

ACADEMIC AFFAIRS, RESEARCH
AND STUDENT SUCCESS
Institutional Effectiveness

Access and Engagement: A National Perspective

2023 Academic and Student Affairs Summit

Institutional Effectiveness



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UT THE UNIVERSITY OF TENNESSEE SYSTEM

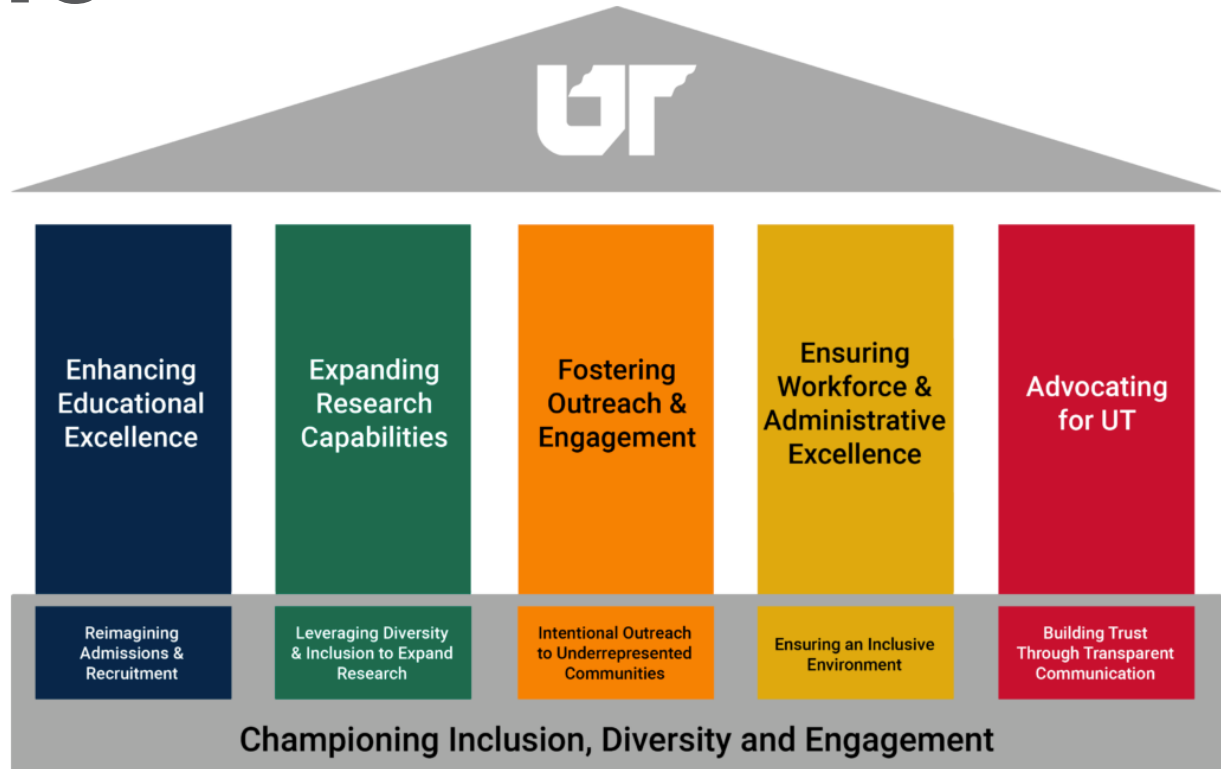
University of Tennessee

SYSTEM

*Serving all Tennesseans and
beyond through education,
discovery and outreach that enables
strong economic, social and
environmental well-being.*



Strategic Pillars



An Evolution of Our Approach

Reimagining
Admissions &
Recruitment

Leveraging Diversity
& Inclusion to Expand
Research

Intentional Outreach
to Underrepresented
Communities

Ensuring an Inclusive
Environment

Building Trust
Through Transparent
Communication

Championing Inclusion, Diversity and Engagement

Our Charge:

