

SEA Annual Report

Contacts

Project Lead Contact

Antelope Valley College Jill Zimmerman

Dean, Student Life & Services

jjzimmerman@avc.edu

(661) 722-6354

Chief Instructional Officer

Leslie Uhazy

luhazy@avc.edu

Chief Student Services Officer

Erin Vines

Dr.

evines@avc.edu

(661) 722-6303

Academic Senate President

Van Rider

Academic Senate President

vrider@avc.edu

(661) 722-6707

Alternate Project Lead Contact

Antelope Valley College Rashall Hightower-Stickel

Director of Student Equity

RHightower7@avc.edu

(661) 722-6300 ext: 6424

Alternate Project Lead Contact

Darlene O'Keeffe

Clerical Assistant III

dokeeffe@avc.edu

(661) 722-6300 ext: 6765

Responsible Person

Antelope Valley College Rashall Hightower-Stickel

Director of Student Equity

RHightower7@avc.edu

(661) 722-6300 ext: 6424

Approvers

Chancellor/President

Antelope Valley College Ed Knudson

eknudson@avc.edu

(661) 722-6301

Approved by Antelope Valley College Ed Knudson

Dec 19, 2019, 04:51 PM UTC

Chief Business Officer

Diana Keelen

dkeelen@avc.edu

Approved by Diana Keelen

Dec 19, 2019, 12:09 AM UTC

Disproportionately Impacted (DI) Student Groups

Demographic	Gender	Metric	Baseline	Goal	Equity Change
Disabled	Male	Transferred to a Four-Year Institution	18	26	+44.44% ◀ ▶
Foster Youth	Female	Completed Both Transfer-Level Math and English Within the District in the First Year	2	6	+200% ◀ ▶
Hispanic or Latino	Male	Transferred to a Four-Year Institution	149	159	+6.71% ◀ ▶
Black or African American	Male	Transferred to a Four-Year Institution	39	44	+12.82% ◀ ▶
Black or African American	Female	Retained from Fall to Spring at the Same College	945	1001	+5.93% ◀ ▶

Disproportionately Impacted (DI) Custom Student Groups

No population groups selected.

Overall Student Groups

No population groups selected.

Activities

Black or African American : Female : Retained from Fall to Spring at the Same College

Related Activity from Student Equity Plan

Retention: Fall to Spring

Categories

- Administrative
- Basic needs support (food, transportation, housing)
- Bootcamps
- Bridge courses
- Classified
- Communities of practice
- Concurrent/dual enrollment
- Counseling
- Cultural awareness events
- Curriculum Development
- Direct aid (financial)
- Early alert
- Embedded Tutoring
- Expanded hours of operation
- Faculty
- First Year experience
- Flexible course scheduling
- Integrations with Mental Health & Wellness services
- Intrusive enrollment case management
- Learning communities
- Online access to student services
- Online educational plans
- Orientation/Welcome activities
- Outreach to K-12 and community partners
- Pedagogical tools
- Peer Mentoring
- Professional development
- Research efforts
- Student Recruitment
- Student Success workshops
- Student academic competitions/ research/conferences
- Student portal
- Supplemental instruction

- Targeted promotional print material
- Technology access for students
- Textbook access
- Transportation
- Tutoring
- University field trips

Implementation Status

Fully implemented

Related Activity from Student Equity Plan

Retention: Fall to Spring

Categories

- Campus climate
- Early alert

Implementation Status

Implementation in progress

Black or African American : Male : Transferred to a Four-Year Institution**Related Activity from Student Equity Plan**

Transfer to four-year institution (within 3 years)

Categories

- Administrative
- Basic needs support (food, transportation, housing)
- Bootcamps
- Bridge courses
- Classified
- Concurrent/dual enrollment
- Counseling
- Cultural awareness events
- Direct aid (financial)
- Early alert
- Embedded Tutoring
- Expanded hours of operation
- Faculty
- First Year experience
- Flexible course scheduling
- Integrations with Mental Health & Wellness services
- Intrusive enrollment case management
- Online access to student services
- Online educational plans
- Orientation/Welcome activities
- Outreach to K-12 and community partners
- Pedagogical tools
- Professional development

- Research efforts
- Student Recruitment
- Student Success workshops
- Student academic competitions/ research/conferences
- Student portal
- Supplemental instruction
- Targeted promotional print material
- Technology access for students
- Textbook access
- Transportation
- Tutoring
- University field trips

Implementation Status

Fully implemented

Related Activity from Student Equity Plan

Transfer to four-year institution (within 3 years)

Categories

- Campus climate

Implementation Status

Implementation in progress

Disabled : Male : Transferred to a Four-Year Institution**Related Activity from Student Equity Plan**

Transfer to four-year institution (within 3 years)

