

Designing Minority Male Programs

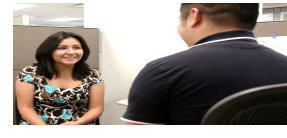
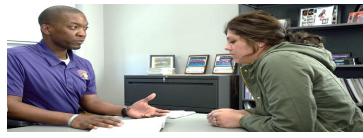
Dr. Jeffrey Allen - VGCC

Dr. John Evans - System Office

Katrina Johnson - Central Piedmont

Will Kincy - Wake Tech

Tuesday, November 17, 2020



Outline

Introductions

History

What research says

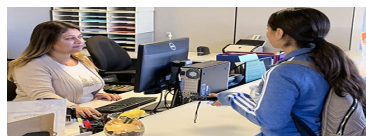
Current program structure (Cohort / Meetings / Topics / Strategies)

COVID Response

Student Engagement / Marketing

Assessing Impact (Data)

Questions



Introductions



Dr. Jeffrey Allen
Dean of Student
Retention & Success
VGCC



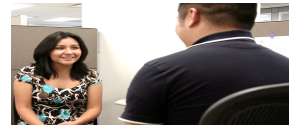
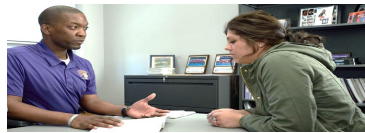
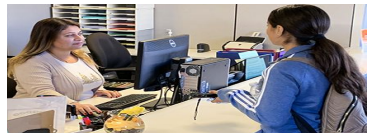
Dr. John "JJ" Evans
Assoc. Dir. of Student Life
System Office



Katrina Johnson
Asst. Director of Office of
Mentoring and Bridge
Central Piedmont

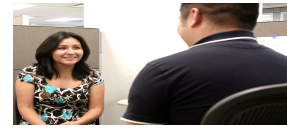
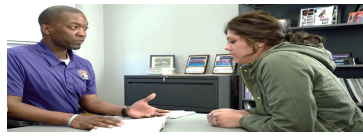


Will Kincy
Coordinator of Pathways
Success Scholars
Wake Tech



MMSI History





Research / Resources

- Wood & Harris - CCEAL - [Community College Equity Assessment Lab](#)
- Harper - [USC Race & Equity Center](#)
- Toldson - [Journal of Negro Education](#)
- [Diverse Issues in Higher Education](#)
- [100 Black Men of America, Inc.](#)
- [My Brothers Keeper](#)
- [MentorNC](#)



Research / Resources

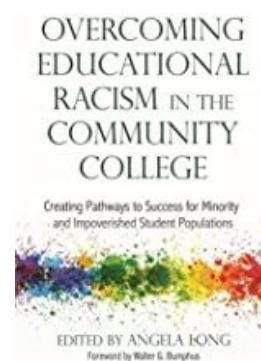
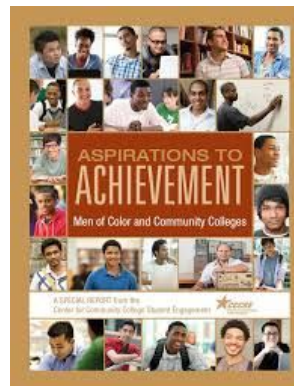
Wood, J. L. (2012)

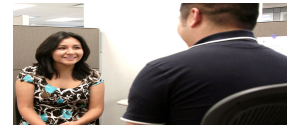
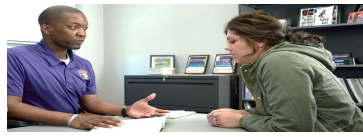
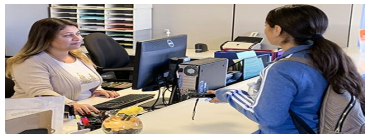
Wood, J. L. & Harris III, F. (2017)

Harper, S. R. (2012)

Harper, S. R. & Kuykendall, J. (2012)

Strayhorn, T. L. (2018)





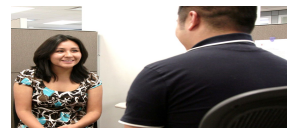
Sense of Belonging

“Sense of belonging refers to student’s perceived social support on campus, a feeling or sensation of connectedness, the experience of mattering or being cared about, accepted, respected, valued by and important to the group or others on campus.” (Strayhorn, 2012, p.3)

