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# **Breaking Biases: Community College Insights for Universities of the Future**

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# Learning Objectives

1. Advocating for equitable university-community college pathways
2. Strategically engaging the community for support
3. Connecting with every student authentically

# National Data Considerations

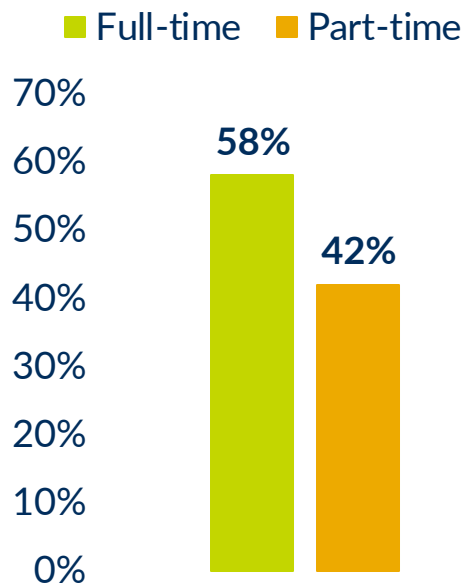




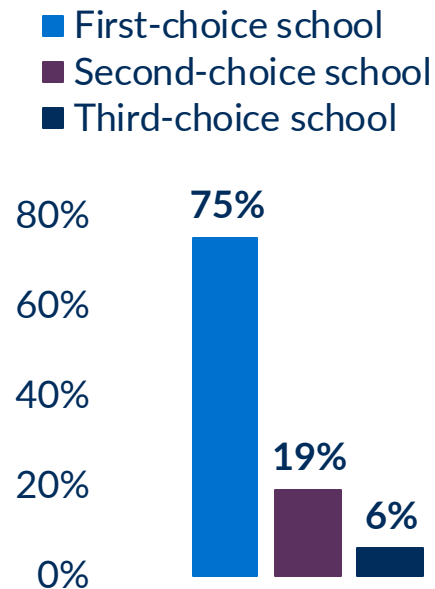
# **Getting to Know Community College Students**

# Key demographics

## Community Colleges



## *Institutional choice*



N = 82,886 students from 130 institutions

# Factors in the decision to enroll

## Community Colleges

Enrollment factors rated for community colleges	Importance
<b>Cost</b>	<b>85%</b>
<b>Financial aid</b>	<b>83%</b>
<b>Academic reputation</b>	<b>77%</b>
Geographic setting	<b>71%</b>
Personalized attention prior to enrollment	<b>67%</b>
Campus appearance	<b>61%</b>
Size of institution	<b>60%</b>
Recommendations from family/friends	<b>59%</b>
Opportunity to play sports	<b>43%</b>

Percentages indicate the proportions of “important”/“very important” scores

# Top five strengths

## Community Colleges

Top strengths rated for community colleges	Importance	Satisfaction
The campus is safe and secure for all students.	91%	83%
I am able to experience intellectual growth here.	90%	81%
There is a good variety of courses provided on this campus.	89%	80%
Students are made to feel welcome on this campus.	88%	80%
Nearly all of the faculty are knowledgeable in their fields.	86%	78%

Percentages indicate the proportions of “important”/“very important” and “satisfied”/“very satisfied” scores

Listed in order of importance

# Top five challenges

## Community Colleges

Top challenges rated for community colleges	Importance	Satisfaction
The quality of instruction I receive in most of my classes is excellent.	90%	69%
I am able to register for classes I need with few conflicts.	89%	73%
Faculty provide timely feedback about student progress in a course.	88%	70%
This school does whatever it can to help me reach my educational goals.	87%	70%
Faculty are understanding of students' unique life circumstances.	87%	69%

Percentages indicate the proportions of "important"/"very important" and "satisfied"/"very satisfied" scores

