



WELCOME

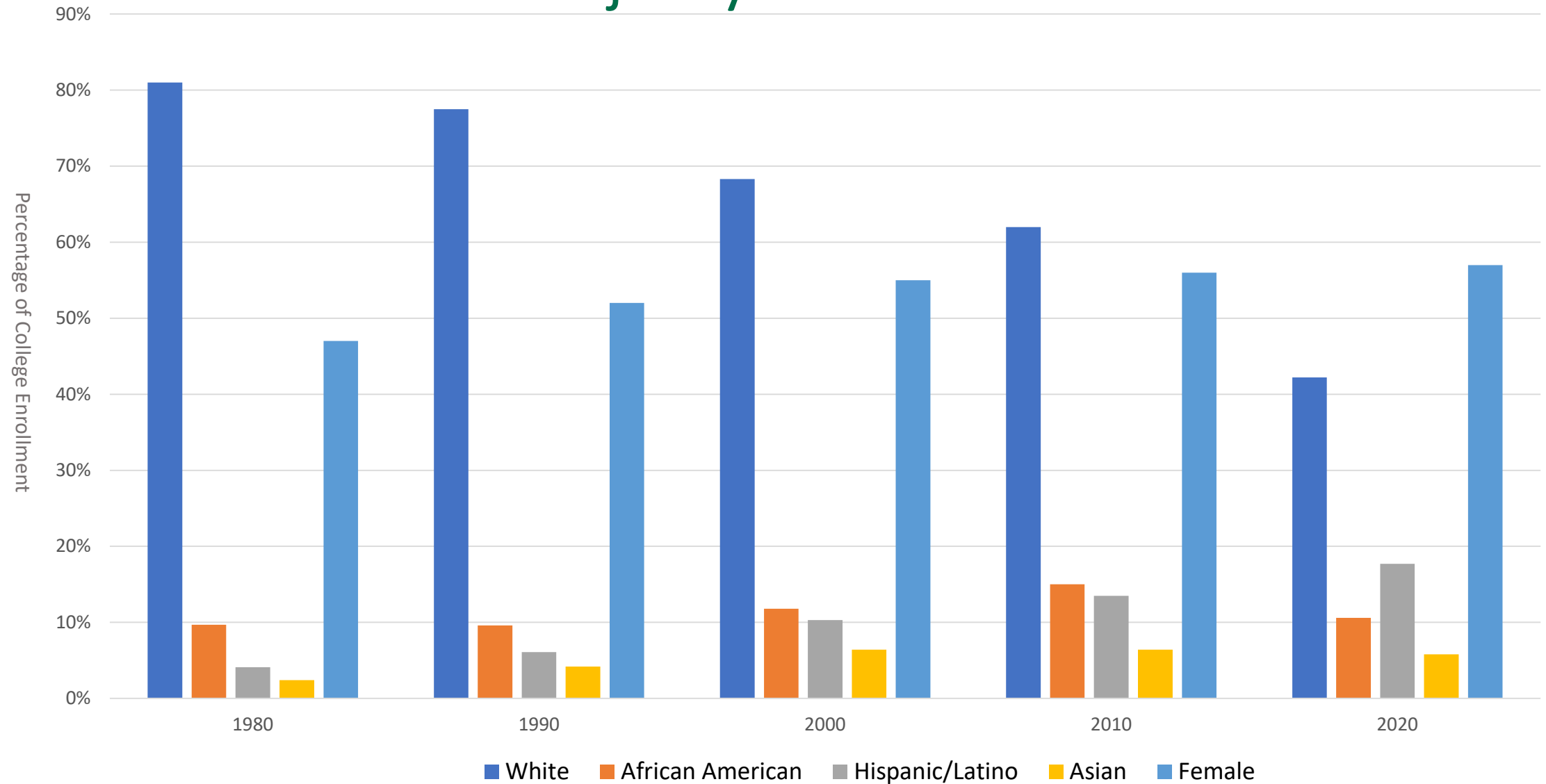
# Learning Day Winter 2024

Dr. Michael Gavin

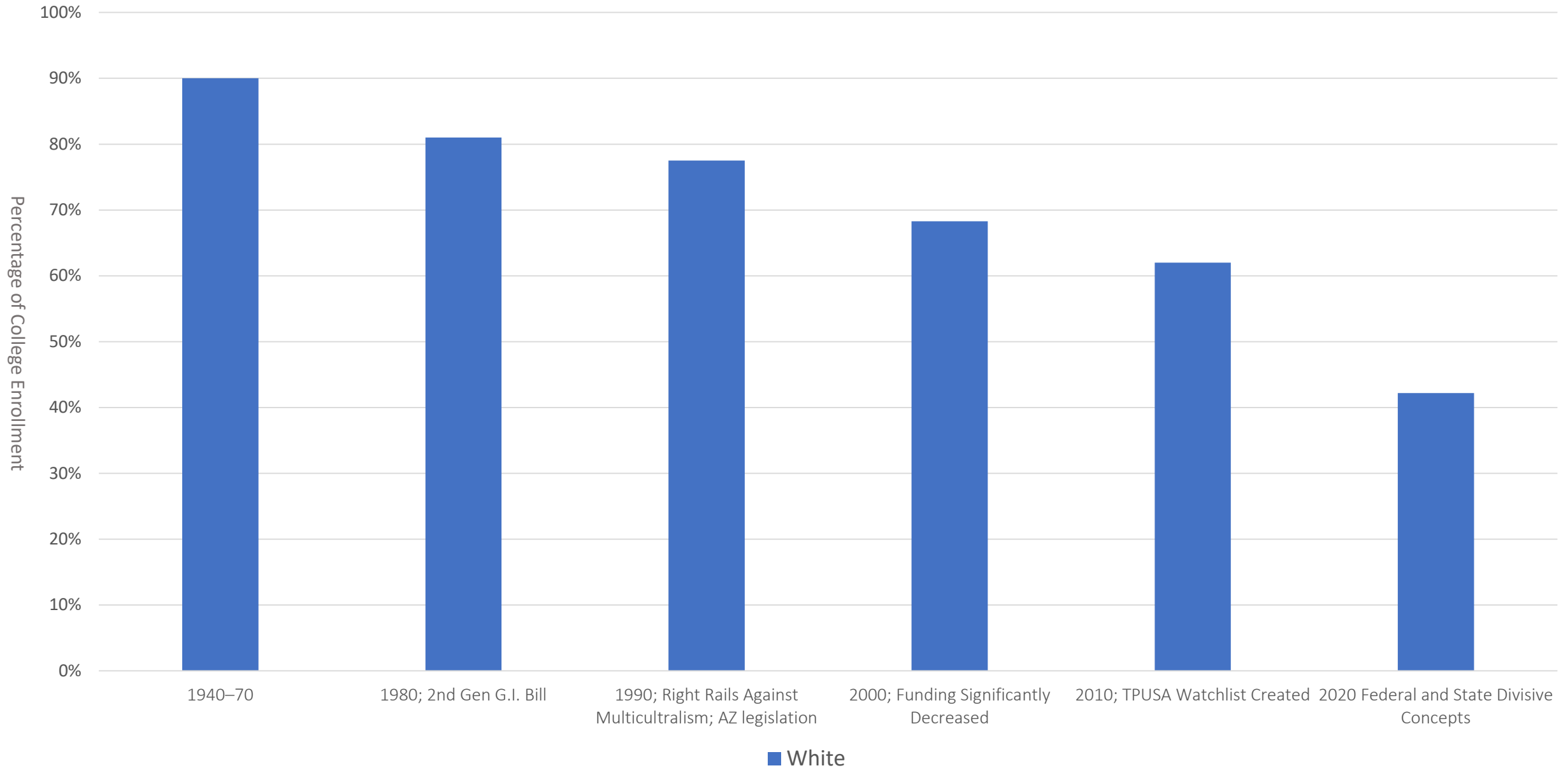




# Non-White Enrollment has Grown 185% Since 1976; Women have Become Majority of Enrollees in that Time



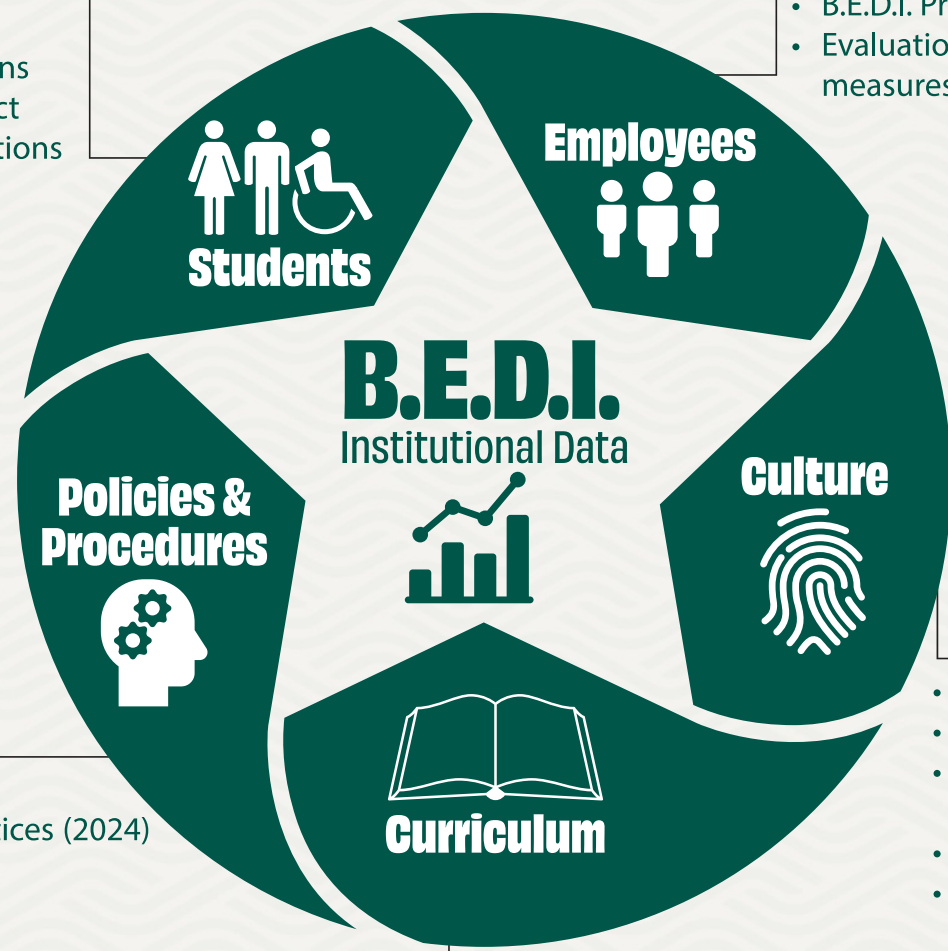
# Legislation and Rhetoric Run Inverse to Diversity in Higher Ed





- Enrollment ✓
- Course Success ✓
- Retention ✓
- Disciplinary Infractions
- Academic Misconduct
- Public Safety Interactions

- Hiring, Retention, Advancement, Accountability and Disciplinary Actions ✓
- Employee Resource Group Participation
- B.E.D.I. Professional Development ✓
- Evaluations (with Innovation and Equity measures) ✓



- Equitable Policies (2024)
- Culturally Appropriate Practices (2024)
- Policies, Procedures and Practices Alignment (2024)

- Leadership ✓
- Governance ✓
- Institutional Structure and Programming ✓
- Resource Allocation ✓
- Evaluation of Physical Space and Aesthetic Environment ✓
- Culture/Climate Assessment ✓

