

**National CTC Diversity Summit Quarterly  
October 6, 2017**

**Attendees:**

**CTC:** Ann Beheler, Mark Dempsey, Christina Titus, Debbie Miller, Amy Garrison

**El Centro:** Belicia Miraval-Albornox

**Kirkwood:** Brenda Steinke, Samantha Hench

**Lake Washington:** Mike Potter, Andrew Fischer, Lynne Szymanski

**Lansing:** Jason Mitchell, Sarah Garcia-Linz

**Marshalltown:** Patrick Kennedy

**North Arkansas:** Janet McMurrin

**San Jacinto:** Roger Watkins, Pamela Betts

**Tallahassee:** Jessica Jones

**UNT:** David Keathly

**Volunteer State:** Talia Koronkiewicz, Greg Burgess

**SME guest speaker:** Pam Silvers, Mercedes Adams

**Next Quarterly Meeting: TBD pending Doodle Poll**

**Roll Call**

**Rules of Engagement**



Diversity Summit 9  
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**CTC Update**

Program Status –

- All nine contracts are signed
- Monthly check-ins are on track – Should be receiving a call from Ann Beheler, Debbie Miller or Mark Dempsey every month
- 7 Quarterly Reports submitted – 2 Outstanding/Please submit ASAP
- Next benchmark dates (please see Power Point)
- Oct. 31 – CTC would like to see your fall enrollment numbers compared to last year's. Based on the numbers, please let CTC know at that time if you would like to make changes to your plan. If and how you want to adjust your action plan based upon what you have learned throughout the fall 2017.

Ann – We really want those numbers to be disaggregated so you can tell which particular diverse group you were trying to reach and whether you had improvement in that area and matched your action plan.

- Quarterly Reports and Invoices –
  - Backup for activities
  - Report templates – current and past quarters
  - Report Results
  - Invoice description – Align with action plan

Debbie – You cannot bill greater than the quarterly amount shown in your contract.

Ann – But that doesn't mean if you're up to date that you can't fully bill whatever you have in the next quarter.

\*Send invoice and reports to Debbie Miller.



KirkwoodDiversityU  
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### **Kirkwood –**

#### ***Action plan have accomplished to date:***

- Talia – We're on track
- Sending e-mails and making phone calls to students who completed, but have not graduated.
- Identified courses of concern such as CIS 135/Micro-computer operating courses – will be making some changes.
- Removed a legacy telecommunication system course – the class wasn't helping
- Have new reporting that tells the number of credits earned by students per program

#### ***Biggest challenges and barriers:***

- Support from Marketing
- Staff were not available during the summer
- Title IV Interpretation Changes
  - Financial Aid Department following the guidelines of Title IV started during the fall.
  - Only calculated Financial Aid based on the classes that were listed as part of that degree requirement. Some of the courses for the certificates are not listed as a degree requirement. As a result, students are not receiving financial aid for some of the courses.
  - A challenge to continue promoting those certificates, because students are unable to receive financial aid.
  - CTE is working with the Financial Aid office to determine other options.

Ann – Are you able to make those certificates be part of your degree? That is what some schools have done. The student files for the degree and along the way includes the certificate.

Brenda Steinke – That is exactly what we're doing. We will start working on our curriculum changes that will take place next academic year. Faculty is looking at ways that they can include those courses.

Ann – I do know that the Department of Education is aware of the issue and is looking into this.

#### ***Action plan is still left to do***

- Part of CIS 135 curriculum is coming up with videos about the life of an IT career individual
  - 1 on 1 sessions with students in the class
    - Make sure females are connected to the right people and linked to the resources on campus
    - Session starts during midterms beginning of Oct.
- Discuss stackable credentials
  - Complete stackable credentials early November
- Have some additional funding for developing some online and also some accelerated curriculum in a six to eight week timeline for one of our core classes, which is Programming Logic.
  - Currently offering the Programming Logic online
  - Within the next several months will begin work on the accelerated portion
  - Part of the grant helped jump start the need for the courses

### **Lake Washington**

#### ***Action plan have accomplished to date:***

- Started an I-BEST Integration – Which involves a new certificate. Expect I-BEST to increase Latino populations
- I-BEST – Allows a second instructor in the classroom to translate and assist students in ESL programs for the first few quarters. The Instructor is there to help students get up to speed in the courses. After the first few quarters the students are now acclimated and have a better grasp on the language, technical and English.
- At the end of the two quarters, the students receive a certificate just in case they don't continue the rest of the program.
- I-BEST should officially start spring quarter.