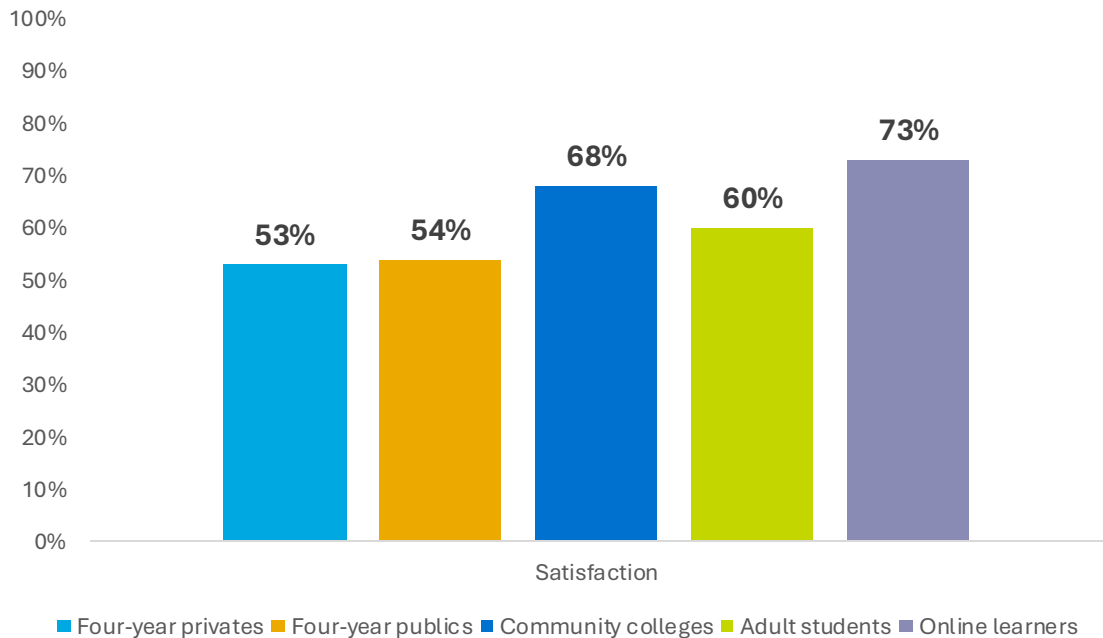
Listed in order of importance





# **Student Population Comparisons**

# How satisfied are college students?



Percentages indicates the proportion of “satisfied” or “very satisfied” scores

Rate your overall satisfaction with your experience here thus far

SCORING

Not satisfied at all

Not very satisfied

Somewhat dissatisfied

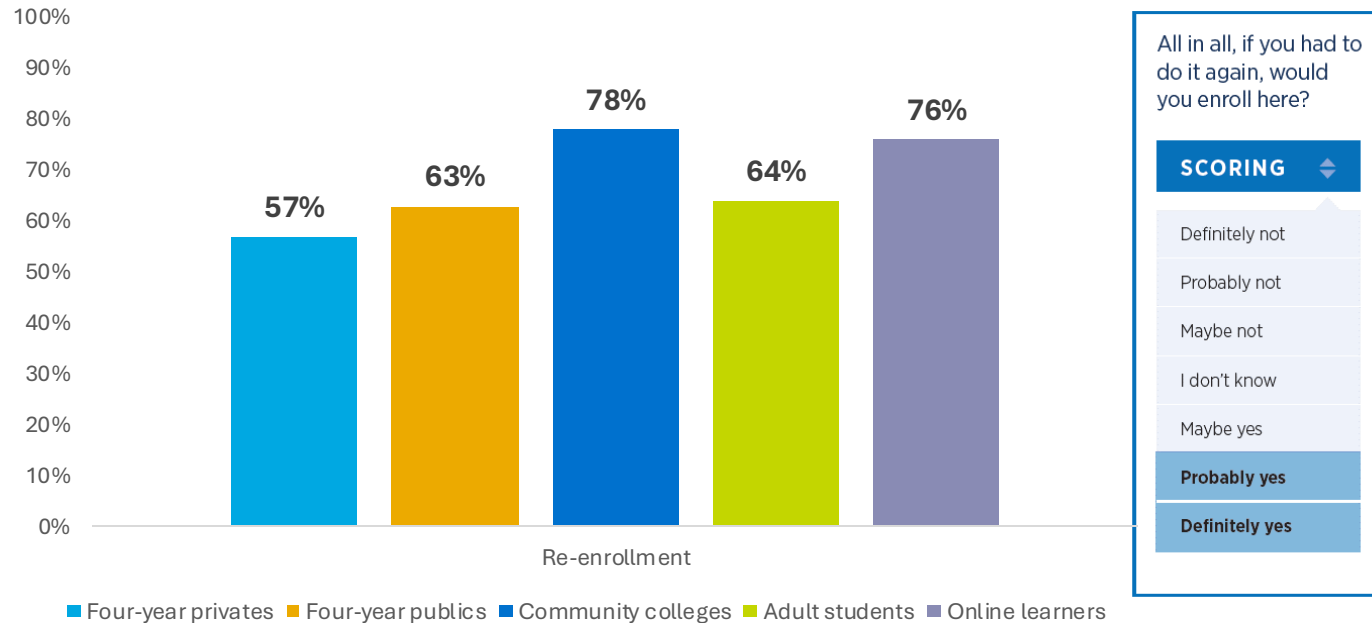
Neutral

Somewhat satisfied

Satisfied

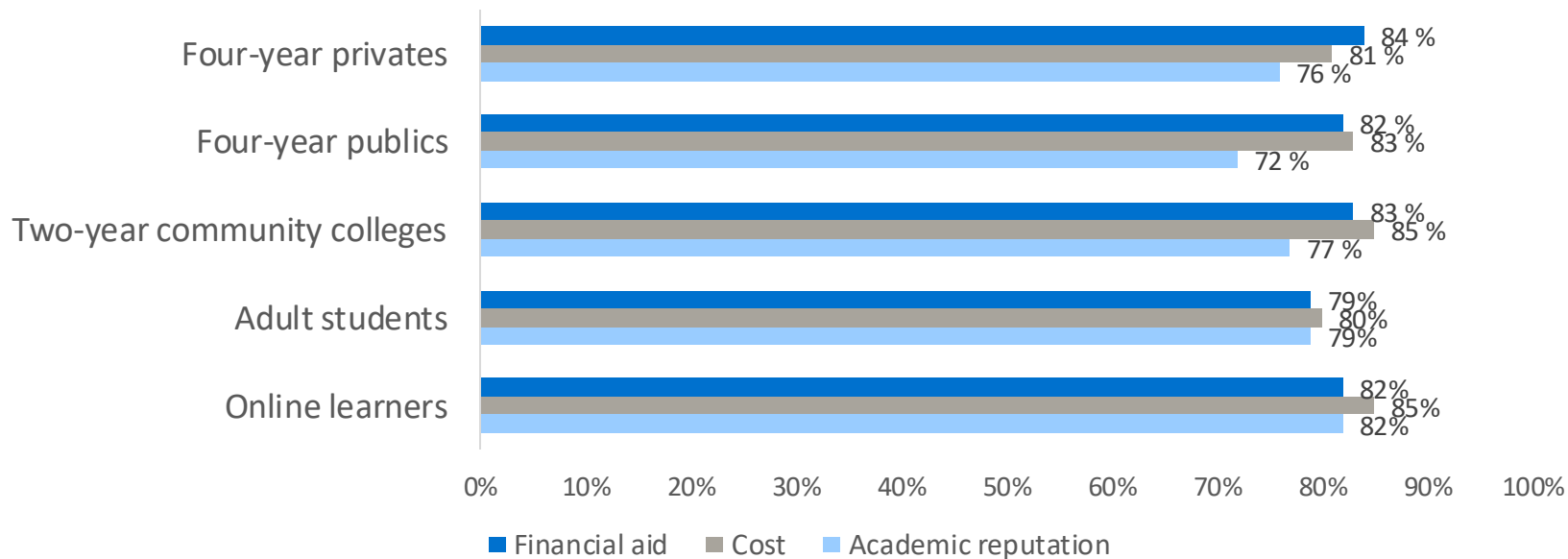
Very satisfied

# How likely are students to re-enroll?



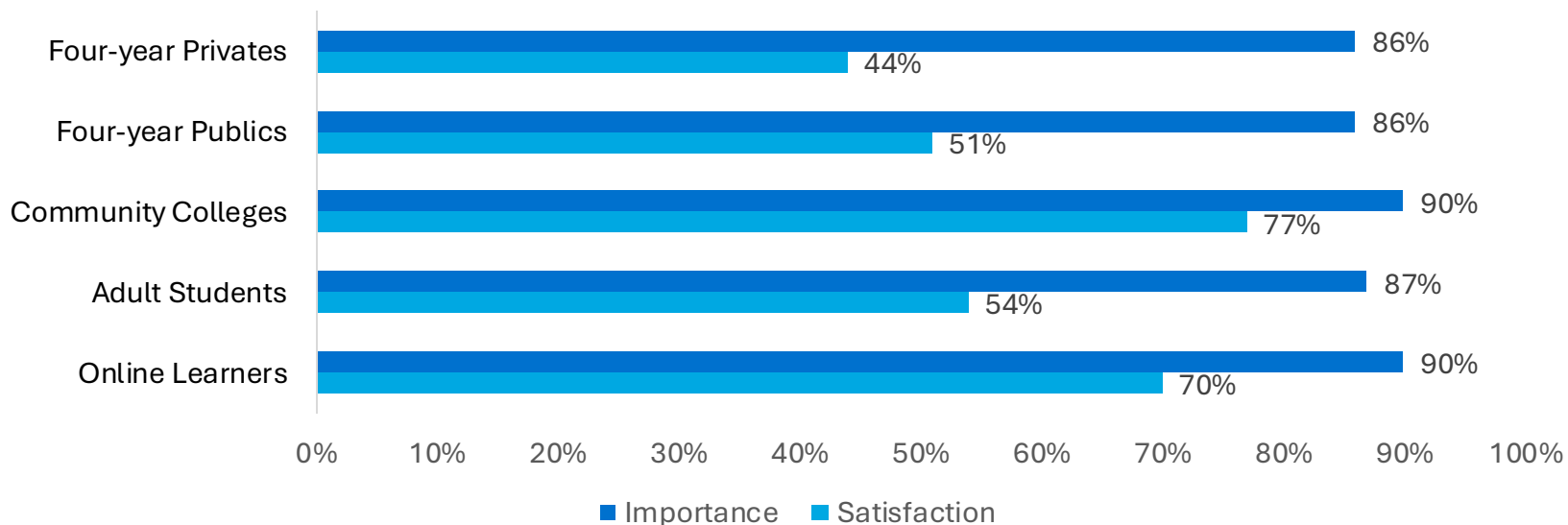
Percentages indicates the proportion of “probably yes” and “definitely yes” scores

# Factors in the decision to enroll



*Percentage = important/very important*

# Tuition paid is a worthwhile investment



*% of students saying important / very important*  
*% of students saying satisfied/very satisfied*

# National Data on First-Gen Students

## Commitment to College

- Strong desire to continue education
  - 94% of First-Gen
  - 94% of Non-First-Gen
- Wonder if college is worth the time, money and effort
  - 33% of First-Gen
  - 27% of Non-First-Gen



# 14%

of First-Gen Plan to  
Transfer Prior to  
Completing Degree

# National Data on First-Gen Students

## Financial Insecurity

- Have financial problems that are distracting
  - 40% of First-Gen
  - 23% of Non-First-Gen
- Pressure to earn extra money will interfere with school
  - 31% of First-Gen
  - 19% of Non-First-Gen

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# 62%

of First-Gen do NOT  
Have the Financial  
Resources to Finish  
College

# Who's Forsyth Tech?





# Forsyth Tech Community College

Winston-Salem, NC

- Student Population: Approximately 22,000
- Campuses: 9 across Forsyth and Stokes Counties
- Programs: Over 200 programs, including associate degrees, diplomas, and certificates
- Vision Statement: Forsyth Technical Community College is a catalyst for equitable economic mobility, empowering lives and transforming communities.