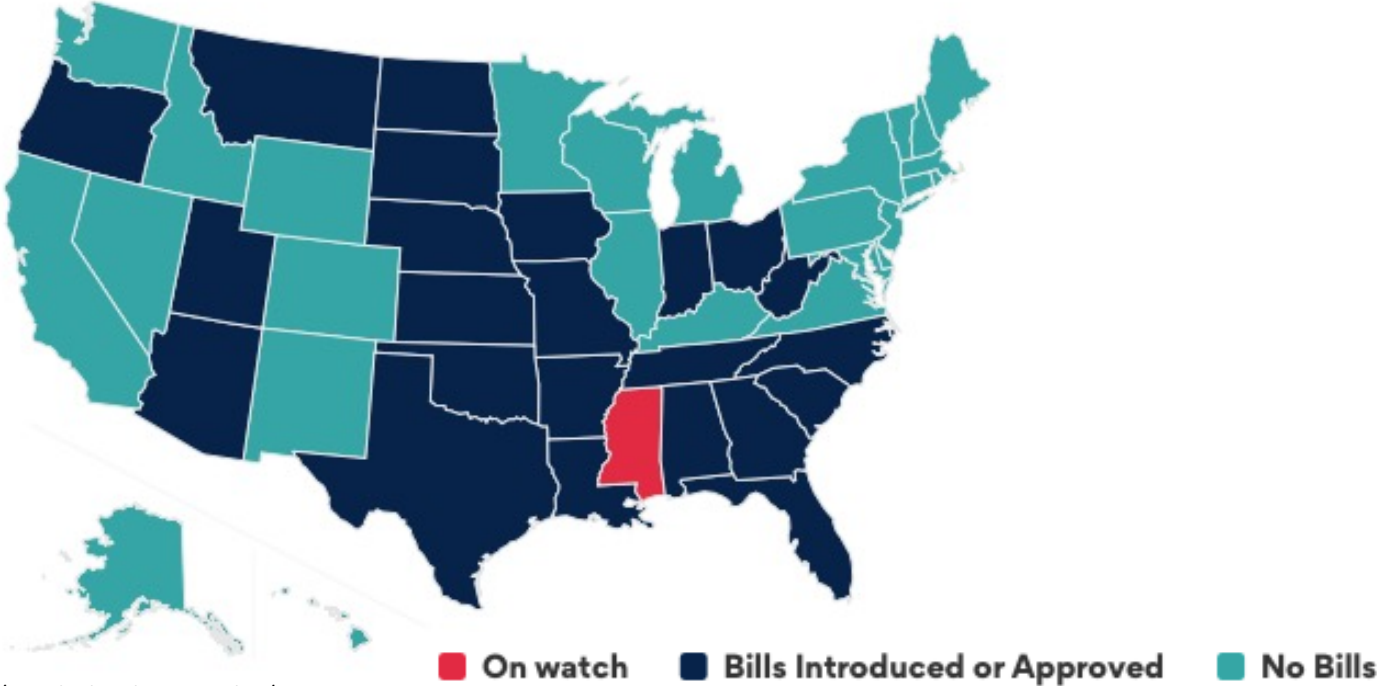
- **Streamline our focus** on recruitment, retention, and engagement.
- **Evaluate student and faculty services** currently housed within the Offices of Diversity and Inclusion.
- **Identify new opportunities** to align and improve resources.
- **Refocus on measurable impact** around student and faculty retention and success.
- **Engage with campus stakeholders and leaders for input** on how to make this new approach even more effective and impactful.

National Landscape

*DEI, Access, and Engagement in
Higher Education*



DEI Legislation in June 2023



Source: <https://www.bestcolleges.com/news/anti-dei-legislation-tracker/>

DEI Bills in 2023

40

have been
introduced.

7

have final
legislative approval.

7

have become
law.

