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Nurturing Beyond Institutional Disparities: HBCU Women Speak

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1

AGENDA

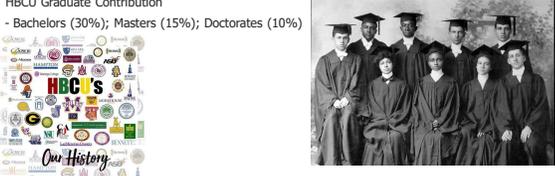
- HBCUs
- Institutional Disparities at HBCUs
- Impact on Academic Advising
- Advisor Solutions: Women's Lens




2

Historically Black Colleges and Universities

- Institutions established prior to 1964, whose principal mission was, and is, the education of black Americans, and that is accredited by a nationally recognized accrediting agency
- 103 remaining (public and private) /3%
- HBCUs have always opened their doors to all
- Students (i.e. social, ethnic, educational)
- HBCU Graduate Contribution
 - Bachelors (30%); Masters (15%); Doctorates (10%)




3

Prairie View A&M University(PVAMU)

- Historically Black College and University
- First state supported College in Texas for African Americans during Reconstruction Period after the Civil War, established in 1876
- Prairie View A&M University, is the second oldest public institution of higher education in Texas, originated in Texas Constitution of 1876.
- Member of the Texas A&M System
- President, Dr. Ruth J. Simmons, First Female President



4

Institutional Disparities at HBCUs

- HBCUs are great places for socio-cultural enrichment, but recent decades have brought grueling challenges for the institutions. Increased enrollment, while desirable, has put a strain on HBCUs that were already beyond capacity. Coupled with unequal funding and administrations lacking in personnel, the universities are having a hard time meeting the demands of the current academic landscape.



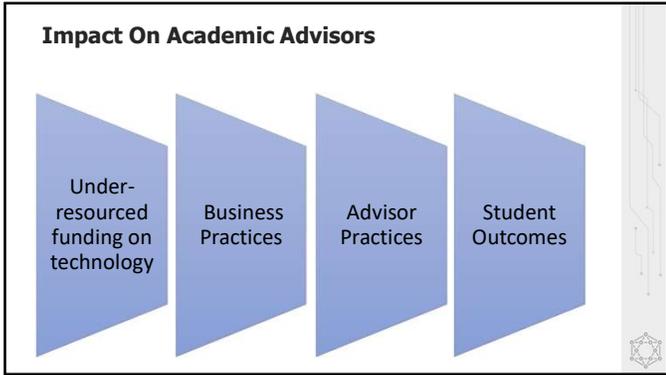
5

PVAMU Academic Advising Services

- Centralized
- Decentralized
- Pilot Advising Model, Pre-Nursing Department
- 18 full-time professional academic advisors
- Advisor Caseload
 - 1 to 250/300 (depending on the discipline)



6



7

Under-resourced Funding On Technology

- Advising tools;
 - A. Degree Works
 - B. CRM Advise (Retention tool)
 - C. Banner
 - Panthertracks
 - Argos (Data retrieval)



8

Business Practices

- Lack of communication
- Low trust
- Operating in silos



9

Advising Practices

IDEAL ADVISING	PRACTICAL ADVISING
<ul style="list-style-type: none"> •Intrusive •Proactive •Mentorship/Coaching 	<ul style="list-style-type: none"> •Reactive •Transactional •Documentation/Processors

10

Differences in Strategic Advising

HBCU ALUMNI APPROACH	HWI ALUMNI APPROACH
<ul style="list-style-type: none"> • TEACH HOW TO FISH • ACCOUNTABILITY • CULTURAL AWARENESS • CRITICAL THINKING 	<ul style="list-style-type: none"> • SELF AWARENESS • SELF-ADVOCACY • IDENTIFY / ACCESS RESOURCES • ACCOUNTABILITY • CULTURAL AWARENESS

11

Student Outcomes

- Persistence – 90% retention goal, academic year 19-20
- Monitoring Student Progression – Minimum of 2 advising meetings per semester. Probation workshops etc. Respond to all student inquiries within 24 – 48 hours.
- Graduation – Improved first year and second year persistence aid in improvement of graduation rates.



12



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WHAT RESEARCH SAYS...



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13

HBCU LITERATURE

- 2008
 - Williams, I.L, Glenn, P.W., & Wider, F. (2008) addressed specialized advising that was focused on nurturing, which went beyond intrusive advising. Advisors engaged in street advising
 - "Street Advising"= active nurtured advising that takes place anywhere at anytime (i.e. basketball court, student union, cafeteria, dorms, etc.)
 - Stimulates "concerned family member"



14

HBCU Literature

- 2018
 - Harris (2018) examined the most prevalent academic advising approach used at a HBCU in South Carolina.
 - Measured first-year students experiences with prescriptive and developmental advising and their satisfaction with approaches
 - Students satisfied with both approaches, however most prevalent was developmental



15

Gap in Literature

- How does nurturing in academic advising adapt to a accountability culture
- Every institution is not a one-size-fits all (especially in different states with different guidelines)
- Not much research done on academic advising at HBCUs



16



Through the Lens of Women Academic Advisors

Advisors Solutions



17

The Role of Nurturers

- Provide a Supportive Environment
- Create a safe space to invite change/alternatives
- Transparency
- Teach by providing other resource outlets (i.e. local, communal, peer-to-peer)
- Thrive through scarcity (i.e. personal and cultural identity)




18

Academic Advisors Commitment / Oath

We have to remind ourselves of our promise and the oath to the education arena: Staying committed to producing and developing students to become future leaders and community builders



19

How We Incorporate Nurturing In Advising

- Connect
 - Treating EACH, EACH, EACH encounter as a platform to advise and engage with the student
- Equipping
 - Expecting accountability from students
 - Reciprocal



20

How We Incorporate Nurturing in Advising Continued.....

- Frequency and Consistency
 - Assist students beyond academics
- Engagement
 - Active Listening
- Planning



21

Conclusion

- Provided more insight on the role of HBCU's including: past, present, and future
- Provided more insight on how HBCUs meet the demands of external and internal pressures, while also providing a nurturing method of advising to our student
- Champion the role of the nurturer
- Encourage academic advisors to increase their cultural awareness, incorporate street advising and nurturing strategies in the academic advising practices.



22

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23

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24



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