# Championing Collaborative Pathways



# Equitable Pathways

## Articulation Agreements and Scholarships

### General Articulation Agreements:

58 community colleges,

16 public universities

2	App State	Articulation Agreement	AAS	Architecture Technology & Design	FTD	Needs review	Every 3 years, beginning June 2023	2020	2023	Under review (2/28/24)	Articulation Agreements
	Ballou College	Articulation Agreement	AAS	Early Childhood Education (B-4)	ETS	--	--	2010	2010	Effective until either party requests termination. No efficient notice needed, no specific final date noted.	
	Bellevue University	MOU	--	--	--	--	--	2017	2017	Effective until either party requests termination. Subject notification 90 days prior to termination date.	
	Calwell CC	SA - Level 3	AAS	Biomedical Equipment Technology	--	--	Every 2 years in the Spring term.	2007	2007	Effective until either party requests termination. If mutual at least 3 months notification, if not mutual notification at least 6 months prior to the beginning of the next fiscal year. Last review?	
	Capital Technology University	Articulation Agreement	AAS	IT Systems Security	BIT	--	"The course transfer table is subject to a five-year review for updating and meeting as necessary..."	2015	2015	Effective until either party requests termination. Subject notification 60 days prior to termination date. Last review?	
	Dawson CC	SA - Level 2	--	MAJ-272 & PHJ-252	113	--	--	Fall 2018	2018	Effective until either party requests termination. Subject notification 30 days prior to the following semester.	
	Dawson CC	SA - Level 2	--	MAJ-272 & PHJ-252	115	--	--	Spring 2019	2019	Fire and rescue continuing education classes at Hanesjones Fire Dept. Effective until FEC requests termination.	
	Dawson CC	SA - Level 3	CE	Fire/Rescue Training	PST	--	--	2014	2014	Fire and rescue continuing education classes at Hanesjones Fire Dept. Effective until FEC requests termination.	
	Dept. of Defense	MOU	--	--	--	--	Periodically but not less than 5 yrs.	2018	2018	--	
	East Carolina University (ECU)	Articulation Agreement	--	Health Sciences	--	--	Subject to annual review.	2022	2022	Agreement is renewable until the end date. Termination notification to be submitted 90 days prior.	
	East Carolina University (ECU)	Co-admissions Agreement/MOU	AAS/OU/VA/NL/PA/OU/VA/NL	Transfer AAS Early Childhood AAS Associate Degree Nursing AAS Industrial Technology (I) (IT)	113 /100 /110	Active	Every 3 years, beginning March 2024.	2024	2017	--	
	Eastern State University	Dual Admissions	AAS	Fire Protection (revised)	PST	--	--	2007	2007	IP Program now terminated.	
	Gardner-Webb	MOU	--	Building Board	--	Active	Review annually.	2024	2024	Effective until either party requests termination, requires 60 day notification. Building Board - Gardner-Webb	
	Gardner-Webb	Articulation Agreement	AAS	Many	All	Active	Review annually.	2024	2024	Effective until either party requests termination, requires 90 day notification. Comprehensive Assisted Living & Elder Services	
	Gardner-Webb	Bridge Agreement	AAS	Nursing	HTD	Active	Review annually.	2024	2024	Effective until either party requests termination, requires 90 day notification. Nursing & Elder Services	
	Gardner-Webb	MOU	AAS	Computer Systems	BIT	--	Annual signed this was a work item until Fall 2024. If not signed by Fall 2024, it will be terminated. Last review 2017 asking for updated terms. Requested?	2017	2017	Effective until either party requests termination. Subject notification 6 months prior to termination date. Last review?	
	Gardner-Webb	MOU	--	West Campus	--	--	--	2013	2013	No official signatures - only both documents.	
	Greensboro College	MOU/Articulation Agreement	AAS	Accounting Business Administration Entrepreneurship Financial Services Global Logistics Healthcare Management Tech Nonprofit Leadership Project Management	BIT	--	Review annually and signed by July 31, 2013.	2013	2013	Effective until either party requests termination. Subject notification 6 months prior to termination date. Last review?	
	Guilford College	Articulation Agreements	--	SAJST	--	--	--	--	--	No official signatures - only both documents.	
	Lenoir University	MOU/Articulation Agreement	AAS	Accounting Business Administration Financial Services Global Logistics Healthcare Management Tech Nonprofit Leadership Project Management	BIT	--	Review annually and signed by December 31 every year.	2012	2012	Effective until either party requests termination. Subject notification 6 months prior to termination date. Last review?	
	Jones Mill	Articulation Agreement	AAS	Business Administration	BIT	Active	Review annually.	2017	2017	No official signatures - only both documents.	
	NC A&T University	Articulation Agreement	AAS	Supply Chain Management	IST	Active	Review at least once every 3 years.	2023	2023	Global Logistics - Effective until either party requests termination. Subject notification at end of year from emulated termination date.	
	NC A&T University	Articulation Agreement	AAS	Supply Chain Management	BIT	Active	Review at least once every 3 yrs.	2023	2023	Global Logistics - Effective until either party requests termination. One year notification needed.	
	NC A&T University	MOU/Articulation Agreement	AAS	Environmental Science (revised)	FTD	--	Each must notify the other of any changes.	2012	2012	IPV Program now terminated.	
	NC A&T University	MOU/Articulation Agreement	AAS	Graphic Arts	FTD	--	Each must notify the other of any changes.	2018	2018	Effective until either party requests termination. Notification of at least 30 days, but is not effective until next academic term.	
	NC A&T University	Articulation Agreement	AAS	Horticulture	FTD	Active	Each must notify the other of any changes.	--	--	Spoke with Dr. Allison (NC A&T) on 11/1/23. Currently working on revised articulation agreement. This agreement has been in place for 20+ years at A&T.	

