Support Services
for Minority Transfer Students



ENGAGEMENT ACTIVITY

PROPOSING A ONE-STOP SHOP MODEL
FOR INTEGRATED STUDENT SUPPORT SERVICES

LEADING CHANGE

Engagement Prompt

- Cast yourself as the **VP of Enrollment Services or VP of Institute Diversity** who is proposing a One-Stop Shop of Integrated Student Support Services within a STEM-focused or driven institution.
- Consider your **strategic vision and mission** that supports an academically, socially, and culturally inclusive campus and how a one-stop shop model would impact your institution.
- Let's evaluate the feasibility of a **one-stop shop** of integrated student support services.

STRATEGIC PLANNING

Strategic Proposal

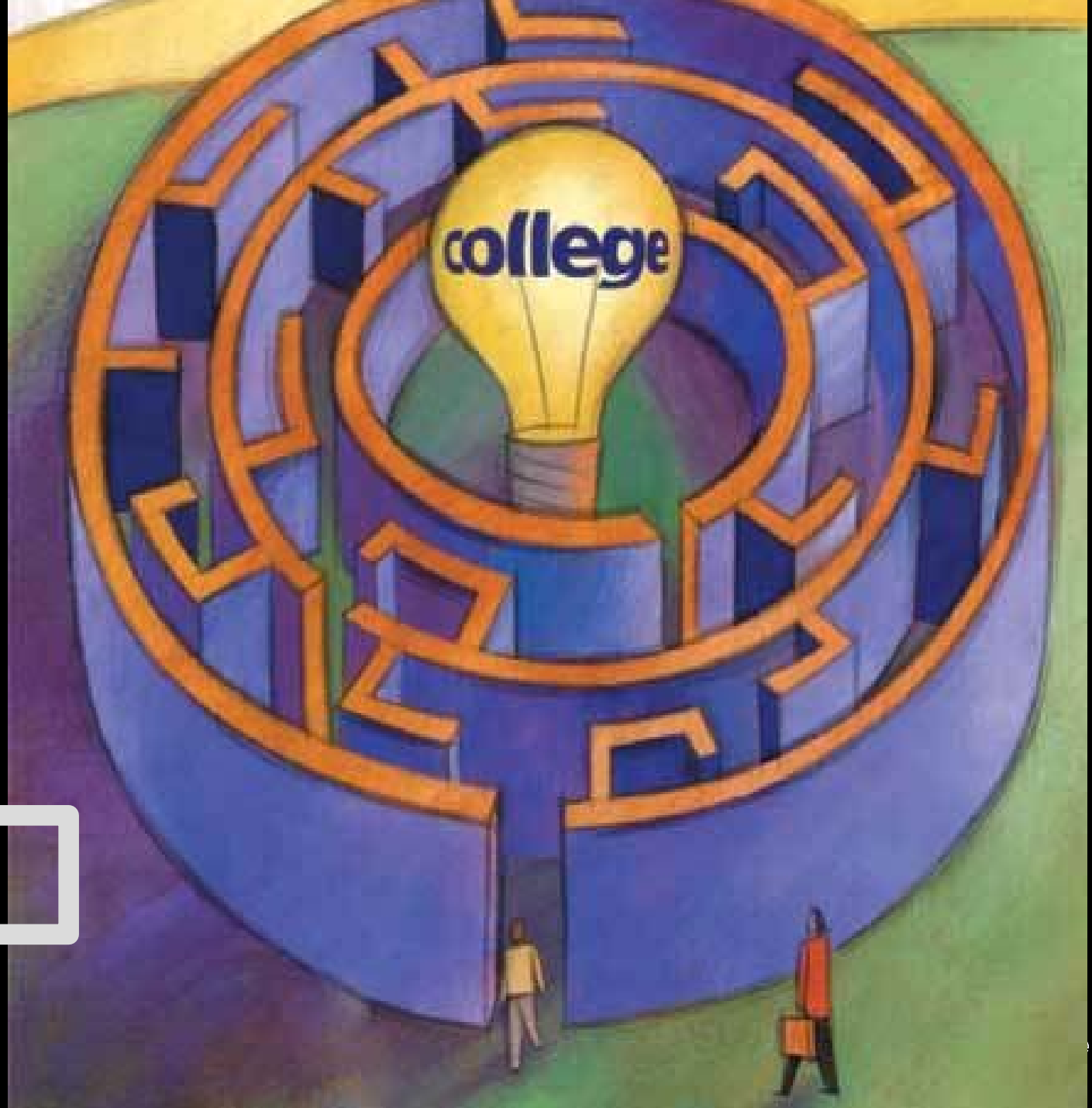
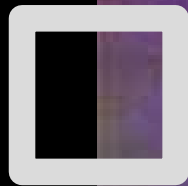
- **Problem(s):** Identify 1-3 challenges/barriers minority transfer students face in pre-entry, matriculation, and graduation at your institution.
- **Target Audience(s):** Identify 2-4 campus partners/groups who are essential to the success and impact the one-stop shop of integrated student support services.
- **Strategies/Goals:** Outline 2-4 strategic goals as you consider how a one-stop shop model will impact the key stakeholders in your institution/community.

