

# RAMAPO COLLEGE STRATEGIC PLAN COMMUNITY FORUM

Objectives 4.1 & 4.2

March 9, 2016

## Goal 4: CULTIVATE AND SUPPORT DIVERSITY AND INCLUSIVENESS

“Diversity encourages the examination of perspectives and values, enriches the learning experience, and prepares people to be more effective members of their community. The College thus seeks to create an inclusive and supportive environment characterized by high rates of retention and continuation of a diverse student population; providing curricula and programming that encompass diversity in all its forms; and attracting, developing and retaining faculty and staff who reflect and are committed to diversity and inclusiveness.”

*-2014 – 2018 Strategic Plan*

## Objective 4.1:

“The College will create a safe and supportive environment for all, with particular consideration toward members of underrepresented and marginalized groups.”

-2014 –

*2018 Strategic Plan*

# Campus Climate Survey: 10% Increase in Participation

- 2012 Survey                      11.7% (Actual)
- 2016 Survey                      13.4+% (Goal)

# Issues of Concern: 2005 and 2012 Surveys

- Focus on increased commitment to diversity
- The degree to which students feel accepted/camaraderie among racial/ethnic groups; respect and friendship between students of different racial/ethnic groups.
- Sexual violence
- Classrooms were unwelcoming

# 2016 Climate Survey

- Survey is being administered now to all students through 4/29/16
- Confidential; done by 3<sup>rd</sup> party; no identifiable information provided to College
- Looking for a 13+% Response Rate / 3.6% completion rate now
- Incentives—Gift Certificates \$50
- Higher the response rate higher chances of generalizing to entire population
- Social Media, direct emails, ads in Ramapo News, announcements in class; computers set up in fishbowl; Daily Digest, Posters in RL

# Diversity Workshops for All Employees

## Three Pronged Approach to Diversity Training:

- Annual training for Affirmative Action Monitor on Search Committees
- Diversity and Inclusion Training for New Hires
- Annual Training Requirement for Diversity and Inclusion

80% or more of the respondents of the National Survey of Student Engagement (NSSE) and Graduating Senior Survey (GSS) will agree that the College provides a supportive social, classroom, and living environment

2012

79% (NSSE)

72.3% (GSS)

2014

84% (NSSE)

79.7% (GSS)



# NSSE: Engagement Indicators

## Theme: Campus Environment

### **Engagement Indicator: Supportive Environment**

Institutions that are committed to student success provide support and involvement across a variety of domains, including the cognitive, social, and physical. These commitments foster higher levels of student performance and satisfaction. This Engagement Indicator summarizes students' perceptions of how much an institution emphasizes services and activities that support their learning and development. Items include:

# Provide a Supportive Social Environment

- Encouraging contact among students from different backgrounds (social, racial/ethnic, religious, etc.)
- All Together Different Leadership Retreat, Alternate Spring Break trip in 2016 that includes a faith-based immersion activity.
- The Student Leaders dinner with President Mercer and VP Romano to encourage communication among student leaders who represent student organizations across campus.
- Linden Coffeehouse, Tuesday Night Live, Residence Area Programs, Village Senior Night, World Expo, programs delivered through the College Programming Board

# Provide a Supportive Classroom Environment

- Providing support to help students succeed academically
- Center for Student Success mandatory academic advisement program and the implementation of the Connect system to increase student success
- Using learning support services (tutoring services, writing center, etc.)
- Office of Specialized Services Peer Coaching Program, the Peer Program delivered across First Year Seminar, the EOF SI program.

# Provide a Supportive Living Environment

- Providing support for student overall well-being (recreation, health care, counseling, etc.)
- Implementation of group counseling
- Aura Car Limo Service (confidential, private transportation to Valley Hospital or Planned Parenthood for students)
- Intramural programs from athletics
- Public Safety Community Outreach Program
- Gender inclusive housing & restrooms

## Objective 4.2:

“The College will retain and continue a diverse student population.”

-2014 – 2018

*Strategic Plan*

Average **Student Debt** will remain at or below 10% of the average student indebtedness for the State of New Jersey

### State of New Jersey

- 2014            \$28,318
- 2013            \$29,287
- 2012            \$27,610

### Ramapo College

- \$29,972
- \$30,053
- \$28,955

# Manage Student Indebtedness

- Hold Tuition and Fees Low (Average 1.9% in last 4 years)
- Exit counseling sessions for graduating seniors
- Financial aid literacy sessions for freshman on smart borrowing
- Debt management tools and services

First to second year undergraduate **Retention Rates**  
 will exceed 90% with all student types enrolled in the undergraduate programs  
 at or within 10% of target

	1st Year Retention rate					
	2008	2009	2010	2011	2012	2013
Black Non-Hispanic	86.3	90.2	82.4	88.6	87.5	90.6
Asian/Pacific Islander	86.8	96.2	95.2	93.3	88.2	80.6
Hispanic or Latino	83.7	88.8	83.8	82.1	87.2	87.5
White Non-Hispanic	87.2	88.2	86.2	88.8	88.5	88.7



Third year **Retention Rates** will exceed 73% with all student types enrolled in the undergraduate programs at or within 10% of target

Second to Third Year (2010 and 2011 Cohort)	78.0%	79.8%
Hispanic or Latino		73.2%
Asian/Pacific Islander		83.3%
Black Non-Hispanic		72.7%
White Non-Hispanic		81.8%

# Retention Initiatives

- Changes in academic advisement process
- Increase transfer student advisement
- ID at risk students earlier/tailor outreach (Connect)
- Success metrics increased
- Integration of student success across campus offices

# Question & Answer

*Share your feedback: [planning@ramapo.edu](mailto:planning@ramapo.edu)*

# Breakout Topics:

1. Diversity training for administrators, faculty, and staff
2. Student Success support and barriers
3. How do you define a “safe and supportive” environment?
4. Using Diverse Learning Environment survey data

*Share your feedback: [planning@ramapo.edu](mailto:planning@ramapo.edu)*