## Specialized Articulation Agreements:

- Montreat College
- UNC Wilmington
- Bellevue University
- Eastern Carolina University
- Gardner-Webb University
- UNC Greensboro
- Western Governors University
- Salem College
- Winston-Salem State University

# The Salem Advantage

Salem College is a private women's liberal arts college in Winston-Salem, North Carolina. Founded in 1772, it is the oldest women's college in the country.

Signed a co-admissions and scholarship agreement earlier this year enabling Forsyth Tech students to transfer with a maximum annual tuition of \$3,000.

Tuition at Salem College is \$32,236 for a commuting student for the 2023-24 school year.



# Blazing Trails to the Ramily



Provide Forsyth Tech students with robust campus life offered at our hometown HBCU; access to:

- athletics
- libraries
- events
- student activities

Goes beyond CAA to help students seamlessly transfer from Forsyth Tech to WSSU

# Community Integration



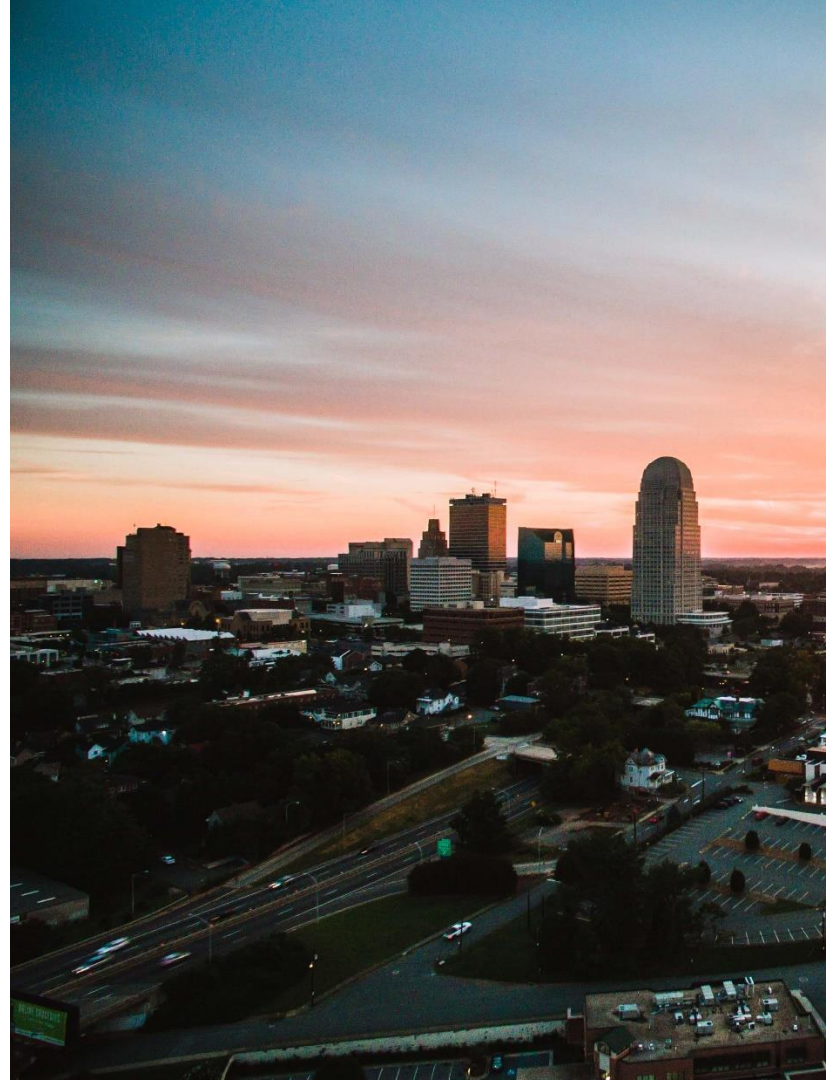
# Bookmarks & Arts Council & Greater Winston-Salem, Inc.

## Traditional Partnerships

Engaging with nonprofits and our local Chamber of Commerce organization have helped us:

### Promote

- Promote and develop unique programs
- Have an increased web presence across multiple platforms
- Share campus community events across multiple community calendars
- Gain access to new advertisers and discounted rates
- Share opportunities for our students with diverse audiences
- Partner and collaborate on events that are a good fit



# LEAP & BILT

## The Learn & Earn Apprenticeship Program & Business & Industry Leadership Teams

LEAP changed the model for how apprentices were connected with employers and gained credit

- Now a US Department of Labor Apprentice Ambassador Program
- Companies with our apprentices include: Collins Aerospace, Pepsi Bottling Ventures, Atrium Health Wake Forest Baptist, Zirrus, Reynolds American and many more.

