



of Halifax Community College
PReparing Men for Intellectual, AcaDemic, & Educational Success

**The Halifax Community College PRIDE Male Mentoring Program
Preparing Men for Intellectual, Academic, & Educational Success &**

**Dr. Ervin V. Griffin, Sr., HCC President & CEO
Daniel J. Lovett, Director, P.R.I.D.E. Program
& Special Assistant to the President**

Presentation Goals

- Halifax County NC, A County Facing Many Challenges
- Addressing Challenges of Minority Men
- P.R.I.D.E. Program: The Genesis
- Executive Perspective: Gaining Institutional Buy-In for Men of Color Efforts
Male Success Challenges
- PRIDE Program Components
- Learning, Wellness, & Success Coaches
- PRIDE Graduates and Credentials

- **Halifax County: A County with Many Challenges**
- Political Climate in transition – A County with 3 School Systems
- Predominantly Black Institution (PBI) Weldon, NC
- 56% African American
- 32% Male & 68% Female
- 1200 Curriculum & 3,500 Continuing Education
- 27% living in poverty
- 96th among 100 counties in poverty
- 97th in health disparities
- 95th in post secondary educational outcomes

HALIFAX COMMUNITY COLLEGE

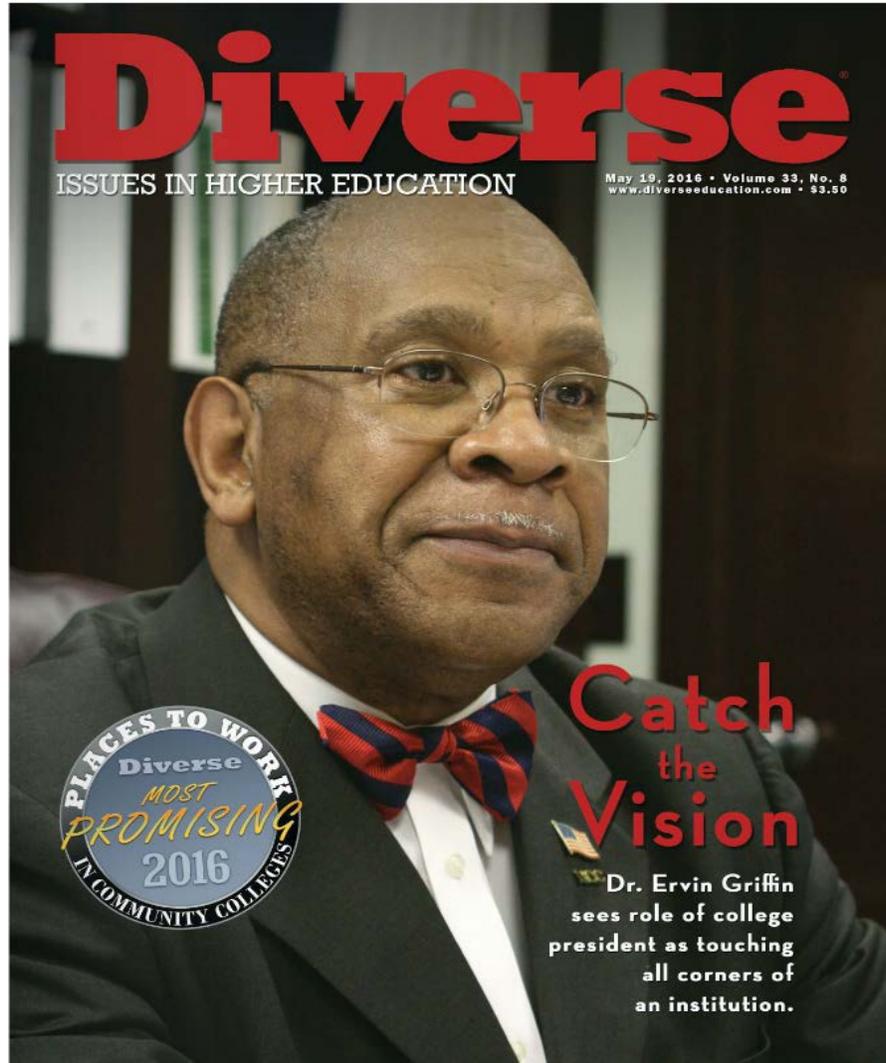
- 2015 - 2020: PBI Competitive Grant @ \$3 Million
- US. Department of Education
- P.R.I.D.E. Male Mentoring Program
- African American & Minority Men
- Comprehensive Hi-touch Wrap-Around Services
- Learning, Wellness, & Success Coaching

HCC Recent Recognitions



- 2015 Ranked 4th Top 10 Tech-Savvy Community Colleges- Digital Community College Survey
- 2015 Southern Region Equity Award- Association of Community College Trustees
- 2013-14 Faculty Innovation Excellence Award-American Association of Community Colleges
- 2013-14 Exemplary CEO/Board Excellence Award-American Association of Community Colleges
- 2012-13, **13th Top Community Colleges**-Washington Monthly Magazine

2016 American Association of Community Colleges Advancing Diversity Award National Winner



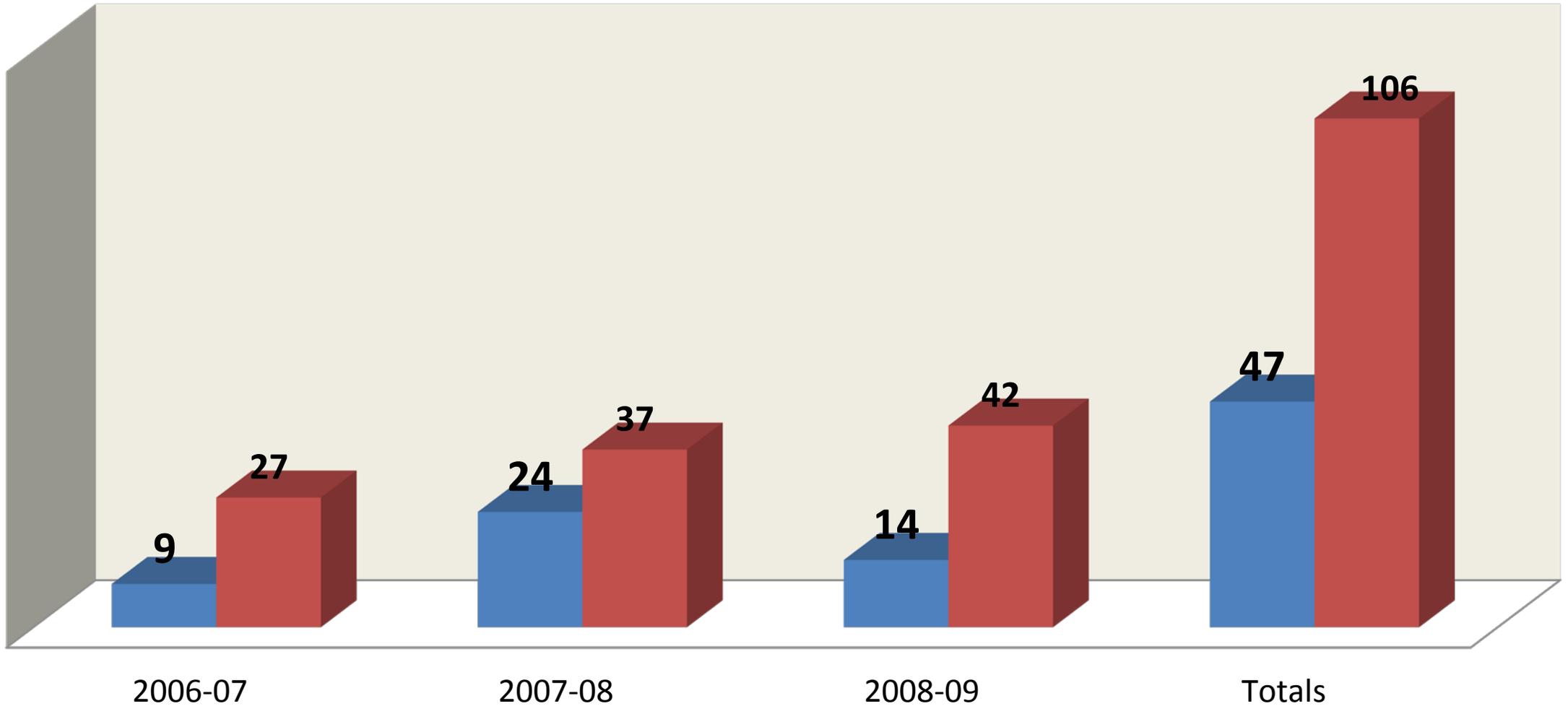
- Dr. Ervin V. Griffin, Sr., was featured in the May issue of “Diverse,” a nationally distributed publication. According to its website, the magazine reports on “diversity, access and opportunity for all in higher education.”