- Multicultural Curriculum Offerings
- Inclusive Pedagogy
- Academic Equity

# *the way forward* →

**Career Pathway**



Good Paying Job

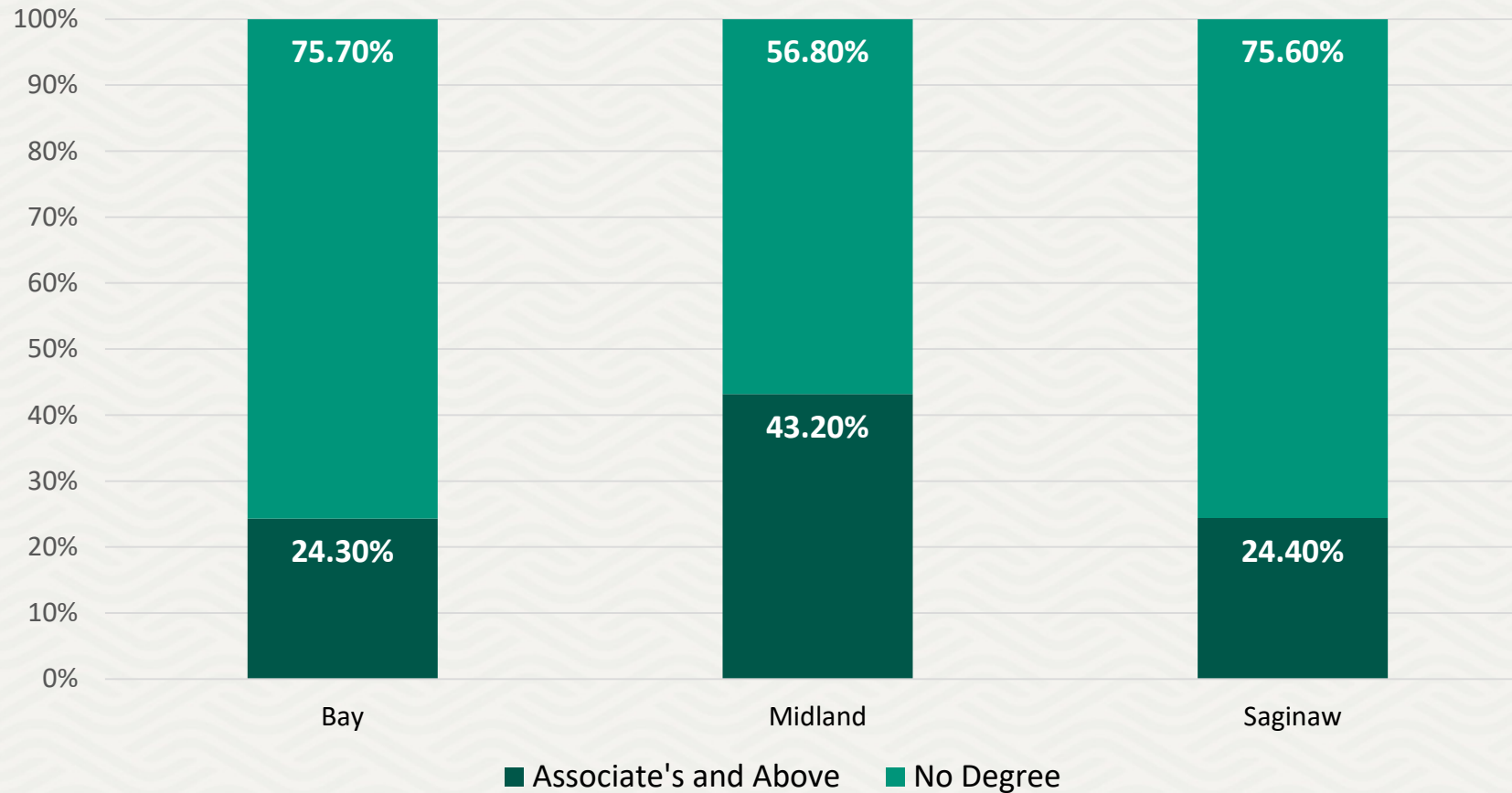


**Transfer**

Transfer as Jr. or Sr.