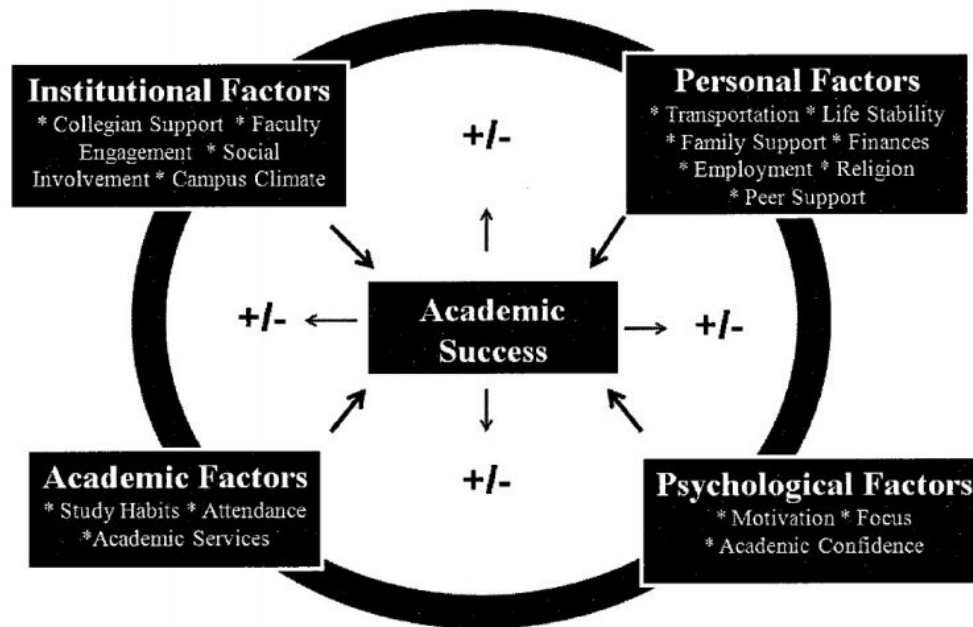
Belonging is:

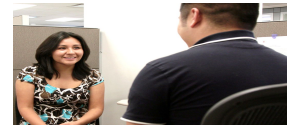
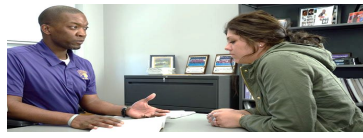
- A basic human need
- A motive to drive behavior
- Takes on heightened importance in different contexts / situations.

Without a sense of belonging students can experience decreased interest, lack of engagement and decrease in academic performance.



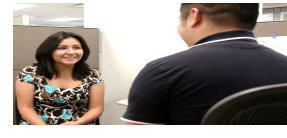
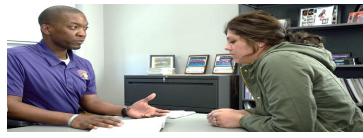
Conceptual Model of African American Male academic success in community colleges





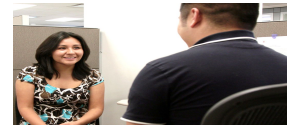
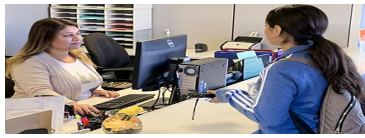
VGCC Men's Achievement Academy





VGCC Men's Achievement Academy





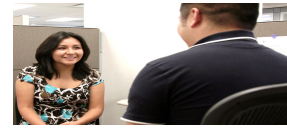
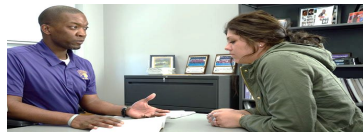
VGCC - Overview

The mission of the Men's Achievement Academy is to provide intentional support to male students that will empower them to accomplish their academic and career goals.

Five pillars: Brotherhood, Scholarship, Service, Professionalism and Leadership

Cornerstone of the program: Mentorship

Each student is assigned a mentor, participate in enrichment activities (networking, mental health, financial literacy....)



VGCC - Overview

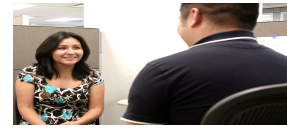
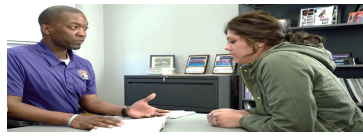
Cohort model

Cohort 1 (2019-2020) & Cohort 2 (2020-2021)

Open to all male students.