Performances Information

Number of Graduates BEFORE P.R.I.D.E. (3 Year Data)

■ AFAM

■ White



Presidential Interview Final Question...

- *“What programs and activities will you implement to increase minority male participation in the higher education system in our service region”?*
- North Carolina Community College Minority Male Mentoring Program
- The Genesis for the current program started here...

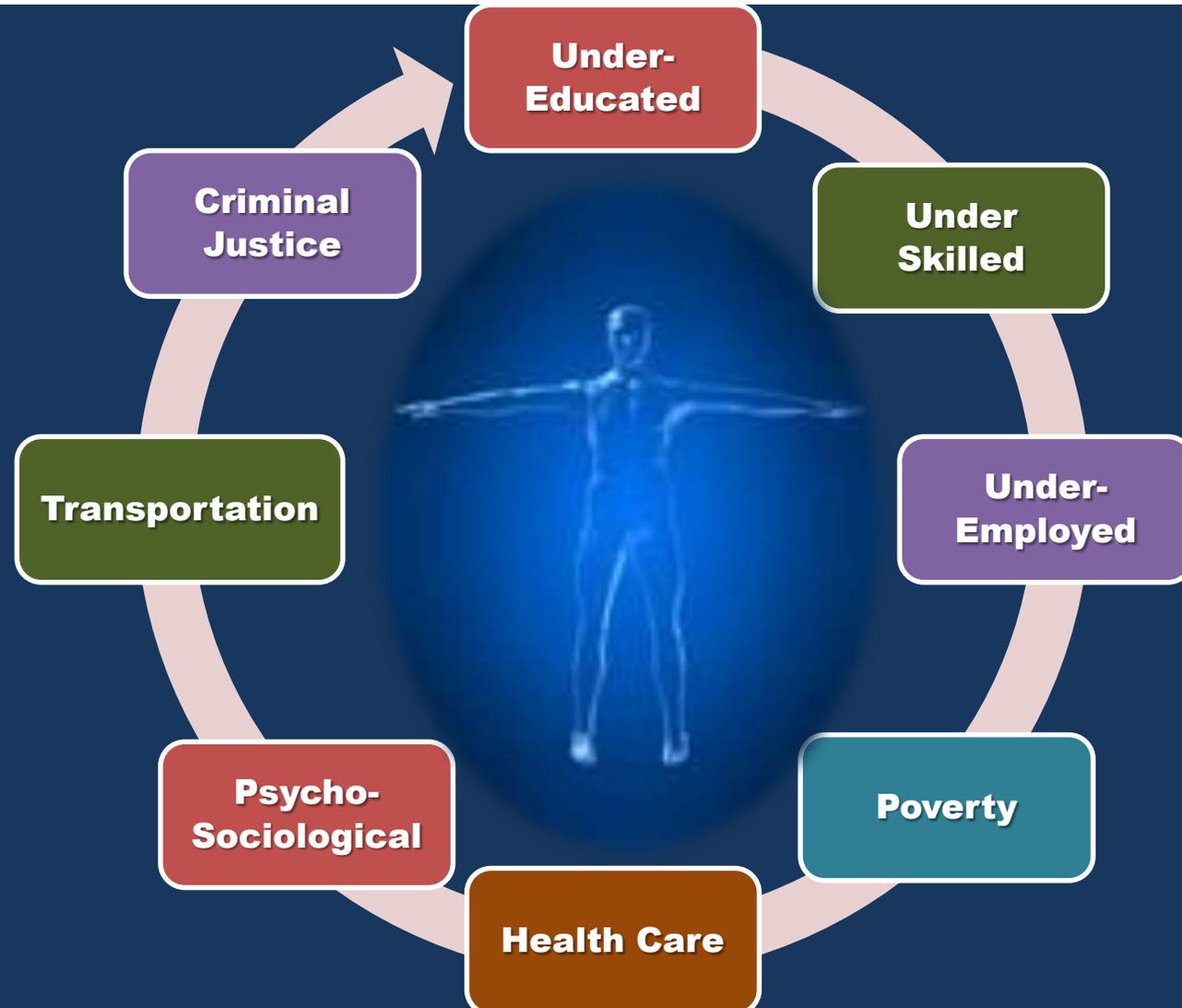
The Genesis – Reason to Establish

- **Develop** men holistically & deal with the stereotypes they face.
- **Internal & External** groups had watched rap videos and negative reports about minority males making them reluctant, apprehensive and afraid to approach these students.