**Biggest challenges and barriers:**

- Very, very minimal success reaching out to the high schools.
- Most of the high schools would not respond, possibly due to it being the end of the year

**Action plan is still left to do**

- Fall quarter starts next week, we're going to try to reach out again to the same schools and try to make better contact
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Mark Dempsey – If you happen to visit high schools this fall will that help with spring numbers or do you have to wait until the next fall? Is there a December graduation?

Mike Potter – Not that I know of but we do have Running Start and so there's a potential for that. I don't expect any number increase until the following fall.

Talia Koronkiewicz – We've had similar struggles with our high school. We're finally starting to get some traction. Our best luck has been when it's already a relationship built with that high school, the preexisting relationships. Some of our branch campuses, they tend to have stronger relationships with the high schools, because they're more rural and their more closely connected. It's more about building a relationship than just getting into the class.



Lansing CC  
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**Lansing Community College**

**Action plan have accomplished to date:**

- Second Quarter
  - Focus is targeting undecided students
  - Worked with Institutional Data Science and got a list of 2021 students who had not enrolled as of July 7, 2017.
  - Created and emailed marketing material
  - Did a "robo-call" service for the first time
  - Recruitment Effort see PowerPoint
- Third Quarter Goals
  - Computer Dojo mentored by IT Student Alliance. (Women-Only Open House)
    - Women would be recruited from high school and Women Centric Community Centers
    - 90% females
    - 20 students are in it.
    - 4 hour computer dojo – 4 classes: Computer/support and repair, cybersecurity, network and programming
- We have a new quality improvement person that has joined the team.

**Biggest challenges and barriers:**

- Struggle getting the contract and internal processes

- Enrollment has decreased
- Two of the staff members that attended the summit went to different positions. New person that is helping.
- Meeting the percentage of increases



Marshalltown  
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### **Marshalltown**

#### ***Action plan have accomplished to date:***

- Created a recruiting video focused on Computer Science majors
- Working on networking related recruitment videos

#### ***Biggest challenges and barriers:***

- One of the Computer faculty members that attended the summit has taken a position in TN
  - The school is not going to fill that position until next fall
  - Trying to work around the void of that position
  - Hispanic enrollment is down 1% possibly due to external political events
- Hispanic Family IT Showcase – No attendees
- External events – Travel Ban, DACA – brought back memories of 2006 ICE raids.

Patrick Kennedy – Potentially, we’re going to create a mentoring program to focus more on retaining current students.

Talia Koronkiewicz – My last institution had a high Latino population and the key was inviting them to anything and everything, including non-academic related events. It took more than just an academic focus. Are you having events that are open to the public and welcoming to the Latino population? It’s also helpful to have some Spanish speakers.

Patrick Kennedy – We hired three faculty, one of whom is in a dual position ESL and Spanish. For the first time in seven or eight years, we’re offering the Spanish language, which gives faculty and other students the knowledge and ability to become proficient in the Spanish language.



Northark Q2  
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### **North Arkansas College**

#### ***Action plan have accomplished to date:***

- Increase enrollment of females to 39%: 48% actual as of September 2017 (16 women/33 total)
- This summer worked on “Women in IT” LiveBinder – divided into three sections to focus on recruiting, retention and learning strategies – discovered articles, websites, and resources to place in the binders
  - LiveBinders.com
    - Create your own tasks
    - You can add links, documents or videos to the tab
    - Can share with others
    - People who have permission to log in, they can add to the binder as well
    - Got a lot of ideas from the trainings and research

#### ***Action plan is still left to do:***

- Promotional material still in progress
- Working on new teaching methods
- Lunch Awareness Sessions

- Reach out to home school events

**Biggest challenges and barriers:**

- “Lunch and Learn” – time it takes to gather everyone is an issue – Do have someone helping entry level students and we will measure the impact in the spring
- Time and organizing – getting everything together
  - Have not had time to reach out to home schoolers



San Jacinto College  
– Diversity Summit –

**San Jacinto College**

**Action plan have accomplished to date:**

- Enrollment has increased – IT and Computer Science
- Student Outreach – STEM Expos
  - Have organized and cataloged all of outreach events to avoid conflict – Some of the best students come from the outreach events
  - Trade off some events at different campuses
  - Have a lot of students that help with these events, which helps student enrollment
  - Hands-on events
  - A lot of these events go to middle schools and high school areas
  - Have a NASA event (Space Day) mostly for the college
- Originally was applying for 2 work study and received 4 for tutors and mentors. Will help mentor existing students with retention goals
- 2 students accepted to NASA Aerospace Scholars

**Action plan is still left to do:**

- Part of the STEM Council and have 4 upcoming STEM events
- Working on Honors Project – National Competition
  - Working with the Microsoft HoloLens, Augmented reality (AR)
  - Developing academic apps – have one for Chemistry, working on one for Biology (honors)