BILTs flipped the curriculum model to become industry-driven

- Companies with representatives on BILTs include: Siemens Energy, Dynamic Machining & Manufacturing, and Progress Rail?





# Acción Hispana & Hispanic League

## Targeted Student Demographic Partnerships

### Talk with Counselor About...

- General attitude toward school
  - 24% of First-Gen
  - 17% of Non-First-Gen
- Difficulties in social life
  - 19% of First-Gen
  - 15% of Non-First-Gen
- Emotional tensions
  - 19% of First-Gen
  - 16% of Non-First-Gen



# Special Audiences



# Hispanic Learners

- 1. Multilingual AI Assistance:** BlazeBot offers real-time support in multiple languages, ensuring clear communication and accessibility for all students.
- 2. Website Translation:** Our website is fully translated into Spanish and Arabic, providing seamless navigation and information access.
- 3. Cultural Support Programs:** Dedicated programs and resources to support non-English speaking students in their academic and personal growth.

# Family Guide

- Think through design equity.
- Simplification of terminology helps level set with your audience.
- You can't include everything. Links/QR Codes to more information.

Trailblazer Terminology	Terminología de Trailblazer
<b>A-Session and B-Session</b> Shorter academic sessions within the standard 16-week semester at Forsyth Tech. A-session is the 1st 8 weeks of the 16-week fall or spring semester and B-session is the 2nd 8-weeks of the 16-week fall or spring semester.	<b>Sesión A y Sesión B</b> Sesiones académicas más cortas dentro del semestre estándar de 16 semanas en Forsyth Tech. La sesión A es la primera 8 semanas del semestre de otoño o primavera de 16 semanas y la sesión B es la segunda 8 semanas del semestre de otoño o primavera de 16 semanas.
<b>Alternative FAFSA</b> A financial aid application process at Forsyth Tech for students who may not be eligible for the traditional FAFSA, such as students without a Social Security Number (SSN).	<b>FAFSA Alternativa</b> Un proceso de solicitud de ayuda financiera en Forsyth Tech para estudiantes que pueden no ser elegibles para la FAFSA tradicional, como los estudiantes con un Número de Seguro Social (SSN).
<b>CCP (Career &amp; College Promise)</b> North Carolina's dual enrollment program allows high school students earn tuition-free college credits. Eligible students can choose from college transfer or career and technical education pathways, leading to certificates, diplomas, and associate degrees.	<b>CCP (Career &amp; College Promise)</b> El programa de inscripción dual de Carolina del Norte permite a los estudiantes de secundaria ganar créditos universitarios en materias. Los estudiantes elegibles pueden elegir entre vías de transferencia universitaria o educación técnica y profesional, lo que lleva a certificados, diplomas y títulos asociados.
<b>CCR (College and Career Readiness)</b> Programs at Forsyth Tech designed to prepare students for success in college-level courses and the workforce. This includes adult basic education, high school equivalency, and English as a Second Language.	<b>CCR (College and Career Readiness)</b> Programas en Forsyth Tech diseñados para preparar a los estudiantes para el éxito en cursos de nivel universitario y el mundo laboral. Esto incluye educación básica para adultos, equivalencia y inglés como segunda lengua.
<b>Continuing Education (CE or CE&amp;E)</b> Non-credit courses for short-term workforce training or personal enrichment.	<b>Educación Continua (CE o CE&amp;E)</b> Cursos no acreditados para personal.
<b>FAFSA (Free Application for Federal Student Aid)</b> A form that Forsyth Tech students must complete to apply for financial aid from the federal government.	<b>FAFSA (Free Application for Federal Student Aid)</b> Un formulario que los estudiantes deben completar para solicitar ayuda financiera de los gobiernos federales.
<b>First-Generation College Student</b> A student at Forsyth Tech who is the first in their immediate family to attend college.	<b>Estudiante Universitario de Primera Generación</b> Un estudiante en Forsyth Tech que es el primero de su familia en asistir a la universidad.
<b>Program of Study</b> The set of courses required for a particular program offered by Forsyth Tech.	<b>Programa de Estudios</b> El conjunto de cursos que requiere un programa en Forsyth Tech.
<b>RES (Residency Determination Service)</b> A service used by Forsyth Tech to determine a student's residency status for tuition purposes, ensuring they are charged the appropriate rate based on their residency. For more information, visit <a href="http://residency.org">residency.org</a> .	<b>RES (Residency Determination Service)</b> Un servicio utilizado por Forsyth Tech para determinar el estatus de residencia de un estudiante a efectos de aranceles, asegurando que se cobren los aranceles apropiados según su residencia.
<b>SAP (Satisfactory Academic Progress)</b> The academic standard students must meet to remain eligible for financial aid at Forsyth Tech. This includes maintaining a minimum GPA and completing a certain percentage of attempted courses.	<b>SAP (Progreso Académico Satisfactorio)</b> El estándar académico que los estudiantes deben mantener para ser elegibles para la ayuda financiera y completar un curso.