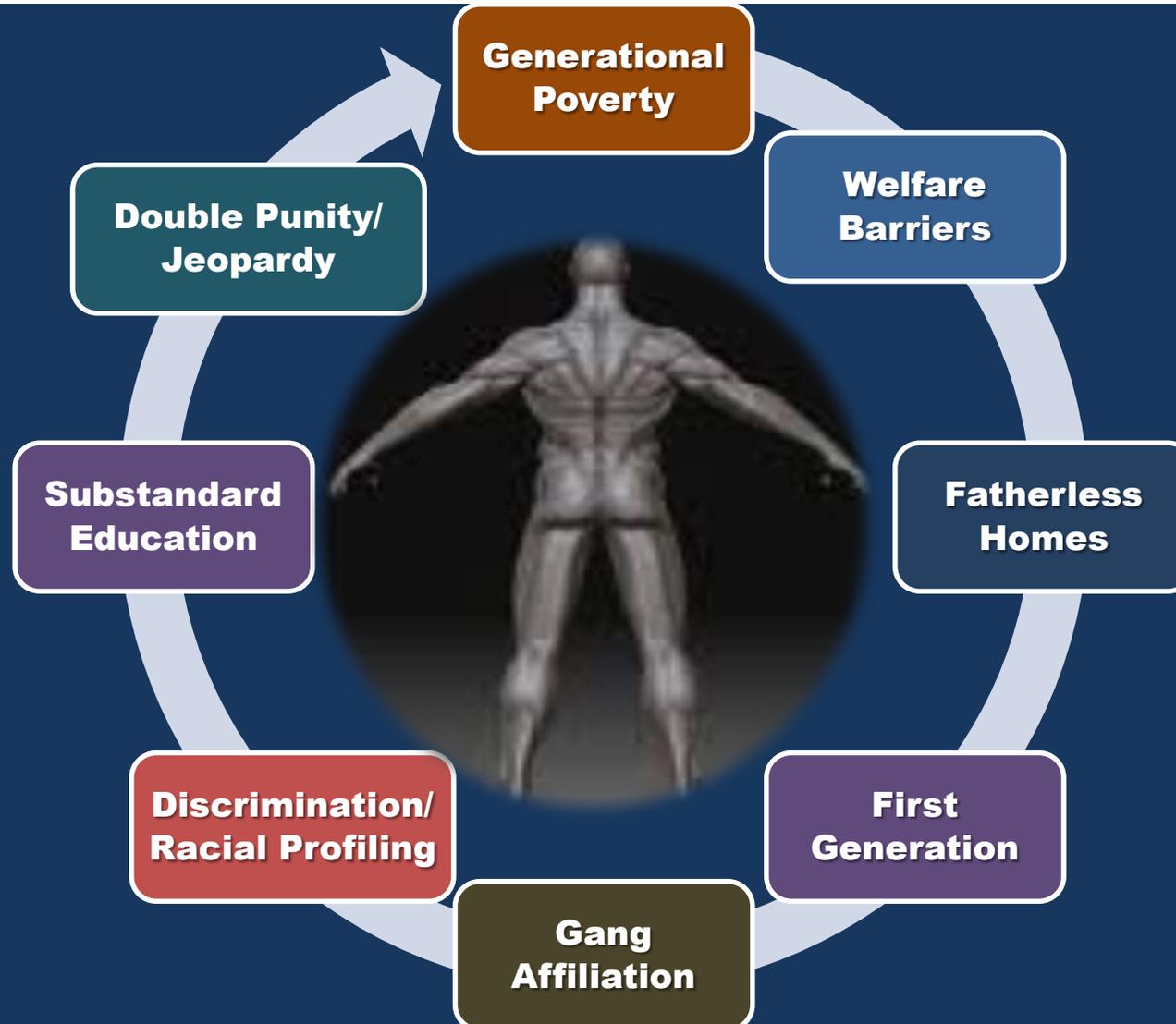
The Genesis–Reason to Establish

- **Can't be your program; must be the institution's program**
- **Don't expect it all to work-out at once.**
- **Don't expect total buy in initially.**
- **Don't just establish the program because funds are available.**
- **Money will never take the place of a focused and caring environment for student success.**

Socio-Economic/Political



Socio-Cultural/Environmental

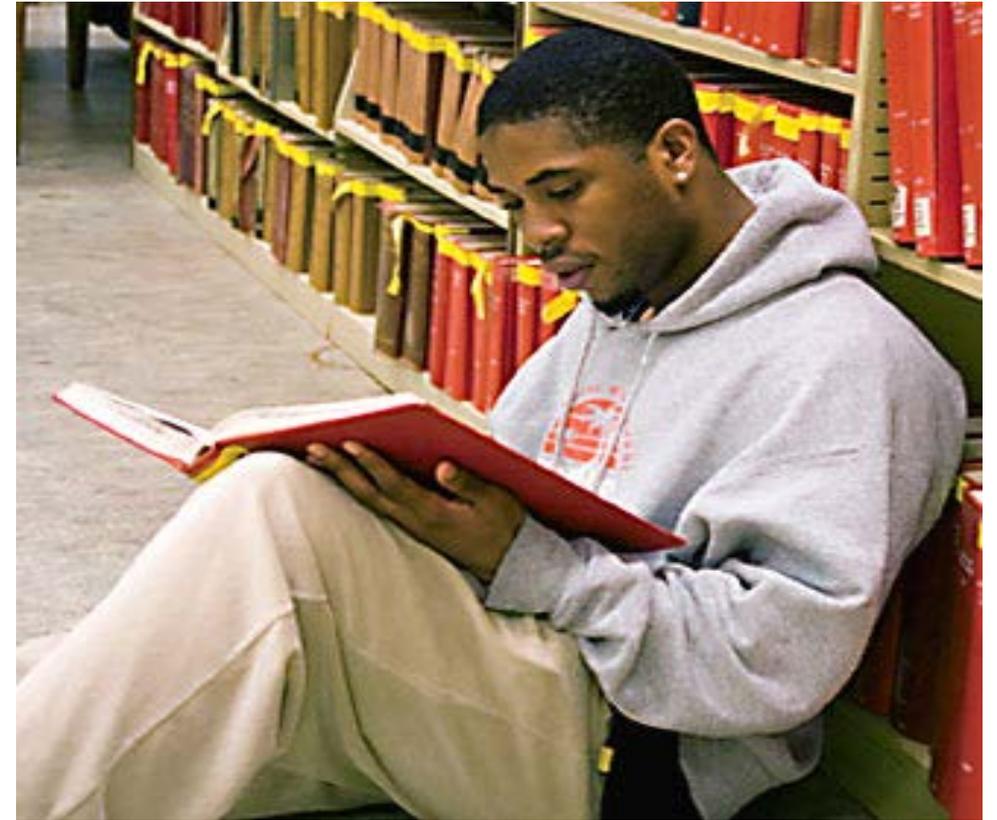


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STUDENT STRESSORS ARE RESPONSES TO MUCH LARGER SYSTEMIC POLITICAL AND SOCIAL PROBLEMS....

- Educational
- Community Resources
- Personal Bias/Experiences
- Laws, Criminal Justice, Judicial
- Mental & personal health
- Political

If the brightest minds in America can't fix political and social disparities, why do we expect young men to know how to independently fix theirs?



Role as the 1st President of Color

- Expectations from all constituents
- Provide leadership and direction to meet the needs of all constituents
- Serving as a community leader and role model
- Community Uplift

Developing Board Relationships, Internal and External Constituent Trust

- Responding to divided board and community
- Meeting with all groups
- Responding with honesty and truth
- Maintaining professional relationships in all activities.



