

HLC Quality Initiative Overview

GOALS, OUTCOMES AND FUTURE PLANS



SIUE



SIUE's HLC Quality Initiative Proposal
**FROM SURVIVING TO THRIVING:
A HOLISTIC RETENTION PROGRAM FOR BLACK STUDENTS**
was accepted by HLC in June 2021



Background

- **Initiative Focus:**
 - Improve retention and graduation rates of Black students
- **Context:**
 - **Start:** Fall 2019 with University Quality Council (UQC) survey
 - **Catalysts:** Global pandemic, racial justice movements, and the murder of George Floyd
 - **Anti-Racism Taskforce:** 58 out of 78 recommendations integrated into QI



2022 Pivot

- **Institutional Changes:**
 - **Leadership:** New Chancellor James T. Minor in 2022
 - **Strategic Plan:** Launched in September 2022, aligned with QI goals

QI GOALS:

- 1 Increase enrollment of Black students
 - 2 Improve retention and graduation rates of Black students
 - 3 Develop pathways to graduate school and employment
 - 4 Provide ongoing diversity, equity, and inclusion (DEI) training
 - 5 Enhance recruitment and retention of Black faculty and staff
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Increase Enrollment of Black Students

Strategy: Expansion of pre-collegiate programs and targeted recruitment

Results: African American undergraduate representation increased to **14.7%**





2

Improve Retention and Graduation Rates

Initiatives:

- **Black Scholar Experience (BSE):** Comprehensive academic program to promote belonging, academic advancement and degree completion.
- **CODES Program:** Improved retention rates (84%) among underrepresented groups
- **Results:** First-year retention rate for Black students increased by **10.2 percentage points**



Develop Pathways to Graduate School and Employment

- **Challenges:** Limited progress in structured programming and tracking
- **Future Plans:** Building research opportunities and partnerships to support graduate school preparation

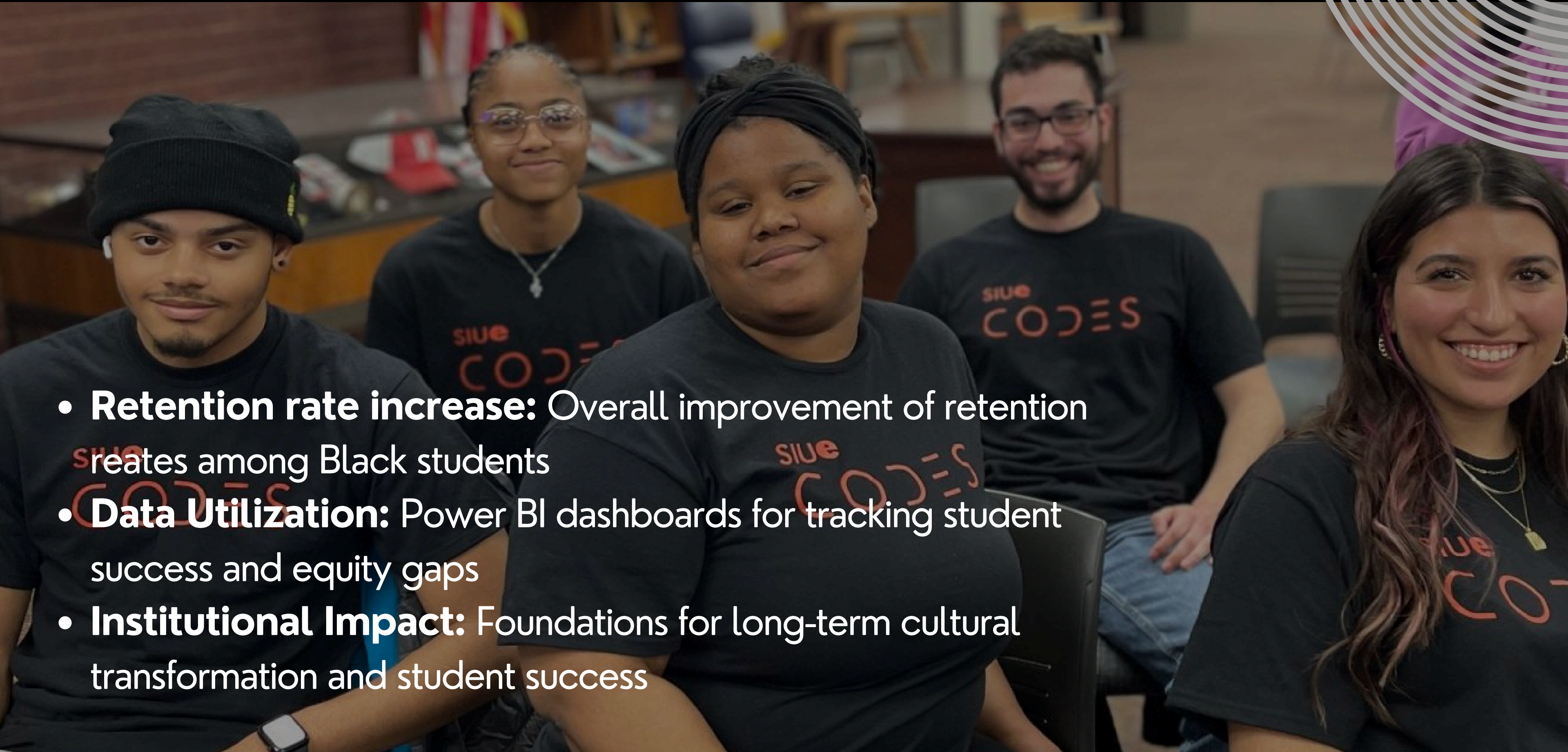


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Recruit and Retain Black Faculty and Staff

- **Strategies:**
 - **Strategic Hiring Initiative: \$4M** investment, hiring 18 new tenure-track faculty
 - **Postdoctoral Fellowship Program:** Launched to broaden SIUE's visibility, networks, and recruitment base for tenure-track faculty positions
- **Outcome:** Significant increase in diverse faculty recruitment and retention

Key Outcomes



- **Retention rate increase:** Overall improvement of retention rates among Black students
- **Data Utilization:** Power BI dashboards for tracking student success and equity gaps
- **Institutional Impact:** Foundations for long-term cultural transformation and student success



Challenges and Lessons Learned

- **Challenges:** Leadership changes and coordination issues
- **Lessons:** Importance of centralized implementation and data transparency



Future PLans

- **Enrollment Growth:** Increase Black student enrollment to **20%**
- **Program Expansion:** Scale BSE and CODES programs
- **Continued ADEI Training:** Expand ACUE and IMPACT Academy offerings

Conclusion

- **Commitment:** SIUE's continued dedication to diversity, equity, and student success
- **Invitation:** Interest in collaboration with other institutions to improve outcomes for African American students
- **Future Outlook:** Building on successes to further enhance diversity, equity, and inclusion



Additional information about SIUE's HLC Quality Initiative:
<https://www.siu.edu/accreditation/hlc-quality-initiative.shtml>

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