# Degree Attainment in Delta's District

## Based on census data



State of Michigan's goal is 60% by 2030





# Reallocating Money

# \$800,000

to support retention, removing barriers, strengthening the sense of belonging and expanding workforce strategies. The hardest part of college should be the classroom.



# Building Community Partnerships

to address hurdles students face



**Housing**

United Way 211



**Food**

New Food Pantry Approach



**Transportation**

STARS



**Mental Health**

Uwill



**Healthcare**

Mobile Medical Unit,  
Ten16 Recovery Network



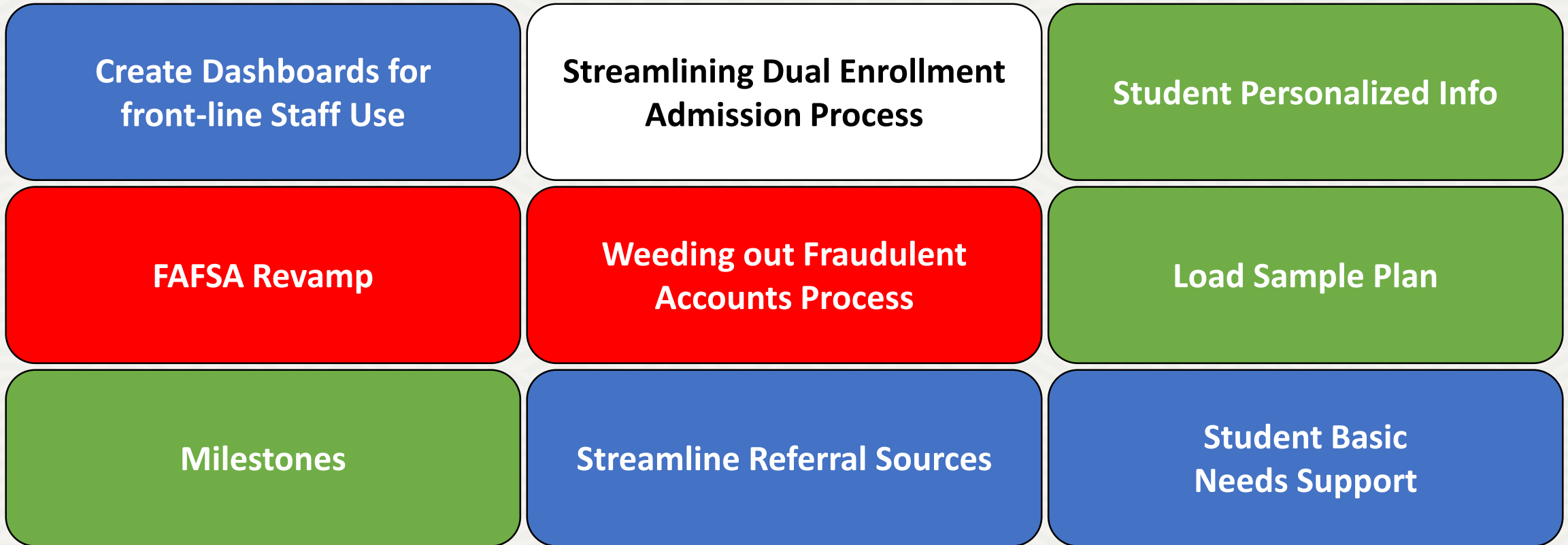