Maintaining On-Going Relationships

- **Transparency - Open Communication with Constituent Groups**
- **Trustees, NCCCS & HCC Executive Team, students, faculty, staff,**
- **School Boards, City and County Officials, Commissioners & Mayors**
- **Business & Industry Partners**
- **Chamber of Commerce, Economic Development, Visitor & Tourism**
- **Elected officials, Criminal Justice, and Judicial**
- **Faith based, Grass root, Greek, & Social Clubs**



The Opportunity...

- **Networking with the AACC staff concerning Predominantly Black Institutions(PBI) and federal funds.**
- **PBI Funding Proposal that help to meet the needs of minority male and other students at the institution.**
- **Ensuring the program was directly connected to the strategic plan and the college's overall goals and objectives**
- **Develop the program in a manner that maintains support of trustees, students, faculty, staff, administrators and external constituents in the student success outcomes.**
- **Develop programming and activities that result in sustainability of the program beyond grant funding.**

Executive Perspective

Gaining Institutional Buy-In for Men of Color Efforts

- **Programs should have Global Perspective and eventually affect the overall success of all students at the college**
- **Must be recognized & eventually accepted by the entire campus community (internal and external)**
- **Focus on a target population but should be available to all students who might need the services regardless of race, national origin, or sex**
- **Establish outcome measures that impact the [NCCCS] systems performance indicators**

Executive Perspective

Gaining Institutional Buy-In for Men of Color Efforts

- **As we identify best practices that work with the Minority Male Programs we must share those with the campus community**
- **Include faculty & staff training opportunities or bring training experts to the campus**
- **Establish high school partnerships through summer bridge and mentoring programs for students who might benefit from developmental help**
- **Include specific programs for high demand underrepresented populations, e.g., STEM & Teacher education**

Executive Perspective

Gaining Institutional Buy-In for Men of Color Efforts

- Assessment model should be easy to understand & duplicate
- Offer paid student workshops/Internships – helps train students for professional environments and provide a workforce for on campus offices and community organizations. Great Opportunity to connect with Workforce Development Programs and employers
- Professional Tutors for English and Math courses that will work alongside professor to promote student success
- Workshop, forums, discussion groups to promote engagement and community building – Annual Men to Men Summit that focuses on and celebrates Male Achievement and Success.

Executive Perspective

Gaining Institutional Buy-In for Men of Color Efforts

- 1. Constantly scan the environment for changes in the culture (internally & externally) and don't assume anyone will continue to support the program.**
- 2. Continually provide updates and success stories of the participants and what they are doing through social and print media.**

Executive Perspective

Gaining Institutional Buy-In for Men of Color Efforts

- 1. Celebrate your success and invite key supporters and reward them for diligence and commitment in carrying out this much needed program.**
- 2. If at all possible, try to get on the agenda to report to the President's Council or Trustee about the program outcomes with data.**
- 3. Don't get weary in your quest to serve these students and your community. Find someone to confide in and recharge your batteries when needed.**

Executive Perspective

Gaining Institutional Buy-In for Men of Color Efforts

- Establish community service projects (Rotary, Chamber of Commerce, Local School Districts, Faith Based Organizations, Habitat, NAACP)
- Opportunities/funding for instructors to have field trips to expose students to future employment opportunities.
- Offer technology enhancements, campus-wide communication monitors, data storage, blackboard upgrades, laptop loan programs
- Professional Training/workforce development programs—Career Readiness Certification (CRC) and Human Resource Development (HRD)

P.R.I.D.E. VS. Traditional Models



P.R.I.D.E.

Re-Entry, Faculty Development,
Dress-4-Success, Clothes Closet
Prof. Conferences for students,
Wellness Program

Paid Internships, Businesses & 4
Year College Visits, CRC, HRD
Certifications, STEM &
Teacher Ed

Learning Coaches Professional
Mentors, intramurals, Arts,
Community Service

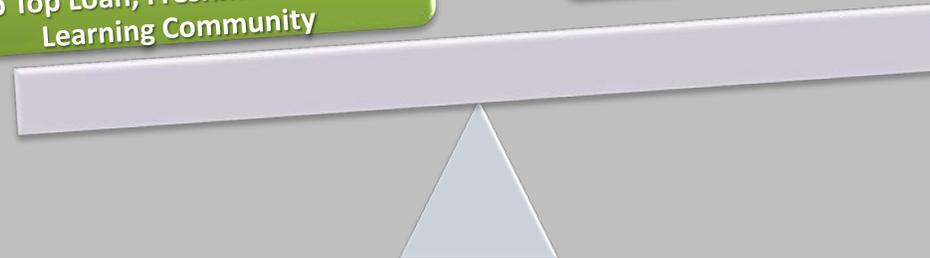
PRIDE Academy,
Math/Science/English Tutors
Lap Top Loan, Freshman Seminar
Learning Community