INVESTMENT FEASIBILITY

Feasibility Assessment

- **Impediments/Issues:** Outline 2-4 aspects that could impede the development of a one-stop shop model within your institution or campus community, i.e., sociocultural norms, historical, political, or financial impediments).
- **Assessment/Feasibility:** Outline 2-4 key considerations where measuring/justifying feasibility of a one-stop shop model within your institution or campus community is critical in the development of such an initiative.
- **Value Proposition:** Consider the value proposition of a one-stop shop model is consistent with your institute strategic vision and mission for an academically, socially, and culturally inclusive campus.

**GEORGIA TECH'S
FEASIBILITY
PROPOSITION**



BARRIERS & CHALLENGES



**ACADEMIC
PREPAREDNESS**



**INCREASED
ACADEMIC
RIGOR**



**WORK/FAMILY
BALANCE**



**FINANCIAL AID &
SUPPORT**



**SOCIAL &
CULTURAL
INTEGRATION**



**DECREASED
FOCUS,
CONFIDENCE,
MOTIVATION**

CAMPUS PARTNERS & GROUPS

- **Office of Enrollment Management**
 - Admissions
 - Registrar
 - Office of Scholarships & Financial Aid
- **Division of Student Life**
 - New Student and Transition Programs (NSTP)
 - Counseling Center
 - Veteran's Resource Center
 - Disability Services
- **Institute Diversity, Equity, and Inclusion**
 - Student Diversity Programs
- **Center for Academic Success**
 - Exploratory Academic Advising



STRATEGIC GOALS



- Close access and persistence gaps for minority/underserved transfer populations on STEM paths
- Increase recruitment/retention of minority/underserved transfer populations
- Enhance the student experience within a multicultural and interculturally connected community
- Develop and adapt a pluralistic approach to campus networks/support services

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- Transparency in communications
 - **Academic advising**
 - Equity in campus programs/resources
 - **Scholarship availability**
 - Intercultural/multicultural assimilation
- 

CAMPUS CULTURE ISSUES

FEASIBILITY CONSIDERATIONS

- Space
- Funding
- Strategic Leadership & Training
- Intentional Assessment
 - Minority Recruitment
 - Minority Retention
 - Minority Student Experiences
 - Diversity, Equity, Inclusion
 - Minority Graduation Rates



OUR VALUE PROPOSITION



Intentional recruitment efforts for minority transfer students

Improve access and awareness of transfer student support services

Increased transparency in communication across campus partners and networks

Improved retention and graduation rates of minority transfer students

Improved student experiences from pre-entry to enrollment on to graduation

Improved social, cultural, and academic culture

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Q & A

Thank You For Your
Participation & Discourse!

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