For a list of more terms please visit, [short.forsythtech.edu/terms](http://short.forsythtech.edu/terms)

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## Family Guide

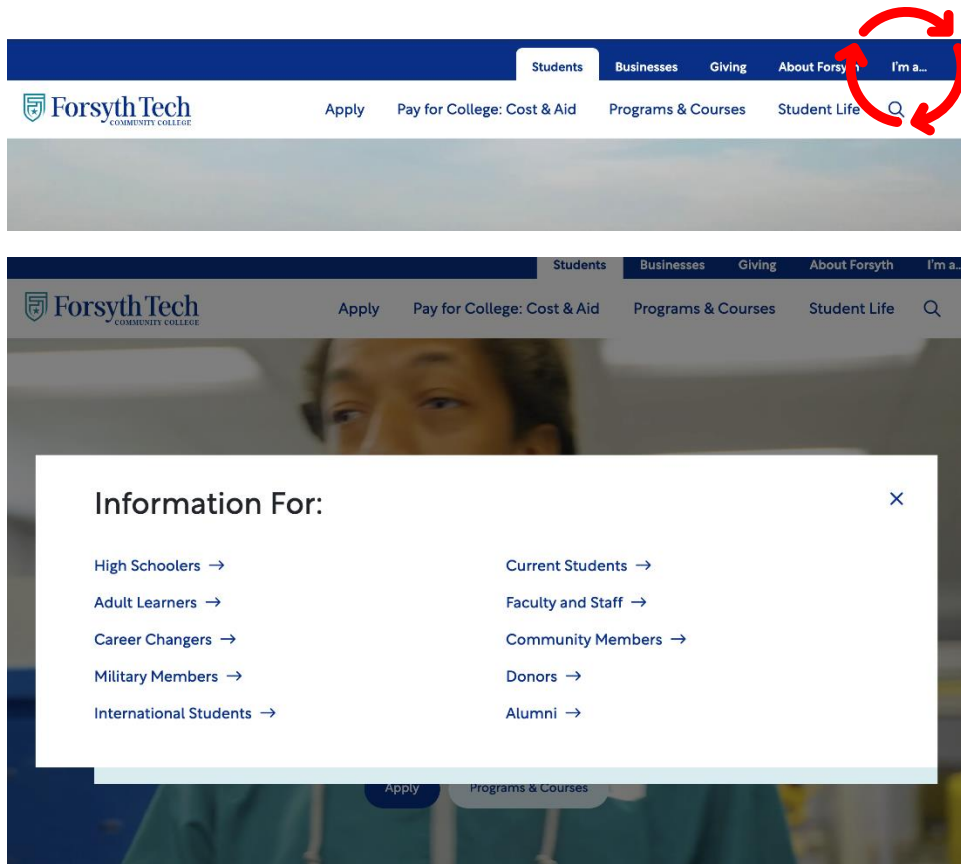
# First Gen

- **Community Building:** Creating a supportive community through clubs and events, fostering a sense of belonging and support.
- **First-Gen Celebration Day:** In November; special events and activities.
- **Intentional Campaigns:** We've created a dedicated visual campaign, including graphics and logos, to raise awareness and support for first-gen students, ensuring they feel seen and valued.



# Other Special Audiences

- Student Parents
- Adult Learners (NC REACH, NC Reconnect)
- First Generation
- Non-English Speakers
- Incarcerated Individuals
- Military



# Learning Objectives

1. Advocating for equitable university-community college pathways
2. Strategically engaging the community for support
3. Connecting with every student authentically

# Thank you!



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