**Child Care**

Summer, the Rock



**Delta College**

# Linking OIT and SES Priorities to Strategic Plan



Blue = Basic needs and information distribution

Red = Compliance and need

Green = Student journey and academic milestones

White = Time savings

# Projects We Are Doing



Academic BEDI  
Projects



New Part-time  
Nursing Cohort



Mentor Collective



Faculty Staffing

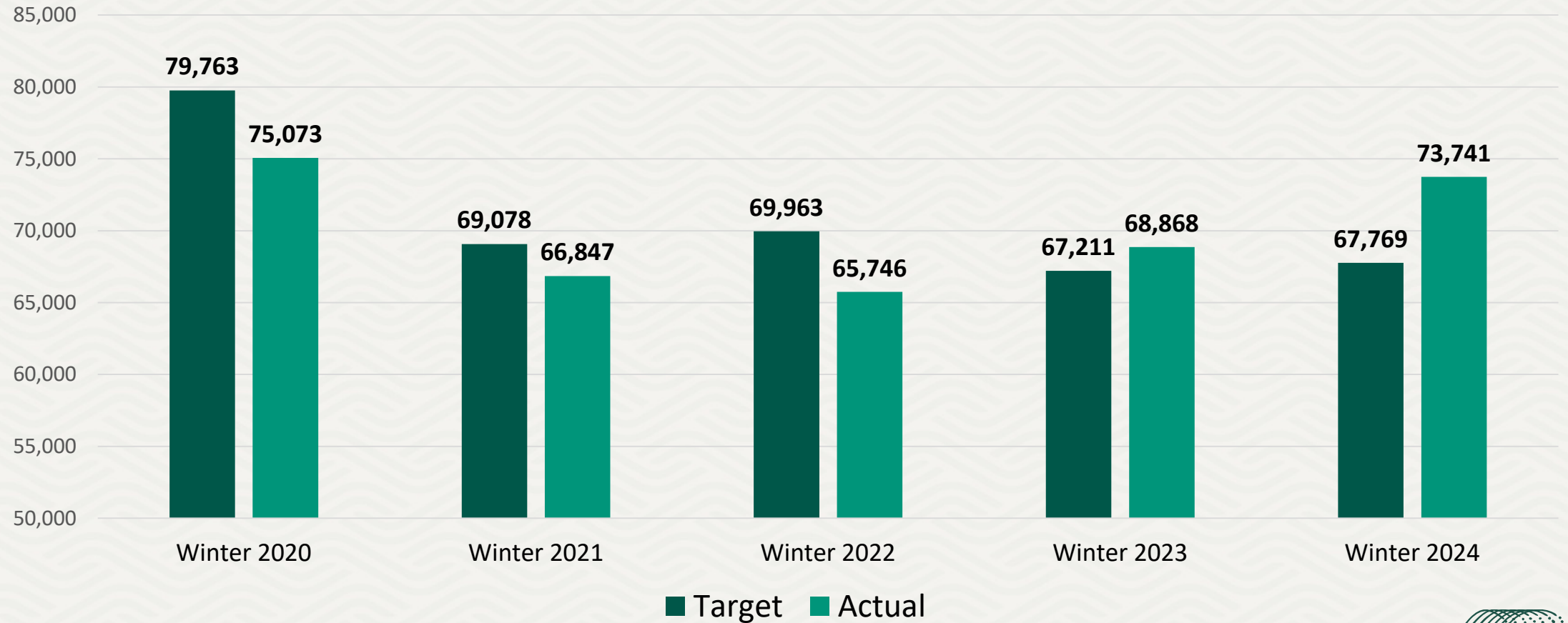


SES Staffing



# Enrollment Report

by contact hours



# Enrollment Equity Data

Enrollment Gaps	2016	2019	2022
Black/African American	-2.1%	-2.2%	0.4%
Hispanic	0.4%	0.9%	1.2%
Other	2.7%	4.6%	4.6%