Categories

- Administrative
- Basic needs support (food, transportation, housing)
- Bootcamps
- Bridge courses
- Classified
- Counseling
- Cultural awareness events
- Direct aid (financial)
- Early alert
- Embedded Tutoring
- Expanded hours of operation
- Faculty
- First Year experience
- Flexible course scheduling
- Integrations with Mental Health & Wellness services
- Intrusive enrollment case management
- Online access to student services
- Online educational plans

- Orientation/Welcome activities
- Outreach to K-12 and community partners
- Pedagogical tools
- Professional development
- Research efforts
- Student Recruitment
- Student Success workshops
- Student academic competitions/ research/conferences
- Student portal
- Supplemental instruction
- Targeted promotional print material
- Technology access for students
- Textbook access
- Transportation
- Tutoring

Implementation Status

Fully implemented

Related Activity from Student Equity Plan

Transfer to four-year institution (within 3 years)

Categories

- Peer Mentoring
- University field trips

Implementation Status

Planning to implement

Related Activity from Student Equity Plan

Transfer to four-year institution (within 3 years)

Categories

- Campus climate

Implementation Status

Implementation in progress

Foster Youth : Female : Completed Both Transfer-Level Math and English Within the District in the First Year

Related Activity from Student Equity Plan

Current or former Foster Youth

Categories

- Administrative
- Basic needs support (food, transportation, housing)

- Bootcamps
- Bridge courses
- Classified
- Co-requisite courses
- Communities of practice
- Concurrent/dual enrollment
- Counseling
- Cultural awareness events
- Direct aid (financial)
- Early alert
- Embedded Tutoring
- Expanded hours of operation
- Faculty
- First Year experience
- Flexible course scheduling
- Integrations with Mental Health & Wellness services
- Intrusive enrollment case management
- Online access to student services
- Online educational plans
- Orientation/Welcome activities
- Outreach to K-12 and community partners
- Pedagogical tools
- Professional development
- Research efforts
- Student Recruitment
- Student Success workshops
- Student academic competitions/ research/conferences
- Student portal
- Supplemental instruction
- Targeted promotional print material
- Technology access for students
- Textbook access
- Transportation
- Tutoring
- University field trips

Implementation Status

Fully implemented

Related Activity from Student Equity Plan

Current or former Foster Youth

Categories

- Campus climate
- Learning communities
- Peer Mentoring
- Professional development

Implementation Status

Implementation in progress

Hispanic or Latino : Male : Transferred to a Four-Year Institution

Related Activity from Student Equity Plan

Transfer to four-year institution (within 3 years)

Categories

- Administrative
- Basic needs support (food, transportation, housing)
- Bootcamps
- Bridge courses
- Classified
- Communities of practice
- Concurrent/dual enrollment
- Counseling
- Cultural awareness events
- Direct aid (financial)
- Early alert
- Embedded Tutoring
- Expanded hours of operation
- Faculty
- First Year experience
- Flexible course scheduling
- Integrations with Mental Health & Wellness services
- Intrusive enrollment case management
- Online access to student services
- Orientation/Welcome activities
- Outreach to K-12 and community partners
- Pedagogical tools
- Peer Mentoring
- Professional development
- Research efforts
- Student Recruitment
- Student Success workshops
- Student academic competitions/ research/conferences
- Student portal
- Supplemental instruction
- Targeted promotional print material
- Technology access for students
- Textbook access
- Transportation
- Tutoring
- University field trips

Implementation Status

Fully implemented

Related Activity from Student Equity Plan

Transfer to four-year institution (within 3 years)

Categories

- Campus climate

Implementation Status

Implementation in progress

Expenditures**Year 1 Expenditures****2018-19 Allocation**

\$5,979,526

Expenditure Type	Year 1 Amount	Percentage of Allocation
1000 - Instructional Salaries	\$841,316	14.07%
2000 - Non-Instructional Salaries	\$1,216,833	20.35%
3000 - Employee Benefits	\$434,332	7.26%
4000 - Supplies and Materials	\$355,292	5.94%
5000 - Other Operating Expenses and Services	\$447,831	7.49%
6000 - Capital Outlay	\$273,457	4.57%
7000 - Other Outgo	\$239,332	4%
Total Expenditures	\$3,808,393	63.69%
Year 2 Forecast	\$2,171,133	36.31%
Total	\$5,979,526	
Remaining Allocation	\$0	0%

Category Spending**Category Spending****2018-20 Expenditures**

\$5,979,526

Activity Category	Percent	Amount
Counseling	23%	\$1,375,291
Professional development	6%	\$358,772
Tutoring	7%	\$418,567
Orientation/Welcome activities	4%	\$239,181
Classified	21%	\$1,255,700
Embedded Tutoring	2%	\$119,591
First Year experience	2%	\$119,591
Basic needs support (food, transportation, housing)	7%	\$418,567
Other (Specify)	28%	\$1,674,267
Sub-Totals	100%	\$5,979,526
Uncategorized	0%	\$0
Total	100%	\$5,979,526

Other Spending

Textbooks, Wrap Around Services, Instructional & Non-Instructional Supplies, Childcare, & othr needs

Success Story (optional)

Story Title

UMOJA

Responsible Person

Hightower-Stickel, Rashall (RHightower7@avc.edu)

Success Story

Antelope Valley College is proud of the many accomplishments that we have achieved with collaborative efforts to close equity gaps. However, one that has gained traction, momentum, and has seen tremendous success on our campus is the AVC Umoja Community.

