Improving Student Success: Retention and Completion Strategies

President Antonio Pérez
Overview of BMCC

• One of 24 institutions in the City of University of New York (CUNY)

• Largest undergraduate college in CUNY: nearly 27,000 students in fall 2017

• Over 550 full-time faculty; over 1,110 adjuncts

• 48 degree programs; highest enrolled: Liberal Arts, Business, Criminal Justice
BMCC Students

44% Hispanic
32% Black
14% Asian
9% White

BMCC
BOROUGH OF MANHATTAN
COMMUNITY COLLEGE

CUNY
Three-Year Graduation Rates Increasing

Three-Year Graduation Rates for New Freshmen Cohorts (at BMCC or any CUNY college)

<table>
<thead>
<tr>
<th>Year</th>
<th>First Fall</th>
<th>Full-Time</th>
<th>Part-time</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>16.0%</td>
<td>6.4%</td>
<td></td>
<td>14.3%</td>
</tr>
<tr>
<td>2012</td>
<td>18.5%</td>
<td>7.2%</td>
<td></td>
<td>16.4%</td>
</tr>
<tr>
<td>2013</td>
<td>19.1%</td>
<td>8.0%</td>
<td></td>
<td>17.3%</td>
</tr>
</tbody>
</table>
### Three-Year Graduation Rates Disaggregated

*Three-Year Graduation Rates New Freshmen Cohorts*

<table>
<thead>
<tr>
<th></th>
<th>Fall 2011</th>
<th>Fall 2012</th>
<th>Fall 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Asian</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>17.7%</td>
<td>20.6%</td>
<td>16.4%</td>
</tr>
<tr>
<td>Women</td>
<td>24.6%</td>
<td>28.0%</td>
<td>26.2%</td>
</tr>
<tr>
<td><strong>Black</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>10.1%</td>
<td>13.1%</td>
<td>13.8%</td>
</tr>
<tr>
<td>Women</td>
<td>13.2%</td>
<td>16.5%</td>
<td>18.1%</td>
</tr>
<tr>
<td><strong>Hispanic</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>11.5%</td>
<td>13.5%</td>
<td>12.4%</td>
</tr>
<tr>
<td>Women</td>
<td>15.3%</td>
<td>15.8%</td>
<td>20.6%</td>
</tr>
<tr>
<td><strong>White</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>15.1%</td>
<td>16.1%</td>
<td>13.6%</td>
</tr>
<tr>
<td>Women</td>
<td>21.0%</td>
<td>20.5%</td>
<td>18.2%</td>
</tr>
</tbody>
</table>
Equity and Inclusion Initiative

1. Implement practices and processes to create a welcoming and inclusive environment for all.
2. Eliminate performance gaps for Hispanic and Black students, particularly males.
3. Eliminate job satisfaction gaps among faculty of different populations.
4. Eliminate job satisfaction gaps among staff of different populations.
5. Further diversify faculty and staff (full-time and part-time) to better reflect student population.
6. Identify and develop teaching and learning strategies (inside and outside the classroom) to promote tolerance and inclusion, to explore identity, and to combat bias and hate.
Redesign of Developmental Education:

- Work with high schools to improve college readiness
- Reduce remedial sequence (combine levels)
- Increase co-requisite courses (developmental students placed in credit-bearing courses with extra support)
- Improve use of technology to support developmental students
Expand Successful Cohort Programs

- ASAP
- BMCC Learning Academy
- Out in Two
- Year-Up
Improve Advisement

- Standard training
- Reduce caseloads for advisors
- Degree maps and guided pathways
- Embedded career planning
Implement Momentum Campaign

• Encouraging students to accumulate 30 credits per year (15 to Finish)
• Increasing winter and summer enrollment (BMCC Tuition Waiver Program)
• Creating pathways from non-credit (workforce certificates) to credit
College-Sponsored Leadership Programs and Activities

The Student Government Association (SGA)

• Voice of every BMCC student; a source of information and guidance.

• High percentage of Hispanic students participate.

Building Outstanding Leaders of Tomorrow (B.O.L.T.) and Student Partners Lending Universal Support (P.L.U.S.)

• Through a series of weekly workshops; students learn the basic skills to become effective student leaders and volunteers on and off campus at various activities.

• Students participate in student life and learn outside of the classroom.
Scholarship Programs and Emergency Funds

POISE

• Collaboration between BMCC and NYU for underrepresented minority groups pursuing STEM.

• So far, 19 BMCC students have received scholarships, including tuition and housing assistance, and 5 of 19 students are Latinos.

GUIDE

• Partnership between BMCC and NYU’s Gallatin School of Individualized Study; program tailored to students interested in studying social justice.

• Prepares high-achieving BMCC students from underrepresented groups to receive full-scholarship, tuition, fees, books and on-campus housing in NYU.
Scholarship Programs and Emergency Funds

TheDream.US Scholarship

- Provides scholarships to DACA and Temporary Protected Status (TPS) eligible students.
- Made up primarily of students of color, with a large proportion of Latino students.
Scholarship Programs and Emergency Funds

Emergency Grant Fund and Financial Services

- **Single Stop** provides students with wraparound services: legal, health care, tax preparation, and emergency grant funding.

- **Petrie Student Emergency Grant Fund** has served a large population of Latino students facing short-term financial difficulties; has combined graduation, transfer and continued enrollment rate of 72%.

- BMCC recently partnered with the Lang Foundation to offer grants to immigrant students in need of support.
Scholarship Programs and Emergency Funds

Immigration:

• BMCC hosts town halls and forums, Know Your Rights workshops as well as pro bono immigration screenings.

• Have a dedicated website with information about policies that may affect our students.

• Staff members are available to answer questions and provide support.
Co-Curricular Engagement

BMCC Dream Team

• Raises awareness regarding the difficulties undocumented students face.

• Develops leadership, commitment, and involvement among peers through planned activities during each semester.

Accentos Latinos

• Publication aims to help the College community further develop awareness and appreciation of the Spanish language and Latino culture.

• Platform for students to express their views, share their art, and celebrate the diversity of Latino culture.
Co-Curricular Engagement

CREAR Futuros

• Partnership with Hispanic Federation to establish the CREAR Futuros peer mentorship, engagement, and support program at BMCC for first-year Latino students.

• The program features frequent touchpoints on- and off-campus.

• 75% of grades earned by mentees in the fall 2017 cohort are “C” and higher, with 46% of those being “A” and “A-” grades.
Co-Curricular Engagement

Co-Curricular Transcript (CCT)

• The College invests in student development by engaging our students both inside and outside of the classroom.

• The CCT software tracks students’ participation in extracurricular activities.

• Students request CCTs to be sent to other schools, employers, and for scholarships.

• A high percentage of Latino students make use of the CCT platform.
Thank You