Target population: minority males & first-year males

1:2 mentor to mentee ratio



VGCC - Recruitment, Orientation, and Induction

Invitations sent to students

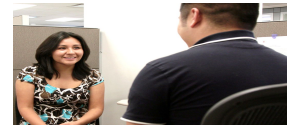
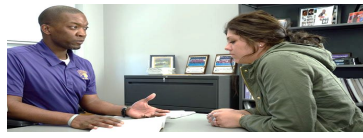
Orientation/Interest Meeting

Mentor/Mentee Training

Mentor Matching

Initial meeting (Introductions, complete mentoring agreement & set goals for the year)

Induction Ceremony



VGCC - How do we measure success

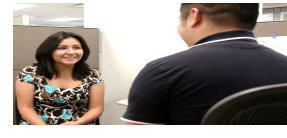
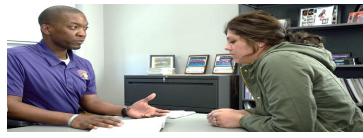
Track cohorts

Semester GPAs

Persistence (term to term) and retention (year to year) rates

Surveys

Evaluations



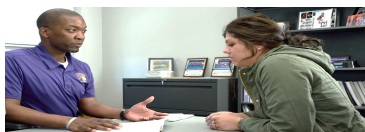
VGCC - Moving forward

Planning for Cohort 3

Developing strategies to address the needs of the members due to COVID

Peer Mentors

Career Mentors



Wake Tech - Pathways Success Scholars Program Staff

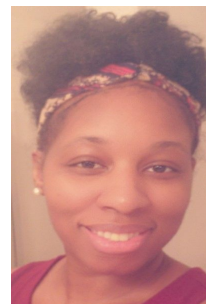
Coordinator



Student Success Coach

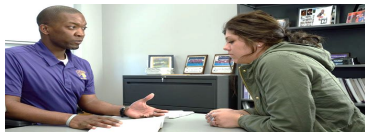
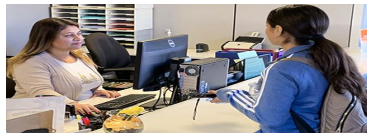


Peer Mentors



Program Website: <http://pathways.waketech.edu>

Program Email: pathwaysmentoring@waketech.edu



Wake Tech - Pathways Success Scholars Program (2008-Present)

Targeted Cohort

- 1st Year, First Time In College Minority Male (FTIC MM)

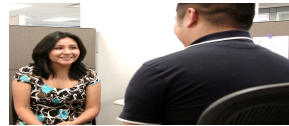
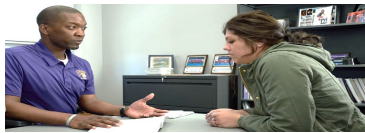
Program Roster (119)

- Continuing, 1+ year Minority Males (53)
- FTIC, MM ACA 090-enrolled students (66)

How/Method of Recruitment?

- Registration & Records
- Website Connections Box
- Academic Success & Transition Resources Division
- Peer Mentoring Team
- Faculty/staff Advisory Team and referrals





Wake Tech - Pathways Success Scholars Program

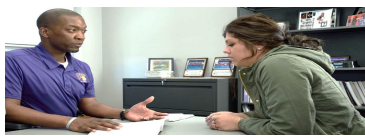
What are we doing?

- Weekly Virtual Coaching
- One-on-One Mentoring (upon student request)
- Peer Mentoring
- Bi-weekly check-in coaching calls

Why are we doing it?

- *Consistent touch points = Increased program engagement*
- *Increased engagement = Increased success*
- *To reduce falling through the cracks*
- *Key to academic resource connections*





Wake Tech - Pathways Success Scholars Program

How do we know if it is working?

- Numerical consistency and increase in weekly session attendance
- mid-semester informal survey

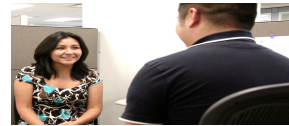
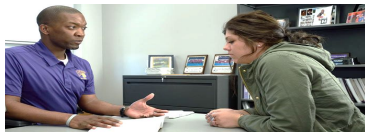
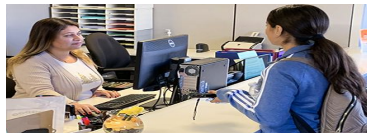
How do we assess it?

- qualitative testimonials from students
- end of semester formal survey
- program participant persistence rates at each semester's end

Moving Forward....