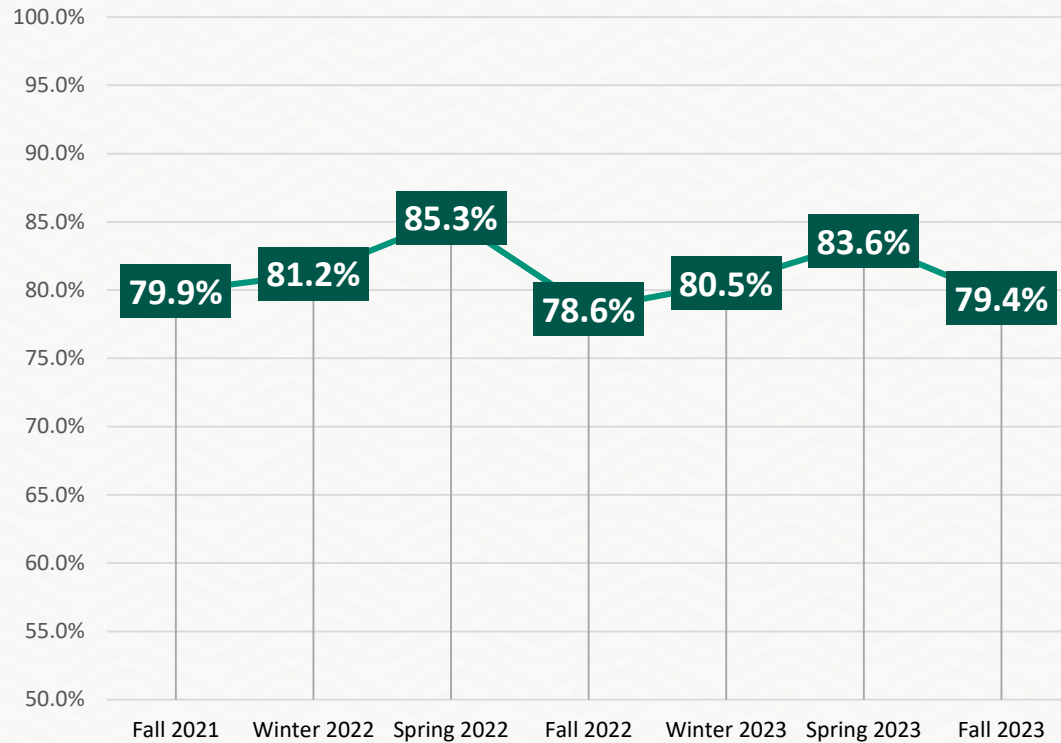
# Completion Equity Data

Opportunity Gaps	2016–17	2019–20	2022–23
Black/African American	-10.4%	-11.3%	-2.2%
Hispanic	-3.3%	-5.7%	-2.4%
Other	-1.2%	-2.8%	-3.1%
White	1.3%	1.4%	0.8%

# Student Success Course Success Rates

Where do we need focus?

## Recent Course Success Rates



## Performance Gaps

- Below college rate
  - Black students, -15.0% Gap
  - Multi-Racial students, -7.0% Gap
  - Hispanic students, -5.7% Gap
  - Pell students, -3.3% Gap



# Fall to Winter Retention

- 76.6% from Fall 2023 returned in Winter 2024
- Up 0.6% from Fall 2022 to Winter 2023
- The biggest performance gaps for Fall to Winter Retention happen in racial/ethnic categories
  - Black students 69.2% (-7.4% gap)
  - Hispanic students 74.2% (-2.4% gap)
  - Other, non-white students 74.7% (-1.9% gap)





# Male Enrollment Gap

# 38%

Since 2019 males have, on average, made up to 38% of the student body.