With guided efforts from multiple entities on campus, Umoja has focused on increasing access; strengthening course completion rates; preparing students for college level courses; increasing student degree and certificate completion; increasing transfer rates to 4-Year Institutions; and mirroring our staff representation of the communities that we serve.

We have been intentional and deliberate about how we have approached this task. Our campus selected a team of staff members that were tasked with obtaining training and with the creation of an Umoja Community that would serve more than a small boutique population of students.

Our campus data reflected that our largest equity gap across all chancellor measured categories is Black students.

It was with this in mind that we knew our success would only be possible if we had the participation of many campus programs. Some of these programs included, the Student Equity Office, FYE, Outreach, Learning Center, Student Life & Services, Health Services, Counseling, Transfer Center, Academic P.R.I.D.E. (Personal Responsibility In Developing Excellence) Office, Enrollment Services, and the tireless work of faculty.

Our efforts assisted students with retention from Fall to Spring. Some of these efforts include, student focused workshops; targeted registration events; peer mentoring; Books H.E.L.P.; providing public transportation through our Campus Connect Program; providing subsidized child care through our Students Raising Children Program; providing invasive counseling and case management through our Umoja Team Members; mandatory orientations, program participation, volunteer hours, mentoring, required reading, progress reports; Mid-Semester Check-ins; Study Jams at midterms and finals; targeted marketing of our Umoja faculty and Umoja-Supported courses and more.

Due to the DI rate of Black Male students not transferring to a 4-Year Institution, we have taken the initiative to create opportunities for students to attend a Historically Black College and University (HBCU) Tours; hosted the HBCU Caravan on our campus; have taken students to the HBCU College Fair at the A2Mend Conference; and have attended various University of California and California State University tours. Our campus strategically markets our transfer fairs and when university reps are on campus. We have collaborated with various universities to host workshops on application completion; writing your personal statement; and how to get scholarships for transfer. We have utilized these efforts to also close equity gaps for our Latino and Disabled Male students for transfer. Many Afro-Latino students applied not only to these initiatives, but to our Hispanic Serving Institution College Tour.

We have taken great strides to expose our students to historical figures, social activists, and leaders. We have 35 trained Umoja faculty and staff across campus that have developed culturally relevant pedagogy and practices that are relevant to the students' lives for learning. We are building community by creating an environment that encourages students to be accountable to each other's learning all while engaging in cultural practices rooted in African traditions to strengthen the community and the people within the community.

AVC Umoja Community has grown from its inception of 30 students to over 400 enrolled students and has had many students successfully graduate and/or transfer to HBCUs, CSUs, UCs, and other private universities across the United States.

During the 18-19 academic year, the AVC Umoja Community was recognized at the Amelia Boynton Spirit of Freedom & Justice Awards and two of our students were awarded the "Passing the Torch Award" alongside Activist and Entertainer Nick Cannon and Melody Hobson, President of Ariel Investments, Vice-Chair for Starbucks Corporation, and previous Director for DreamWorks Animation, Estée Lauder and her husband, George Lucas; Lucas Museum of Narrative Art. The award was given by the 400 Years of African American History Project and the Gateway Educational Foundation. The award was presented by Mayor James Perkins, the first African American Mayor of Selma, Alabama, on behalf of Iconic Civil Rights Leader, Ambassador Andrew Young.

Our Umoja Community hosted our Umoja Graduation Celebration that focused on the accomplishments of our Umoja students and allowed for them to celebrate in culturally responsive manner.

After 3.5 years of focused efforts, our Umoja Community has realized having an Umoja Village on our campus. The village provide a culturally responsive environment for students to study and be. It features a computer lab and a study space that allows peer mentoring and homework help.

Outcomes

During the course of the implementation of this initiative, we have seen an increase of student retention, course completion, progression through basic skills courses, increased GPAs, student involvement, degree and certificate completion, and transfer.

All these efforts combined have created a sense of community and belonging. We have numerous testimonials of increased pride in their academic achievements and success. These programs have not only shifted the mindset of our current students, but have provided academic goals for the families of our students and greater Antelope Valley community.

These initiatives have increased from our campus and have recruited students from our feeder high schools and middle schools. The participation of the student from these schools has increased the desire of our community members to become students at Antelope Valley College.

Challenges (optional)

Description of Challenge

Not Entered

Categories

Not Entered

Responsible Person

Not Entered



California
Community
Colleges



2019 © California Community Colleges

NOVA Site Version: [4.13.2](#)