Traditional

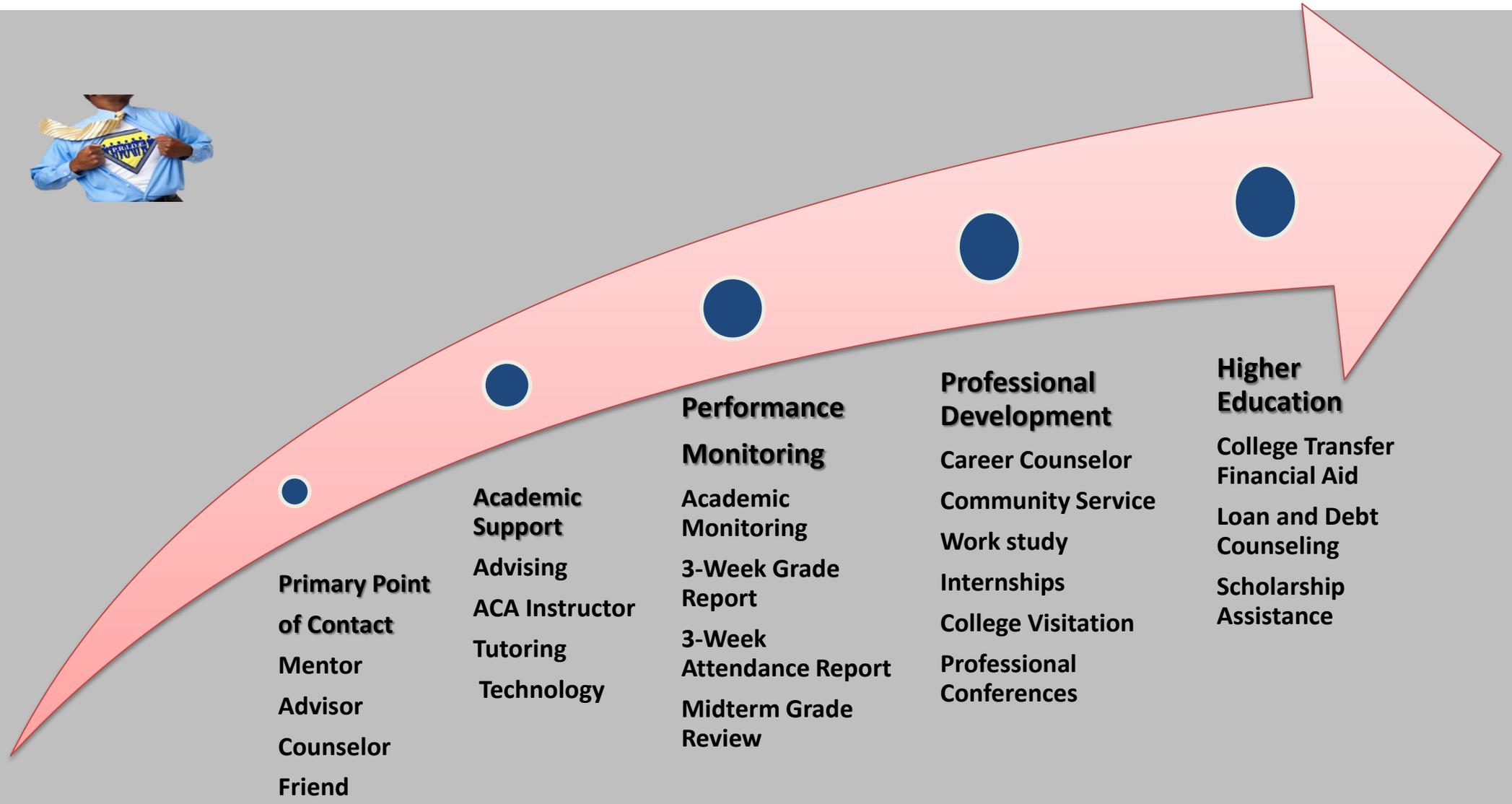
Academic /Tutoring
Academic Skills

Monitoring
Discussion Forums

Academic Skills
Personal Development



Learning, Wellness, & Success Coaches



**Primary Point
of Contact**
Mentor
Advisor
Counselor
Friend

**Academic
Support**
Advising
ACA Instructor
Tutoring
Technology

**Performance
Monitoring**
Academic
Monitoring
3-Week Grade
Report
3-Week
Attendance Report
Midterm Grade
Review

**Professional
Development**
Career Counselor
Community Service
Work study
Internships
College Visitation
Professional
Conferences

**Higher
Education**
College Transfer
Financial Aid
Loan and Debt
Counseling
Scholarship
Assistance

P.R.I.D.E. Staff

- Program Director
- 3 Learning/Wellness & Success Coaches
- Assessment & Evaluation Coordinator
- Administrative Assistant
- P/T Math/Science Enrichment Coach
- P/T English Enrichment Coach

Programs and Activities

- PRIDE Induction/Rite of Passage
- Men to Men Summit
- Accelerated Summer Academy
- Laptop loan program
- High School Equivalency Bridge
- Student Activities
- Basketball, weightlifting, football, gaming, Horseshoes, clubs, organizations
- Wellness and Personal Development
- Presidential Discussion Forums
- Awards and recognition
- MORE Rap sessions
- Reentry Integration & Self Empowerment (RISE) services

Academic & Financial Services

- Learning, Wellness & Success Coach
- Academic advising & counseling
- Academic enrichment (tutoring)
- Financial aid, loan & debt counseling
- Scholarships and emergency loans
- Professional and peer mentoring
- College transfer counseling

Experiential Learning & Training

- Four-year college visits
- Business and industry visits
- Community service
- Professional clothes closet
- Leadership/professional development
- Paid internships
- Career Readiness Certification (CRC)
- Human Resource Development certification
- Career exploration/planning

New STEM & Education Components

- Increase Majors, Graduates & 4 Year Transfers in STEM & Teaching Careers
- Business/Industry Visitations
- College Visitations
- Internships
- Tutor & Enrichment Coaches

Traditions

- PRIDE CREDO
- PRIDE Pledge
- PRIDE Pinning Ceremony
- Induction Program
- Poem-I Hear Success A' Calling Us
- Rite of Passage Creed
- Men of Distinction (MOD)
- Grooming Exceptional Men (GEMS)
- PRIDE Graduation Bow Tie

PRIDE Summer Academy of MEN

Student Development Components

- Paid Internships
- 4 Year College/STEM Visits
- Laptop Loan Program
- Career Readiness Certification
- Human Resource Development
- Occupational Safety (OSHA)
- Nationally Recognized 3rd Party Credentials

PRIDE Summer Academy of MEN

Academic Components

- Learning Community
- Up to 7 College Credits
- College Mathematics Course
- College English Course
- ACA Seminar-Self Regulation
- Instructor/Enrichment Coaches: Math, Science, & English