- Summer Bridge Program (2021) Inception



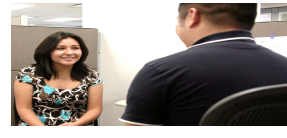
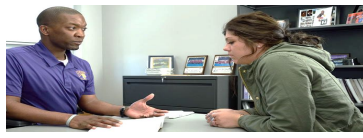


Wake Tech - Pathways Success Scholars Program

Funding Sources

- MMSI State Grant
- Wake Tech Foundation
- PNC Bank Grant
- Wake Tech Student Activity Fees

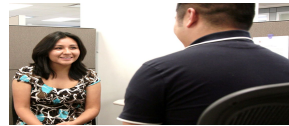
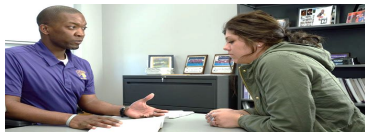
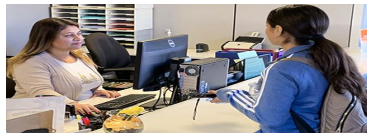




Central Piedmont MAN UP Program Overview

Background

- Introduced to the college in Fall 2008.
- Over the course of a semester, funding, staffing and programming was established to kick off a Spring 2009 pilot group of 17 males. We fully implemented the program in Fall 2009 with 33 students. Grown to over 300 students yearly.
- originally developed to increase the population and retention rates among minority males, but we realized that all of our males need assistance in different areas.
- Change our name base off of a student focus group to MAN UP from 3MP.

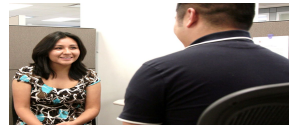
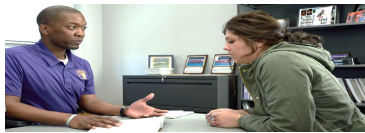
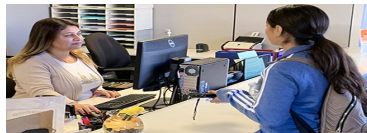


Central Piedmont MAN UP Program

How/Method of Recruitment?

- Cohort of students
- Classroom visits
- Specialized high school recruiter
- MAN UP to College (new initiative) - targeting West Charlotte, West Meck and Harding University.
- Faculty/staff referrals
- Email invitation to new male students



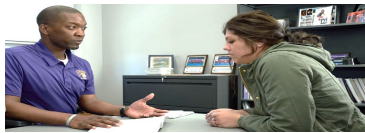


Central Piedmont MAN UP Program

Student Engagement (Academic/Programming Initiatives)

- E-mentoring
- Constant contact bi-weekly newsletter
 - <https://conta.cc/2Ume2i2>
- Phone calls - Bi-weekly/Academic Check-ins
- Virtual student meetings
- Civic Engagement sessions
- Social media (IG lives and Facebook DJ Fridays)
- Learning Community
- Dedicated Math tutor
- MAN UP Leadership Academy (MULA)
- Approved graduation tassel for MAN UP students



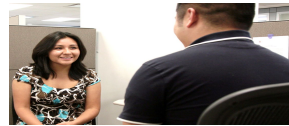
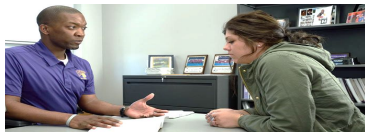
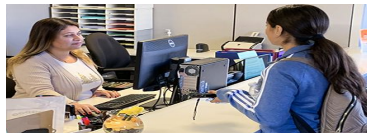


Central Piedmont MAN UP Program

How does your program measure success?

- Provide semester cohort reports
- Pull Institutional data to compare
- Student focus groups
- EOS and EOY Surveys
- Student Stories



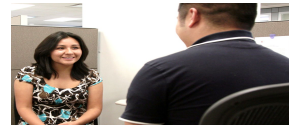
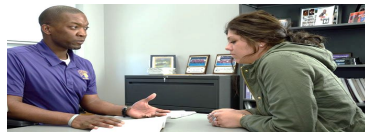
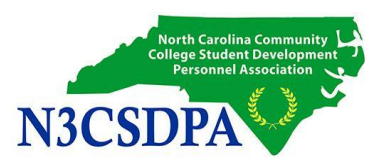


Central Piedmont MAN UP Program

Sustainability

- Funding
 - Program is supported by the a dedicated office called the Office of Mentoring and Bridge.
 - Receive funding from NCCCS, Sister of Mercy and Student Life
- Program Staffing
 - Assistant Director (program coordinator)
 - Two (2) part -time Academic and Career Coaches
 - Other supportive staff (Associate Dean)
- Moving Forward
 - Summer Bridge for Minority Males
 - Add FT staff





Questions and Discussion

Facilitator / Panelist Contact Information

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704-330-6656

**Thank you for joining us
today!**

#N3CSDPA

