A Thriving Illinois: Equity, Sustainability & Growth Application Review
April 8, 2022

Application Questions: Equity Goal

1. Describe institutional-level plans to close equity gaps in access, progression, completion, and attainment and the implications for the proposed program. More specifically, provide institutional-level plans for attracting, recruiting, and retaining a diverse group of students including working adults, students of color, transfer and low-income students. Explain how progress will be monitored. [Equity Strategy #2]

2. Describe plans to implement systemic solutions that will increase access and opportunities for underserved communities and implications for the proposed program. Explain how progress will be monitored. [Equity Strategy #1 and #2]

Application Questions: Equity Goal

3. Describe program and institution-based high-impact practices and wrap-around student support services ensuring equitable access and success for students enrolled in the proposed program. [Equity Strategy#1]

4. Explain institutional strategies being implemented to increase and retain faculty, staff, and administrators of color and the implications for the proposed program. Explain how progress will be monitored. [Equity Strategy #3]

Application Review: Equity Goal

Framework of integrated strategies and services:
- Stemming from institutional equity planning (under development)
- Combining institutional and college/department/program-level initiatives
- Spanning recruitment through retention and completion of students
- Supporting the whole student (academic, financial, belonging/identity, social/emotional wellbeing, and pre-professional)
- Intentionally engaging students (as opposed to "providing access")
- Employing best practices
- Recruiting and retaining diverse faculty and staff
- Supporting faculty and staff to support student success
- Monitoring progress

Application Review "Look For's"
Student Retention and Recruitment

- Strategies for recruitment and retention of underrepresented students
- Examples
  - Evidence of how underrepresented students are going to be recruited and retained
  - Consideration of transfer pathways
  - Partnerships
- Reflection questions
  - What recruitment efforts will be done in collaboration with other organizations (e.g. community based organizations) or institutions to attract students from underrepresented groups?
  - What type of follow-through/tracking is being done from these outreach efforts to ensure a diverse cohort will be recruited for this program and retained to completion?
  - What additional strategies will be employed to recruit underserved and underrepresented students for the program?
  - What plans have been developed to support seamless transfer?
  - What are the structures for monitoring success of the program in recruiting and retaining to completion underrepresented students?

For Discussion – 4.8.22

Application Review "Look For's"
Whole Student Support

- Intentional, systematic, whole student supports to close equity gaps
- Examples
  - Strategies to support financial, academic, social-emotional well-being
  - High impact practices
  - Pre-professional engagement
  - Evidence that there is "framework" of supports that combines initiatives in the proposed program with institutional-wide initiatives
  - Engagement of employers and other partners
- Reflection questions
  - What best practices and literature informed the design of the program to ensure equitable student success?
  - How will underrepresented students be intentionally engaged in programs and services to promote their success?
  - How will you promote a sense of identity and belonging for students in this program?

Application Review "Look For's"
Whole Student Support

- Reflection questions, continued
  - How will the structure of the curriculum ensure success of underserved and underrepresented students?
  - What specific initiatives in the program/department will support students' academic success, particularly students who are underrepresented and undeserved?
  - What additional supports/initiatives besides advising will be provided to ensure students will be successful, engaged, and retained?
  - How will the proposed program leverage existing partnerships and engage other regional industry partners to ensure employer-student engagement and exposure to pre-professional experiences and career opportunities? How will students from underrepresented groups be involved?

Application Review "Look For's"
Faculty Recruitment and Retention

- Strategies to implement equitable talent management to increase and retain faculty and staff of color

- Examples
  - Recruitment and retention plans
  - Supports for faculty to effectively support student success
  - Initiatives to support faculty development and collaboration

- Reflection questions
  - What faculty and staff diversity initiatives are under way and being used by the college/department and proposed program?
  - What types of onboarding and other supports will be provided to retain new hires?
  - How will faculty in the program be supported to ensure the success of students, particularly those from underrepresented groups?