HCC & Faculty Development Components

Faculty Support

Faculty Train-the-Trainer

Contextual & Problem-Based Learning

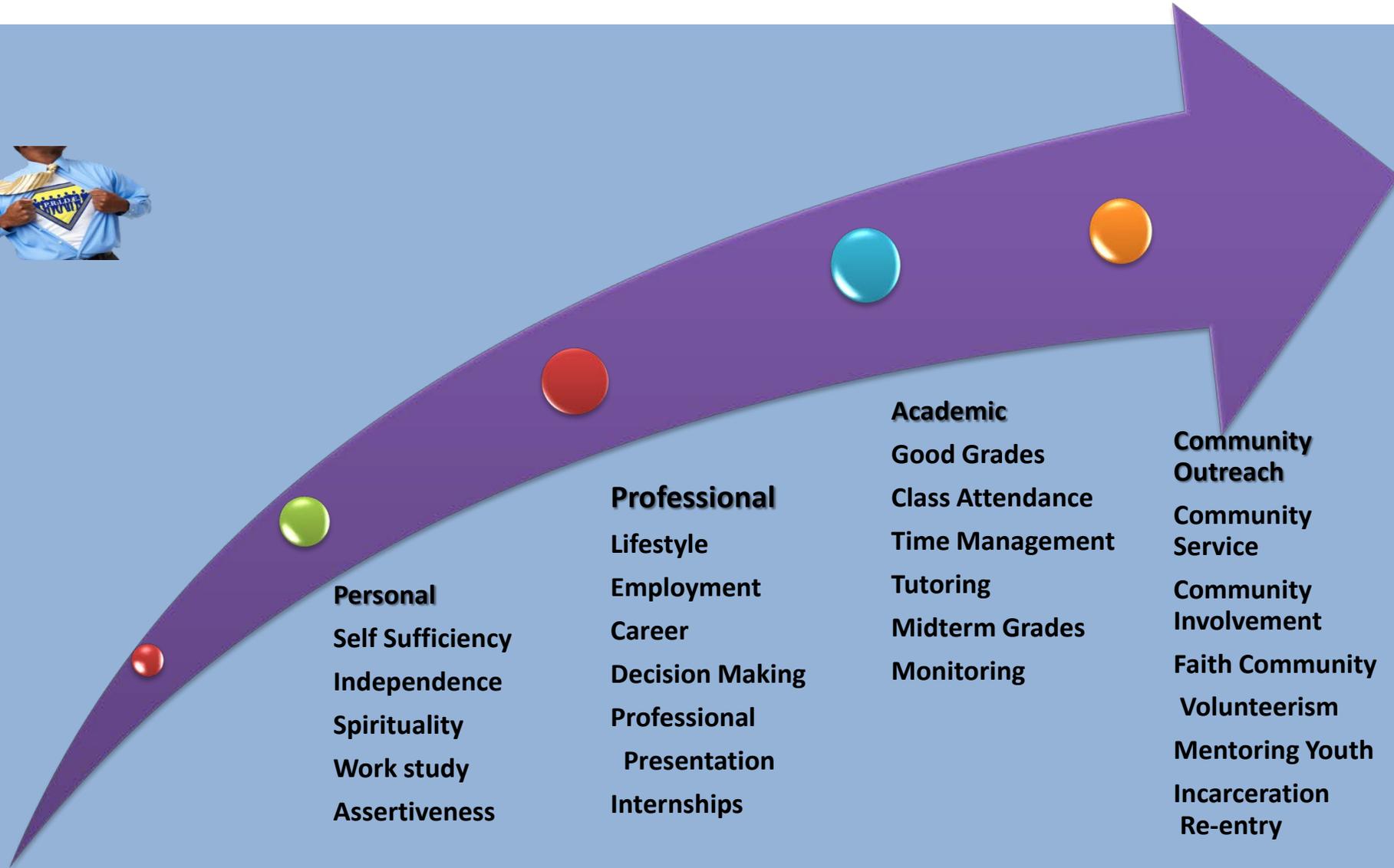
Assessment Coordinator

Strong Replicable Theory

Campus Supports

- Campus-Wide Electronic Information System
- Digital Data Storage System
- Laptop Loans
- Laptops as Incentives

Professional Mentors



Collaborations & Integrations



Program Outcomes

10%

• Improve Satisfaction

10%

• Improve Retention

10%

• Increase Hours Earned

10%

• Decrease Financial Dropouts

10%

• Decrease Gate Keeper Failures

10%

• Increased Semester and Second Year Return Rate

10%

• Increase Graduation

10%

• 4-Year Transfer

12%

• Increase STEM graduates

12%

• Increase Teacher Education graduates

Assessment Techniques



P

- **Combination of t-testing, ANOVA, correlations coefficients & chi square testing**
- **Assesses the impact of the program on participants in relation to the comparison group**

R

- **All AFAM males participating in PRIDE will receive various components of the program**

I

- **Divided by those matched with a mentor and/or are assigned a workshop/internship**

D

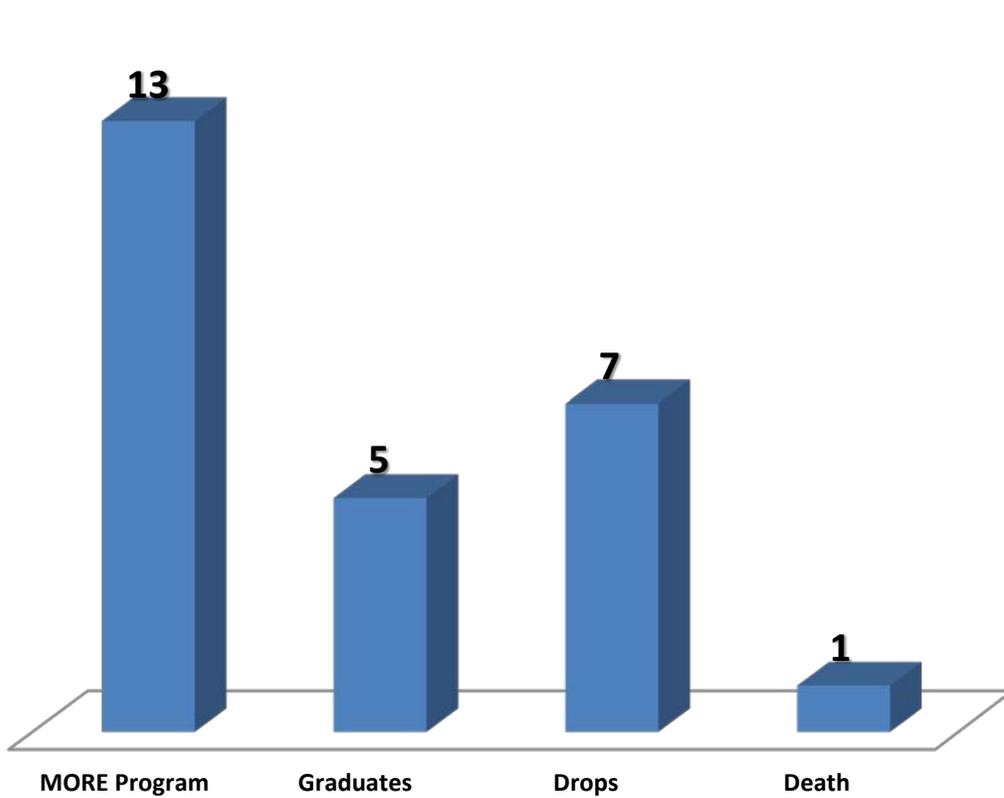
- **Comparison group will be the wider student body of African American male students**

