



PRESENTATION HANDOUT



Aspirations, Access and College Completion

*Driving Students of Color
Success Pre & Post
Recruitment*

HBU
HOUSTON BAPTIST
UNIVERSITY

Who We Are:



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VP Admissions and Enrollment



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About Houston

Diversity Report 71.8/100

Houston's rankings (of 501 cities with 1 equaling most diverse and 250 equaling "average"):

- 26th – linguistic diversity
- 246th – birthplace diversity
- 15th – industry diversity
- 173rd – occupational diversity
- 228th – marital-status diversity



49th – educational-attainment diversity



40th – racial and ethnic diversity



About HBU

Freshmen Highlights



63% Female



47% Live on Campus

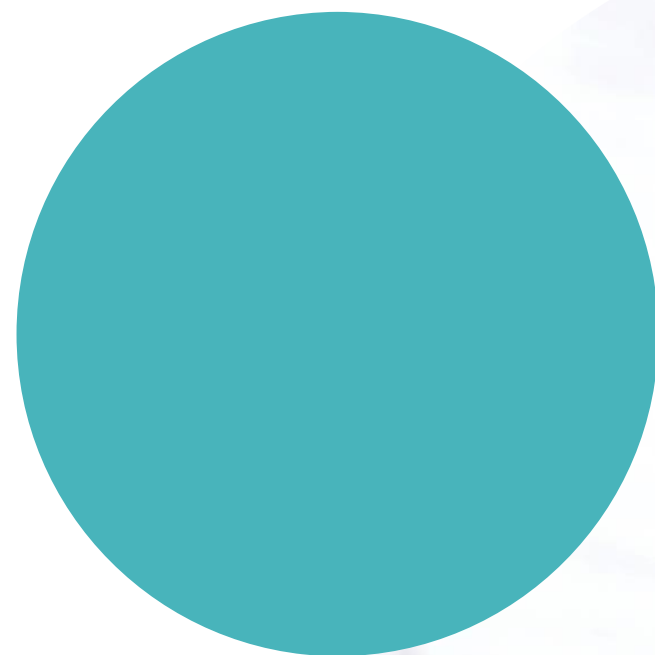


26% First Generation



Profile of Texas Hispanic-Serving Institutions			
	Public (N=77)	Private (N=23)	Total (or Average)
Total Enrollment- Headcounts Based on Most Recent HACU Data (www.hacu.net) and IPEDS (www.nces.ed.gov/ipeds)	1,534,663	68,596	1,603,259
Hispanic Enrollment	520,786	17,146	537,932
Black Enrollment	199,506	8,232	207,738
Male	649,162	28,124	677,286
Female	885,501	40,472	925,973
Economically Disadvantaged (Pell Eligible)	647,627	30,868	678,495
First-Generation Students (from 21% to 42% Across Institutions)	475,746	20,579	496,324
Academically Disadvantaged/ First-Time Students Enrolled in One Developmental (Remedial) Course	583,171	21,951	605,122
1-Year Graduation Rates (Associate Degrees)	72%	73.5%	72.9%
4-Year Graduation Rates (Baccalaureate Degrees)	32.0%	47.1%	41.1%
Completion Percentage- After 6 Years (All Undergraduate Degrees) (www.theccb.state.tx.us and www.icut.org)	60.0%	65.7%	62.9%

Pre- Recruitment

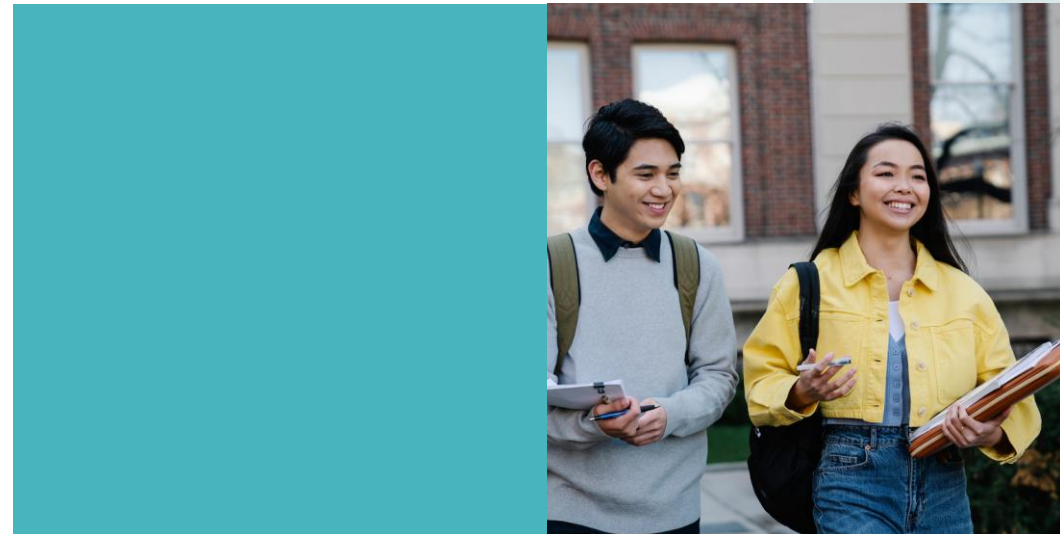


Post- Recruitment



U.S. Census Bureau

Data shows progress for educational attainment across various ethnic groups between 2010 and 2019; however, the data also indicates gaps between white students and those in some minority groups. For example, over 40% of white students earned at least a bachelor's degree in 2019, while only 18.8% of Hispanic/Latinx students did, according to the Census Bureau.





Gaps in diversity in higher education include enrollment of 2019 high school graduates. According to the U.S. Bureau of Labor Statistics (BLS), 66.2% of all students who graduated from high school between January and October 2019 were enrolled in a college or university, a drop of nearly 3% from the previous year.



- White: 89.9%
- Asian: 66.9%



- Hispanic/Latinx: 63.4%
- Black: 50.7%



Diversity Gaps in Higher Education



Structural Inequality

Broken Systems



Disparities in Access

Limited Opportunities,
Resources, and Budgets



Impact of Covid-19

Long-term Learning
Implications

Importance of Diversity in Higher Education

Higher education has become more diversified in the past decade. According to the Census Bureau, more people age 25 and older earned a bachelor's degree or higher in 2019 than in 2010. Here's a breakdown by race/ethnicity:

- Asian: from 52.4% in 2010 to 58.1% in 2019
- White: from 33.2% in 2010 to 40.1% in 2019
- Black: from 19.8% in 2010 to 26.1% in 2019
- Hispanic/Latinx: from 13.9% in 2010 to 18.8% in 2019

Still, disparities remain. While an increasing number of undergraduates come from poor families, they are typically enrolled in less-selective colleges, according to the Pew Research Center.



**Disparities
Remain**



How Universities Can Close the Gap

Long-Term Benchmarks	Increase Staff and Faculty Diversity	Attainable Goals and Markers
Personalize Experience	Mentoring	Match Rigor
Learning Experiences	Clear Access to Services	Clear Guidance and Advising



What We Have Learned

- Where do we go from here?
- What can we do?
- What impact can we make?

Questions?

We would love to connect!

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