
American Talent Initiative (ATI)

**Recruit, retain, and
graduate 50,000 additional
low income, high ability
students across ATI
institutions by 2025**

April 10, 2019



*Talented students from every zip code and
income level deserve the opportunity to access
an excellent college education.*

American Talent Initiative

- 108 institutions (adding more)
- Focus on four key areas:
 - Recruiting students from diverse socioeconomic backgrounds through robust outreach;
 - Ensuring that admitted lower-income students enroll and are retained through practices that have been shown to be effective;
 - Prioritizing need-based financial aid; and
 - Minimizing or eliminating gaps in progression and graduation rates between and among students from low-, moderate- and high-income families.

ATI Steering Committee

- Tanya Uden-Holman, Associate Provost for Undergraduate Education
- Sarah Hansen, Associate Vice President, Student Life
- Mirra Anson, Director, Academic Support & Retention
- Brent Gage, Associate Vice President, Enrollment Management
- Kathy Bialik, Director, Student Financial Aid
- Wayne Jacobson, Director, Assessment
- Katherine Kral, Admissions
- Nadine Petty, Executive Director, Center for Diversity & Enrichment
- Beth Cole, Senior Associate Director, Financial Aid
- Matt Anson, Associate Director, Institutional Research & Assessment
- Virginia Ibrahim-Olin, Assistant Director, University Housing & Dining

Iowa's Collective Impact Framework

✓ Focus Area 1: Robust Outreach

- Increase Pell and Pell eligible students in incoming cohorts
- Examine transfer pipeline data and consider partnerships with community colleges

✓ Focus Area 2: Ensure admitted students are engaged and retained

- Recruit and connect students in lower three income bands with mentored campus employment, first-year seminar, mentoring/coaching
- Continue gateway course transformation and expand academic support interventions

Iowa's Collective Impact Framework

- ✓ Focus Area 3: Prioritize Need-Based Aid
 - Fund 100, 4-year renewable scholarships at \$1,000 per year for students with need
 - Expand number of students receiving completion grants

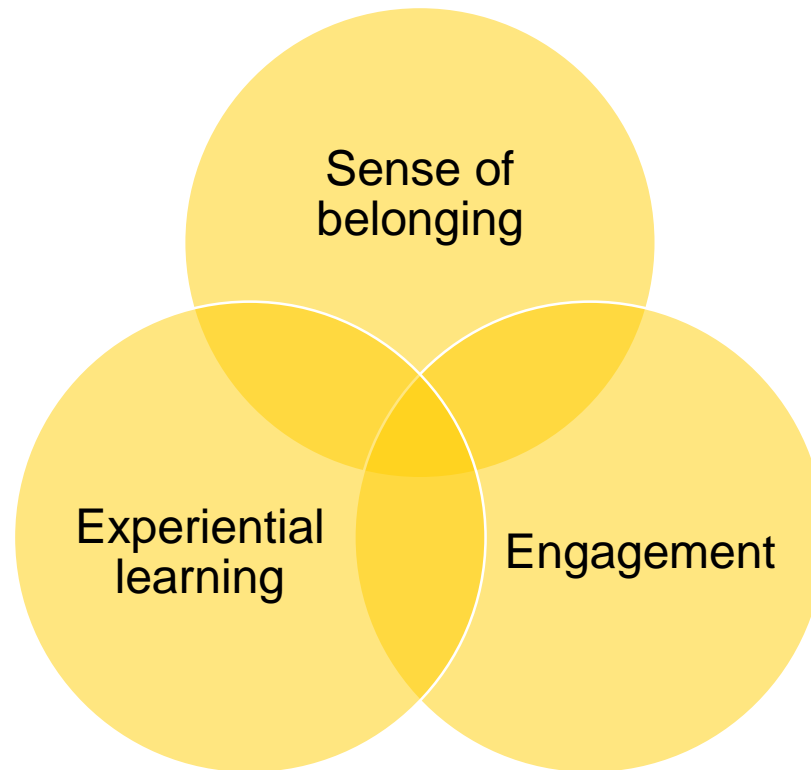
- ✓ Focus Area 4: Minimize or eliminate progression/graduation gaps
 - Expand Excelling@Iowa (funding received)
 - Provide technological tools that enable students to chart individual pathways to success and reflect on their learning (MyPlan and Hawkeye Engage tools)

Pilot Project: High-Impact Student Employment/Engaged Hawkeyes

- ✓ Students employed on campus are retained at higher rates than students who are not.
- ✓ UI is known for its work in high-impact student employment via Iowa GROW (Guided Reflection on Work)
- ✓ Iowa GROW is used at over 150 institutions nationwide and frequently cited as a high-impact practice
- ✓ The core of Iowa GROW is brief, structured conversations between students and supervisors; focus is on transfer of learning between work and academics

“While many institutions provide an array of resources and assistance to low-income students, these supports can be delivered more effectively if they are bundled, integrated, and centralized”

- Beyond Financial Aid How colleges can strengthen the financial stability of low-income students and improve student outcomes (2015)



Concept

- ✓ Recruit ~25 students in lower three income bands
- ✓ Match them with Iowa GROW-based student employment
 - Expectations for supervisors: mentor, training, provide funding for position and professional development
- ✓ Create a cohort experience through enrollment in a first-year seminar, peer mentors, academic coaching
- ✓ Promote “engagement” through service (e.g., spring Hawkeye Service Team experience, other leadership opportunities)
- ✓ Explore second year (and beyond) services, support
- ✓ Eventually, scale to include multiple cohorts
- ✓ Support for a GA from the Public Policy Center in conjunction with Path Forward Engagement Committee

Discussion:

- ✓ What elements should be included in the program for first-year students? How much is too much?
 - Campus job, first-year seminar, peer mentoring, academic coaching, second semester course, service experience
- ✓ How should we promote the program in ways that helps students see why they should participate?
- ✓ What should we call it?
 - Hawkeye Scholars
 - American Talent Initiative (ATI) Fellows
 - Engaged Hawkeye Fellowship
 - ??? Your ideas!

Upcoming:

- ✓ Path Forward Forum
- ✓ April 30, 2-4 PM
- ✓ 166 IMU (Iowa Theatre)
- ✓ Hear updates and plans from the 4 Path Forward groups