21ST CENTURY STUDENT NEEDS AND EXPECTATIONS:
EQUITY AT THE FOREFRONT

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OVERVIEW

- My Lens: “Governance”
- Big Picture Issues
- Special Focus on Equity
- Role of the Board
- Resources
18 Monday


McKinsey on Education
“Students don’t believe traditional education drives job skills. Bottom line. Skills matter. Hard to get them.”

U.S. to Investigate Bathroom Policy for Transgender Students

Tuition or food? How college kids use food pantries to help food insecurity
BIG PICTURE: CHANGING NEEDS AND EXPECTATIONS OF STUDENTS

- Non-traditional students are now the traditional student
- Social media engagement
- Food and housing insecurities
- Student mental health
- Student debt load
- Generation Alpha...understanding and anticipating their needs vs. Gen Z

Outspoken on social issues and how that impacts their learning and understanding of the world around them
OTHER STUDENT NEEDS AND EXPECTATIONS...

EQUITABLE, DIVERSE, AND INCLUSIVE ENVIRONMENTS
QUICK POLL: ONE WORD TO DEFINE “EQUITY”...

(PULL OUT YOUR PHONES)
How do equity-related issues manifest in colleges and universities?

• Student outcome disparities by race
  USC Race and Equity Center found in their 2018 research of four college cohorts that 39.4% of Black students completed bachelor’s degrees at public institutions within six years, compared to 50.6% of undergraduates overall. Forty-one percent of public colleges and universities graduate one third or fewer Black students within six years.

• Student outcome disparities by family income

• LGBTQIA inclusive spaces

• Campus climate and freedom of speech controversies

• Many more...
SCENARIOS

Scenario 1: Looking Inward

An institution is studying the current higher education market and the inherent challenges of serving an increasingly lower-income and minority population. They are struggling with how to be responsive to this segment of students.

- Look left and look right?
  - Are the actors within the space reflective or representative of your student body?

- How does the composition of leadership, faculty, and staff impact new generations of students and the ability to meet their needs?

- Is the tone and language used to discuss certain student populations focused on deficits rather than opportunities?
SCENARIOS

Scenario 2: Ableism

A recent weather event has resulted in significant snow mounds on and around campus as roadways were cleared. However, it’s also created unexpected challenges for certain segments of the student population.

- Is the notion of creating an equitable campus community reflected in every aspect of the institution, even outside of the classroom?

- How does deferred maintenance disrupt the learning experience for students with physical disabilities?

- How many disabled students does your institution serve? Does the board receive this data?
EQUITY ISSUES MANIFEST IN VIRTUALLY EVERY FACET OF AN INSTITUTION...
BOARD’S ROLE IN ADDRESSING EQUITY ISSUES

• Board’s have fiduciary responsibilities to monitor institutional policies. These include equity-focused policies promoting diversity and inclusion across campus. Related, boards should also periodically review campus climate policies.

• Boards and institutional leaders can play an important role in modeling and advancing equity by looking inward and assessing their composition.

• It’s also important for boards to take stock of their current agenda to determine if equity related issues are among their list of priorities.

• Work with presidents, and other institutional leaders and stakeholders to establish a working understanding of equity in the context of their institution’s mission, goals, and environment.

• Use equity-minded decision making to monitor institutional goals and progress. Ensure data used to inform board decisions are disaggregated across different demographic and stakeholder experiences and take a meaningful interest in current challenges influencing different segments of the campus population.

• Consider the role of shared governance in effectively addressing these issues.

INNOVATION AGENDA WITH EQUITY AT THE HEART

• Institutions across the country are grappling with the innovation question. There’s a great opportunity in the context of these conversations to place equity issues at the center and to cultivate an equity-minded decision making process.

• Key Questions for Consideration:
  • What current innovations exist at your institution with regard to creating a diverse and inclusive campus?
  • What resources are needed to develop an innovation agenda with consideration to equity?
  • What are some of the different areas/departments where an innovation and equity agenda might take shape? How can it be rolled up to the entire institution?
SOME QUICK RESOURCES

• AGB’s Board of Director’s Statement, *Campus Climate, Inclusion, and Civility*

• AGB’s Report: *Freedom of Speech on Campus: Guidelines for Governing Boards and Institutional Leaders*

• USC Equity Scorecard
  • It’s a process that helps institutions understand how to act in order to improve equitable outcomes. It requires the commitment of an institutional team with representatives across the institution and in different roles

• Critical Higher Education Governance Collaborative
  • Faculty team studying governing boards effectively addressing issues of equity
THANK YOU

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