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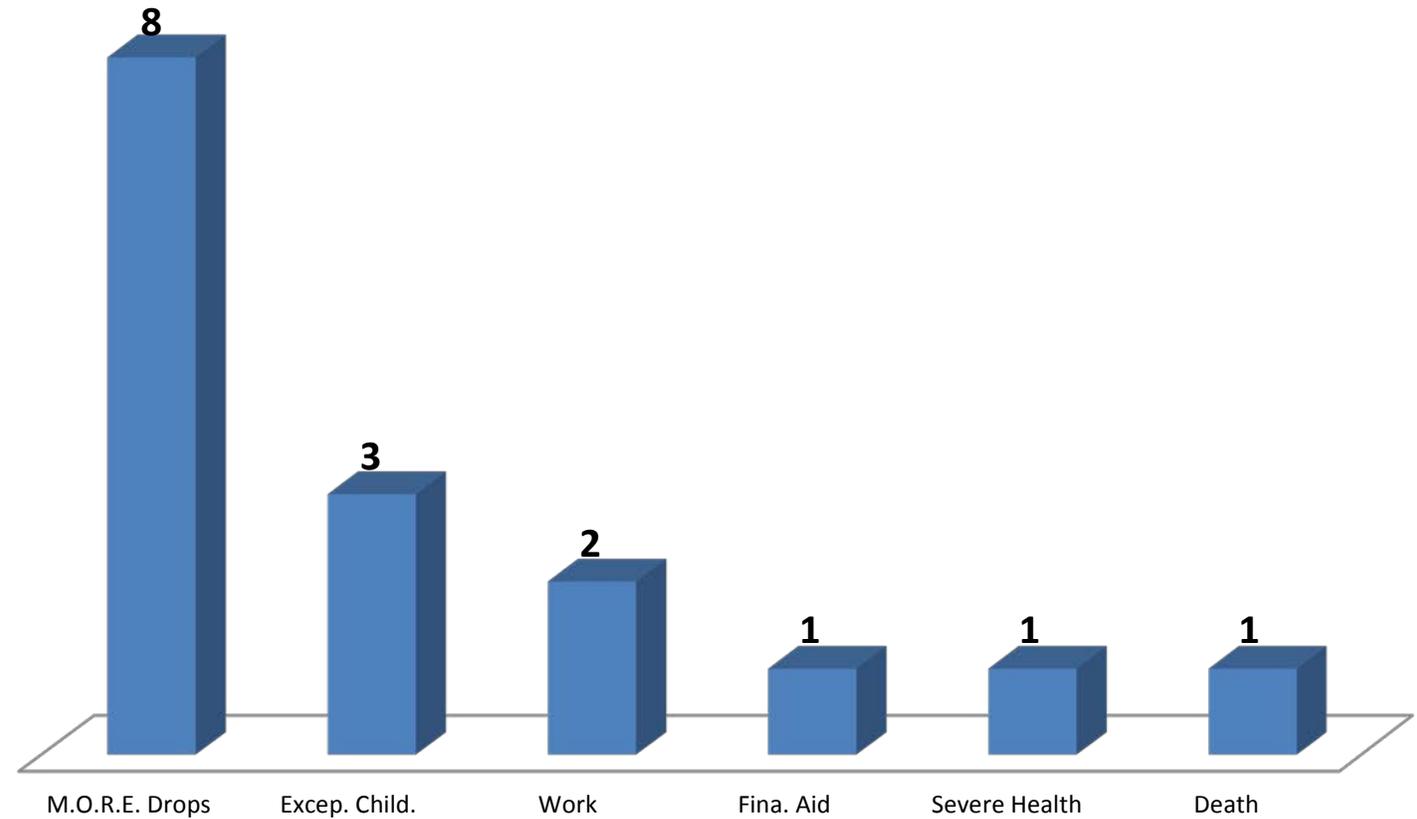
- **Indicators for other groups e.g., Black females, White females, White males, and others, will also be analyzed to track the educational disparities and to assess whether FLI is narrowing the educational gap**