**Biggest challenges and barriers:**

- School was delayed opening due to Hurricane Harvey for 9 days
- Hurricane Harvey has also delayed paperwork
- Students were forced to drop out due to losing their homes and vehicles
- Still trying to have monthly events, rescheduling these events for the fall



DS Report Sept -  
Tallahassee Commu

**Tallahassee Community College**

**Action plan have accomplished to date:**

- PAL (Pathway Advocate Liaison)
  - Approved in August
  - Jessica serves as the liaison – October 1<sup>st</sup> she will start full-time
  - Have begun planning events:
    - Leon Works Expo
      - 4 or 5 tables setup for IT programs
      - Recruit diverse students
      - Working on displays
    - Digital Rail Project

- Using funds to create a trailer and travel to K-12 schools and allow hands-on opportunities with IT
- Trailer is currently being modeled
- Also use trailer on campus
- TalTech Alliance –
  - End of October for them to come into the classroom for 5 minutes informing students of their program
  - Tables setup in the hallway to promote to other students not in IT
- Tallahassee Science Festival in October
  - Open to the community
  - TCC will be setup a display

Each recruiting event, we have cards where we gather the students' information so that we can contact them and see if they're interested.

**Action plan is still left to do:**

Determining an effective way to target our current college population

Spoke to the Dean of Admission, who attended the Diversity Summit, discussed nursing program –

- Not all students are accepted.
- Possibly have the math and science needed for IT
- Working with Department of Institutional Research – to gather the statistics and possibly obtain the students contact information

Mark Dempsey – Lone Star outside Houston, they did a similar thing with the trailer. They took the trailer to high school football games on Friday nights. In addition, they would have branded items in the home team's colors.



UNT Sept update  
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**University of North Texas**

**Action plan have accomplished to date:**

- One person scheduling visit
- Student ambassadors onboard and trained – ex-military females
- Preparing packets from NCWIT
- Target is high schools that UNT doesn't normally visit
- Schedule finalized end of September

**Action plan is still left to do:**

- In process of rescheduling the events for fall
- A couple of camps maybe during the Christmas break period
- Late October and November for Home schools

**Biggest challenges and barriers:**

Slow start, contract approved end of July

Summer activities postponed

Attempted one event in August, only 1 response



Vol State Report  
Out September 2017

**Volunteer State**

**Action plan have accomplished to date:**

- Doing better with recruitment goal versus retention goals
- Reached out to Health Science majors

- Two Open houses – gained 3 female IT majors transferring within a week
- Hired full-time female IT faculty member

**Action plan is still left to do:**

- Scheduled 15 high school visits – Faculty member will go out and do demonstrations
- Working with middle school programs (STEM base)
- Trying to connect with recruiters within the college
  - How can we train that staff
  - How to best promote our program to females

**Biggest challenges and barriers:**

- Getting the high schools involved
- Staffing changes at the college
- Prioritizing retention goals – With very few women in IT
- How to get mentorship up and running

Ann – Do you have any business people in the field that happen to be women?

Talia – I will put that on our agenda to ask if we have any relationships already built.

Ann – Sometimes you can ask those ladies to mentor your female students. In fact, sometimes they're happy to help out. And visit NCWIT's website and see what's on there.

Pam Silvers – I'm impressed with what you all have been doing. You've done a lot of good work in between, and I've been taking a lot of notes. I think that this conference call will make use of what other people are sharing that's one of the great things about NSF ATE community. I really enjoyed listening to the sharing of ideas.

Mercedes – I absolutely agree. It's inspiring to listen to your goals and to hear about the challenges and barriers. How open everybody has been about the hurdles that you face in launching new programs and taking some risk. It's motivating to hear how you're overcoming those challenges. I'm excited about the potential, and I also have lots of ideas and I might specifically reach out to a few folks to hear more about what you're doing.

Ann – Mercedes, I bet I can perhaps volunteer you to maybe do some virtual WebEx type meetings with teams, right, within in reason?

Mercedes – Absolutely, I've volunteered to be a mentor, feel free to reach out to me especially around some of your goals specific to the internship and the hiring. Even though my company may not be hiring in your area, we can certainly talking about matching people up, and having virtual one on one, career coaching and role playing for interviews.

Mark – Next quarterly meeting will probably be December or January. (Doodle Poll)

- The next report invoice that covers September to November will be due December 4.
- Halloween report on fall numbers – divided up into male/female/ethnicity.
- This PowerPoint will be located on the Wiki page
- Updated team contact list
- If you have not joined NCWIT, please do so.
  - Free to join
  - A lot of resources