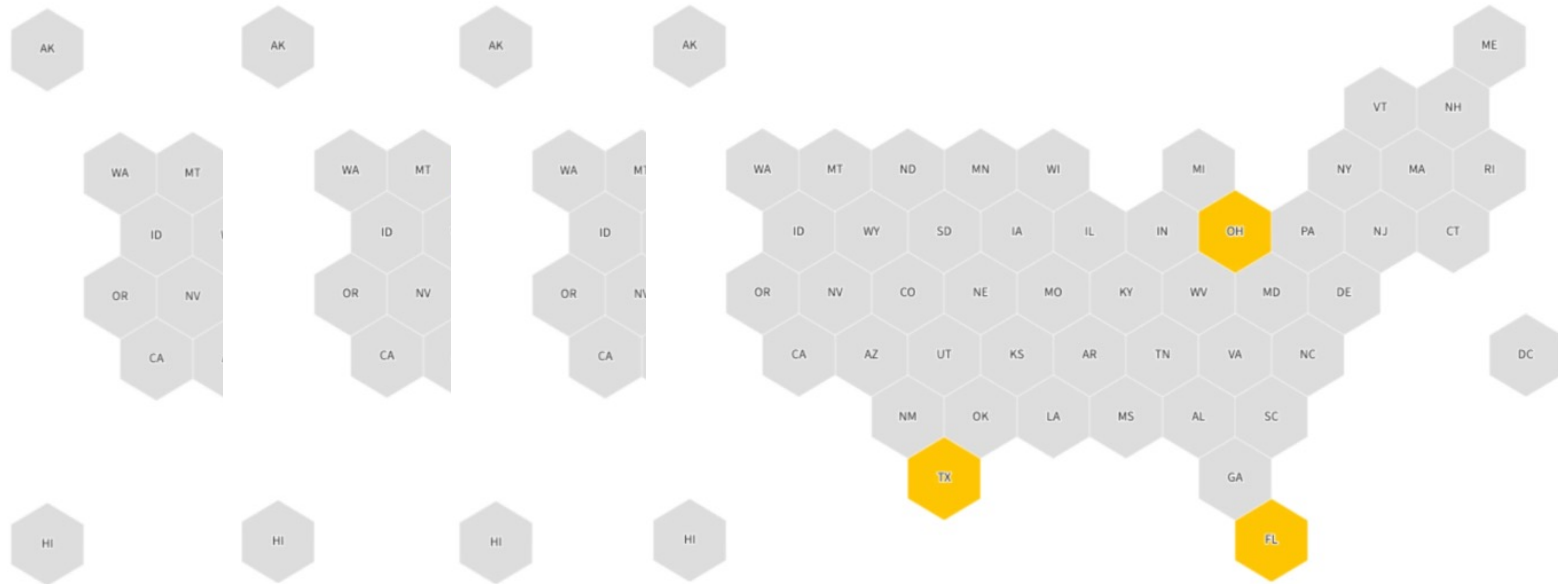
29

have been tabled,
failed to pass, or vetoed.

Source: <https://www.chronicle.com/article/here-are-the-states-where-lawmakers-are-seeking-to-ban-colleges-dei-efforts>

What legislation restricts?

DEI Offices and Mandatory DEI Diversity Statements Identity-Based Preferences for Hiring and Admissions



Source: <https://www.chronicle.com/article/here-are-the-states-where-lawmakers-are-seeking-to-ban-colleges-dei-efforts>

● May 16, 2023

DeSantis Signs Bill to Defund DEI

By Josh Moody

Florida governor Ron DeSantis has officially signed legislation that will ban state dollars from going to diversity, equity and inclusion programs at public institutions, ultimately defunding such efforts.

Source: <https://www.insidehighered.com/news/quick-takes/2023/05/16/desantis-signs-bill-defund-dei>

Wisconsin



U.S. NEWS

Wisconsin Republicans withhold university pay raises in fight over school diversity funding

MADISON, Wis. (AP) — Leaders of the Republican-controlled Wisconsin Legislature withheld pay raises for [Universities of Wisconsin](#) employees while approving raises for other state workers on Tuesday in an ongoing fight over the school system's diversity, equity and inclusion spending.

Republican Assembly Speaker Robin Vos, who co-chairs the Legislature's employment relations committee, has [promised to block pay raises](#) for UW employees until the school system cuts its so-called DEI spending by \$32 million.

Source: <https://apnews.com/article/university-wisconsin-legislature-diversity-dei-pay-raises-ddee5255f27e54da9a36e2a76b0f5489>

NEWS > EDUCATION

Gov. Abbott signs DEI bill into law, dismantling diversity offices at colleges

Texas campuses must eliminate diversity, equity and inclusion offices.

“With this bold, forward-thinking legislation to eliminate DEI programs, Texas is leading the nation, and ensuring our campuses return to focusing on the strength of diversity and promoting a merit-based approach where individuals are judged on their qualifications, skills, and contributions,” Sen. Brandon Creighton, R-Conroe, said in a statement. Creighton introduced the bill to the Senate early March.

Source: <https://www.dallasnews.com/news/education/2023/06/14/gov-abbott-signs-dei-bill-into-law-dismantling-diversity-offices-at-colleges/>

Tennessee

Tennessee

Senate Bill 102/ House Bill
158
Introduced on 1/11/2023

Signed into law

On Jan. 11, State Sen. Todd Gardenhire, a Republican, introduced a bill that would **end mandatory implicit-bias training.** State Rep. Jason Zachary, a Republican, introduced a version of the bill in the House on the same day. On April 18, the House version was placed on the regular calendar for April 20. On April 20 the Senate version was recommended for passage and referred to the Senate Calendar Committee. On April 21, the House and the Senate substituted companion bills. On the same day, the House voted 71 to 22 and the Senate voted 24 to 5 to pass SB 102. On April 28, SB 102 was enrolled and ready for signatures. On May 3 it was signed by the Senate speaker, and on May 5 it was signed by the House speaker. On May 9, the bill was sent to the governor's desk. On May 17, [SB 102 was signed](#) by the governor.