- In Bay, Midland, and Saginaw Counties combined\*
  - 49.7% of total population is male
  - 50.2% of population between the ages of 15 and 24 is male

\*U.S. Census Bureau Estimates for 2022

# National Recognition

for local successes

- Eduardo J. Padrón Award For Institutional Transformation
  - Commitment to Community & Civic Engagement
- Achieving the Dream
  - Leader College
- White House & Campus Compact



# Key role of Delta

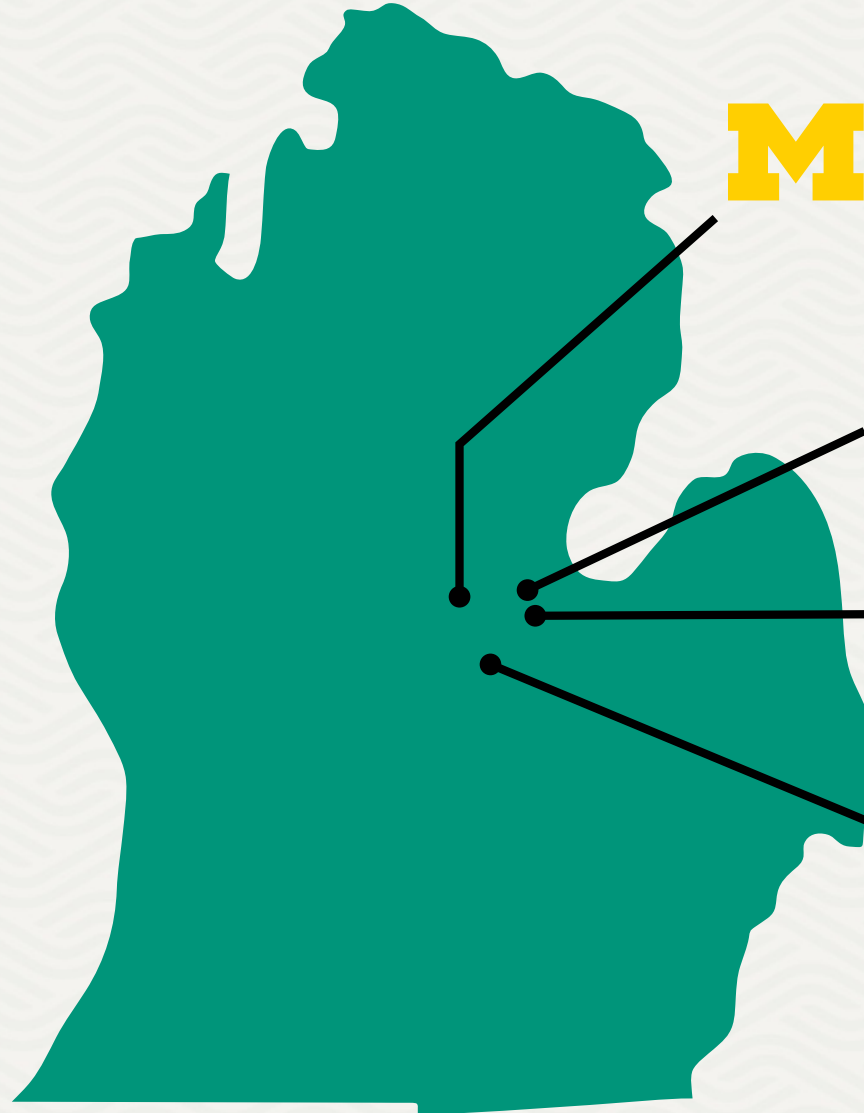


# Work



Delta College

# Delta is Vital to Community Success



**M** | *My Michigan Health*  
UNIVERSITY OF MICHIGAN HEALTH

**SK** siltron

  
Delta College

**HSC**<sup>®</sup> HEMLOCK SEMICONDUCTOR  
*Powering Tomorrow with Proven Performance*

  
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# Career Credentials



## CompTIA Certificates

CompTIA certificates are perfect for those interested in upskilling their IT knowledge.



## Google Certificates

These programs are 100% online, self-paced with guided instruction.



## Fast Start™ Training Programs

A great way to gain valuable skills that local employers are looking for.



# Transfer



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# A Path for Everyone





# Student Panel

Jeff Blankenship

Ethan Ellsworth

Nathalia Olivarez

Anna Pawlicki



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