Closing Gaps in Retention and Completion of Students from Historically Underrepresented, First-generation and Low-income Populations

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The Charge

**Identify gaps** in outcomes for historically underrepresented, first-generation, and low-income populations, **create a strategic plan** that builds on our strengths and recommends metrics to inform predictive analytics to further increase academic success rates.
The Gaps

• **Opportunity Gap**: Viewed in terms of the inputs – the unequal or inequitable resources and opportunities afforded to students.

• **Awareness Gap**: Consequence of the opportunity gap, expressed in terms of the social and cultural capital students may lack.

• **Completion Gap**: Typically, first (and oftentimes the only) gap considered; Refers to observed outcomes – the unequal or inequitable educational results and benefits across student groups.
The Goals

• Eliminate Opportunity Gaps: Build partnerships to eliminate Opportunity Gaps among future and current UofM students from first-generation, low-income, and underrepresented backgrounds.

• Eliminate Completion Gaps: Build partnerships to eliminate Completion Gaps among future and current UofM students from first-generation, low-income, and underrepresented backgrounds.

• Awareness Gap: Tackle as a cross-cutting concept integrated into both opportunity and completion goals.
Transition Points in the Student Lifecycle

- Connection and Entry
- Social and Campus Integration
- Academic Progress and Success
- Completion and Transition
The Proposed Strategies

1. Establish a Student Diversity and Inclusion Commission.
2. Establish a comprehensive Early Outreach Program (EOP).
3. Establish Transfer Student Services Office.
4. Create a College to Career program.
5. Create UofM Outside the Classroom Initiative.
6. Develop Peer-to-Peer Support program.
7. Create Top Tier Tigers program.
8. Create a comprehensive institutional support system.
The Workgroup

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