**STUDENT ACCESS, SUCCESS, AND EQUITY**

**Key Initiatives:**

**Alumni Connection:**

* utilize and include alumni
* pay it forward scholarships and aid (ex: FIMRC)
	+ alumni funded
* Emeritus Alumni advisors for clubs and organizations
	+ connect current students with alumni and their employers

**Aid:**

* moving away from tuition-based aid
* increased financial aid opportunities
	+ domestic and international
* more need-based financial packages
* increase scholarships beyond merit
* financial aid and support overhaul
* financial aid policies
	+ move to need-based
* financial packages (needs)
	+ look into incomes more
	+ realistic scholarships
		- merits of success
		- holistic scholarships
			* other than grades and test scores
	+ financial package for all needs
		- books, materials (credits)

**Support:**

* remove ALL barriers to learning
	+ wrap-around 360⁰ support
		- school as channel for accessing support from outside resources to meet life needs
		- coach about life skills necessary for learning and translating learning to broad success
* multiple pathways for students
* Avenues for faculty/staff to connect and share resources
* academic support
	+ pre-college
	+ tutoring in multitude of subjects
* new student extended orientation
	+ guidance with services available
	+ help with housing and other needs
	+ guidance for getting involved with co-curricular opportunities and activities
* strengthen relationships and community between students, faculty and staff for mentor/mentee
* create mentor program that allows students to begin and end college with the same advisor
	+ peer mentoring
	+ student assigned to a mentor (faculty/staff)
	+ meet the mentor
* improved financial planning resources
	+ clarity
	+ privacy
	+ revealing hidden costs
		- employee-funded emergency fund for basic needs/books – (to address insecurity)
			* bus passes
	+ employment opportunities
* strengthening existing or introducing new college readiness programs (e.g. college crusade)
	+ bridge programs
	+ CBOs
* better prepare our students (underrepresented)
	+ telling them what it will be like (environment)
* accommodating for students
	+ fully meeting all needs
* increase graduation rate for 1st generation and minoritized students
	+ establish goals for that
* diversify Career Center offerings/strategies
* extended international student orientation
* extended orientation for Providence Gateway (and other!) students
	+ services access guidance and help for students helping their families
	+ guidance for not only setting career goals but also for practical steps to get there
	+ practical connection and professional/practitioner mentors, introductions, site visits, etc. to:
		- give an idea of the ‘real world’
		- ideas of pathways to explore
		- inspiration to stretch and pursue new directions

**Campus Culture and Community:**

* transport (shuttle) between Bristol (campus) and Providence (city)
* regular community convenings
	+ for “BIG CHALLLENGE” community discussions
	+ for “FAM TIME” check-ins about how things are going
		- all students and teachers and staff meet and share where they are and can talk about needs
			* “real talk”
			* how are you?
	+ RWU inside and outside conversations
* student leadership and senior leadership summit to promote dialogue
* create a college access program
	+ early awareness (see University of Central Florida)
* build diversity and inclusion into ALL academic curriculums
	+ especially the common CORE
		- add social justice class to CORE
* Intercultural Center/SAS redesign and expansion
* new facilities for education, student life, and student success
	+ handicap accessible
* improved web presence
	+ strategic targeting to:
		- underserved communities
		- community colleges
	+ more dynamic – “lecture of the day”
		- to reflect a community that is intentional with practice to build community
			* student highlight
* cabinet level responsibility
* facilities to support intercultural programs
* elevate key programs:
	+ community partnerships
	+ upgraded facilities
	+ diversify faculty
	+ alumni relations
* public relations strategy to create something publicly relevant
* partnership with local cities
	+ scholarships, events, etc.
* shared responsibilities of each
	+ access, financial aid, etc.
* establish a PLAN for Intercultural Center re-design/SAS
	+ more space
* work to change the hiring process for employees
	+ research ways other schools recruit and hire

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**Measures of Success:**

**Alumni Connection:**

* increased alumni giving rate
	+ named buildings, chairs
* increase number of alumni involved in mentoring newer students
* use alum and diverse faculty to recruit in diverse areas
	+ more relatable
* elevated RWU brand through Alumni efforts
* alumni funding of scholarships
	+ ‘pay it forward’ – ex: FIMRC
* connecting staff with alumni
* stronger connection with the community

**Aid:**

* and economically diverse student body
* fellowships
* increased number in deposits, increased number of Accepted Students Day visits
* students attendance rates go up
* increase financial aid opportunities
* AFFORDABLE FOR ALL
* reduction in student debt
* higher philanthropy for scholarships
* MEET MORE NEEDS
* making enrollment more accessible
* increase in percent of need met

**Support:**

* retention and graduation rates going up
* employment rate after graduation is high
* increase in academic support
* intentional University-wide mentoring
* staff facilitate outside connections
* roadmap how resources and assets can be accessed and used to help students
* access for non-traditional learners
	+ i.e. SCS, learning disabilities
* 100% faculty/staff commitment to retention
* advocates for student success
* multiple pathways
* culture of support
	+ mentorship
	+ highly specific to individualized staff
* inclusive planning to alert faculty/staff/students to local, regional need
* institutionalize role of connecting students to resources that meet their everyday needs
	+ create a portfolio of needs/resources
* international students at Bristol
	+ need help finding off campus housing
	+ bring in MORE international students
	+ peer advisors
		- international students helping others

**Campus Climate and Community:**

* consistent persistence
* racially diverse student body
* improved web presence
	+ department/school tailored
	+ ease of navigation
* surveying
	+ retention data
	+ climate data
* greeting with respect
* participation in extracurricular activities increases
* students involved:
	+ in recruiting other students
		- increase number of word of mouth referrals
	+ in mentoring incoming students
* Student Union
	+ increase space of intercultural center and other minority groups
* majors that prepare students for work in social change
	+ i.e. gender studies, African American studies, etc.
* student voices
* recruit and retain
* emotional attachment
* more collaboration between faculty, staff, and students
* social justice as a CORE class
* appropriate representation and ongoing faculty and staff development
* empower students to help elders navigate community and social needs