DEI offices

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Diversity statements

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Mandatory DEI training



Identity-based preferences

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Source: <https://www.chronicle.com/article/here-are-the-states-where-lawmakers-are-seeking-to-ban-colleges-dei-efforts>

Dissolving a DEI Office to Save DEI

“Supporting equal opportunity, access and belonging are critical to our land-grant mission and university values,” wrote Robinson, Fayetteville’s first Black chancellor and former vice chancellor for diversity. “It is my belief based on my experience ... that we can accomplish better outcomes by reallocating resources into these essential areas.”

Source: <https://www.insidehighered.com/news/governance/state-oversight/2023/06/21/university-arkansas-dissolves-dei-office>

What are other universities doing to improve access and engagement for students?



Access and Engagement: First Gen Students

Georgia Tech

- Developed a first-gen college institute summer program for grades 8-12 to engage and prepare first-generation and low-income students.
- The program helps ease the transition from high school to college, promotes unity among students with similar backgrounds, and connects them with resources and support staff.

Penn State

- The Student Success Center offers resources and support to first-gen students through events such as the First-Gen Student Support Summit and a student-run mentorship program, First-Gen Advocates.

Source: <https://www.bestcolleges.com/resources/best-colleges-first-generation-students/>

Access and Engagement: Low-Income Students

Ohio State University

- OSU is helping low-income individuals access affordable education by offering digital textbooks, summer tuition discounts, and tuition freezes.
- Since 2018, OSU has covered the full cost of tuition and mandatory fees for Ohio students who qualify for Pell Grants.

University of Arizona

- In an effort to enroll a higher number of underrepresented students, the university received \$4 million in federal grants to help students pursue STEM majors, earn bachelor's degrees, and become teachers over a 5-year period.

Source: <https://www.greatvaluecolleges.net/colleges-addressing-poverty/>

Access and Engagement: Targeted Populations

Georgia State University

- As one of the nation's largest minority-serving institution, GSU launched a Student Success Institute in 2022 to close equity gaps for Black, Latino/a, and Pell Grant-eligible students.
- Innovative strategies include a data-driven approach to academic advising and targeted focus on other areas of student support.

University of Texas System

- This fall, UT launched an expanded micro-credential program with a goal of preparing every interested student for the state's workforce demands at no extra cost to them.
- This initiative targeting adult learners supports local employment and the state's economy.

Sources: <https://www.insightintodiversity.com/georgia-state-university-launches-student-success-institute-to-help-colleges-increase-graduation-rates-and-close-equity-gaps/>
<https://www.utsystem.edu/news/2023/08/02/ut-system-and-coursera-launch-most-comprehensive-industry-recognized-microcredential-program-country>

*What are recent
UT initiatives
aimed at
improving
access and
engagement?*



Strategic Efforts Underway

Systemwide

- Guaranteed Admission Policy Changes
 - Top 10% and 4.0 GPA
 - 3.2 GPA and 23 ACT
- UT Promise Fall 2024 Enhancements
- Common Application & UT Access Collaborative

Campus-Based

- We'll learn more today and tomorrow...



Why are we
here?



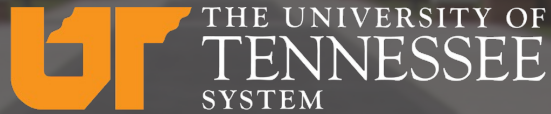
Summit Engagement: Critical Questions

- How is each campus approaching access and engagement?
- How will campuses operationalize the various changes?
What can we learn from each other?
- What will success look like for you/your teams/your campus?
- What will you track/measure when it comes to access and engagement? What might be hard to measure?

What other questions are you reflecting on?

Summit Objectives

- **Increase your knowledge** of existing efforts, strategies, and structures focused on improving access and engagement.
- Deepen campus- and system-level partnerships to **increase collaboration**.
- Identify and **examine existing barriers** that keep us from making necessary progress and improving outcomes.
- **Develop action steps** to advance efforts and remove barriers.
- **Leave with a clear understanding** of campus and systemwide activities, expectations, and deliverables.



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Questions?

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