M.O.R.E. Outcomes

All M.O.R.E. Participants



MORE Participants Drops

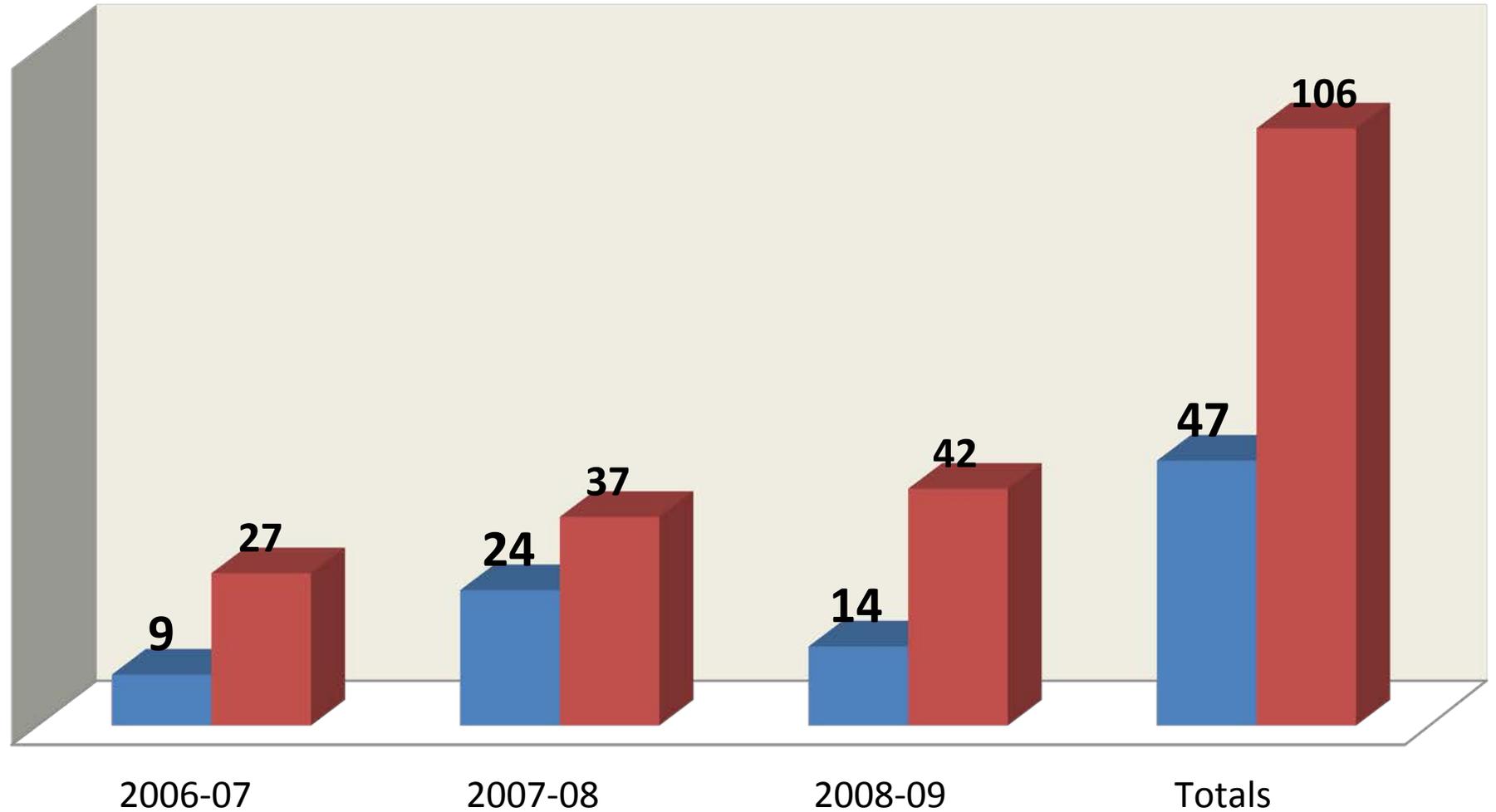


Performances Information

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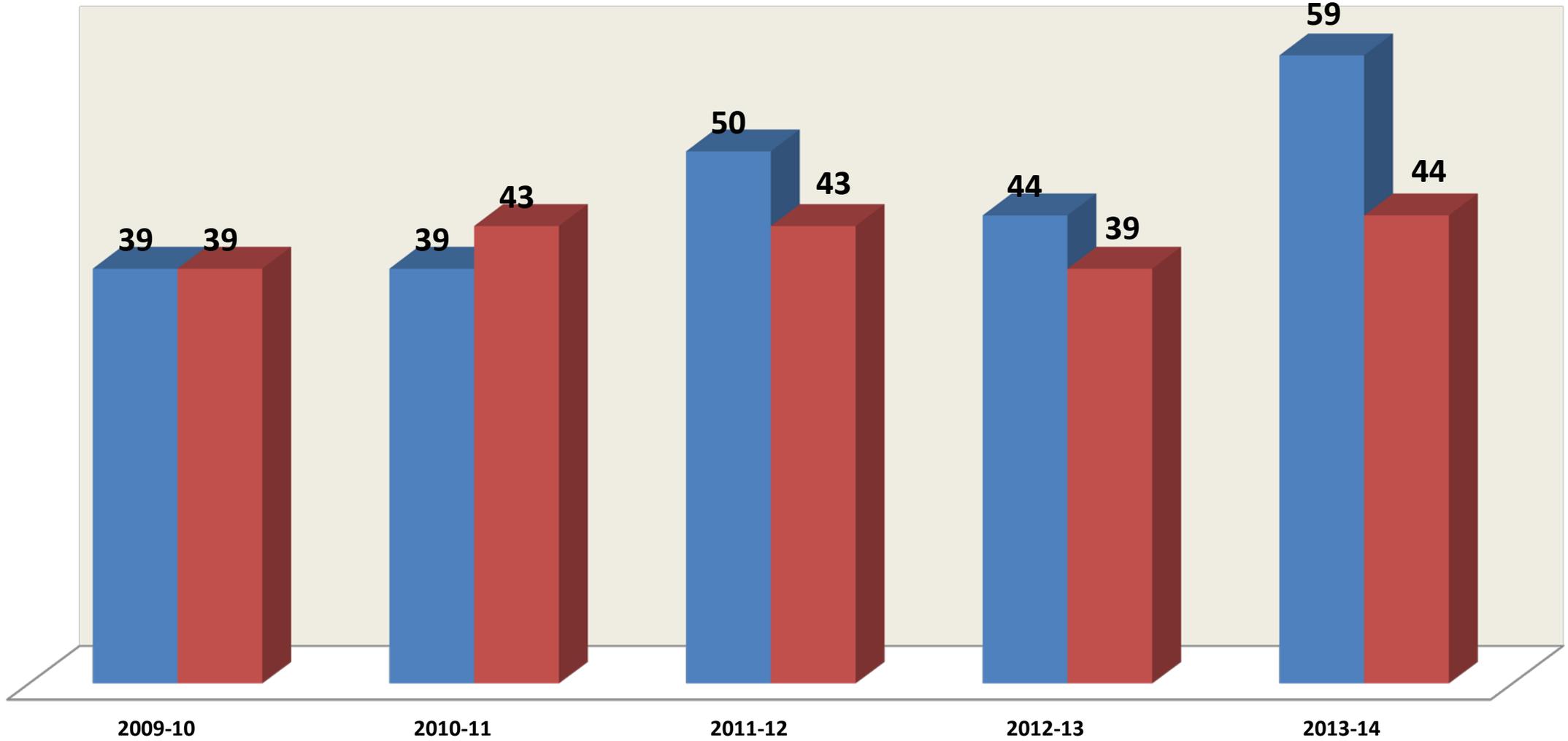
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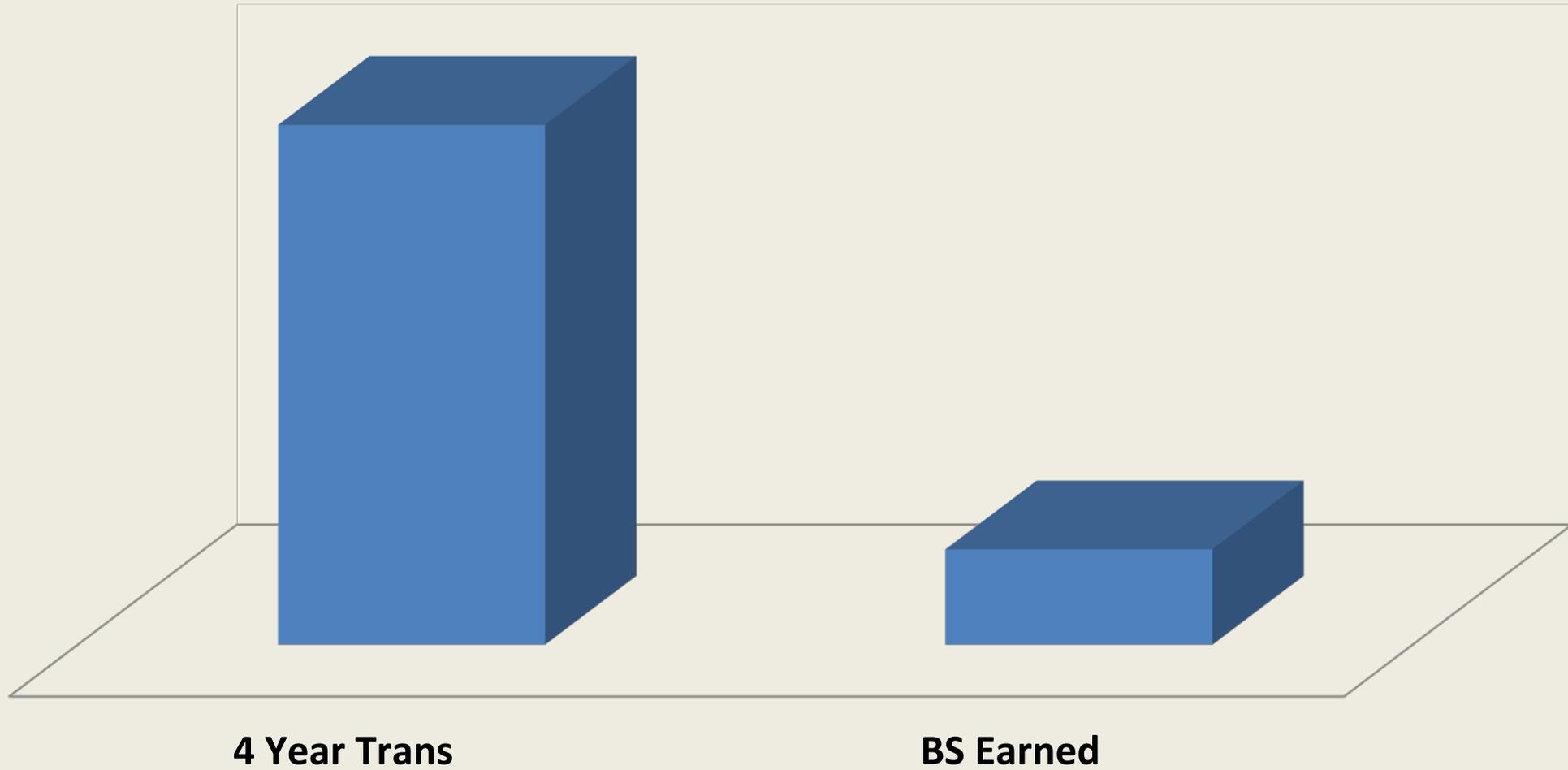


Number of Graduates **WITH PRIDE** (5 Year Data)

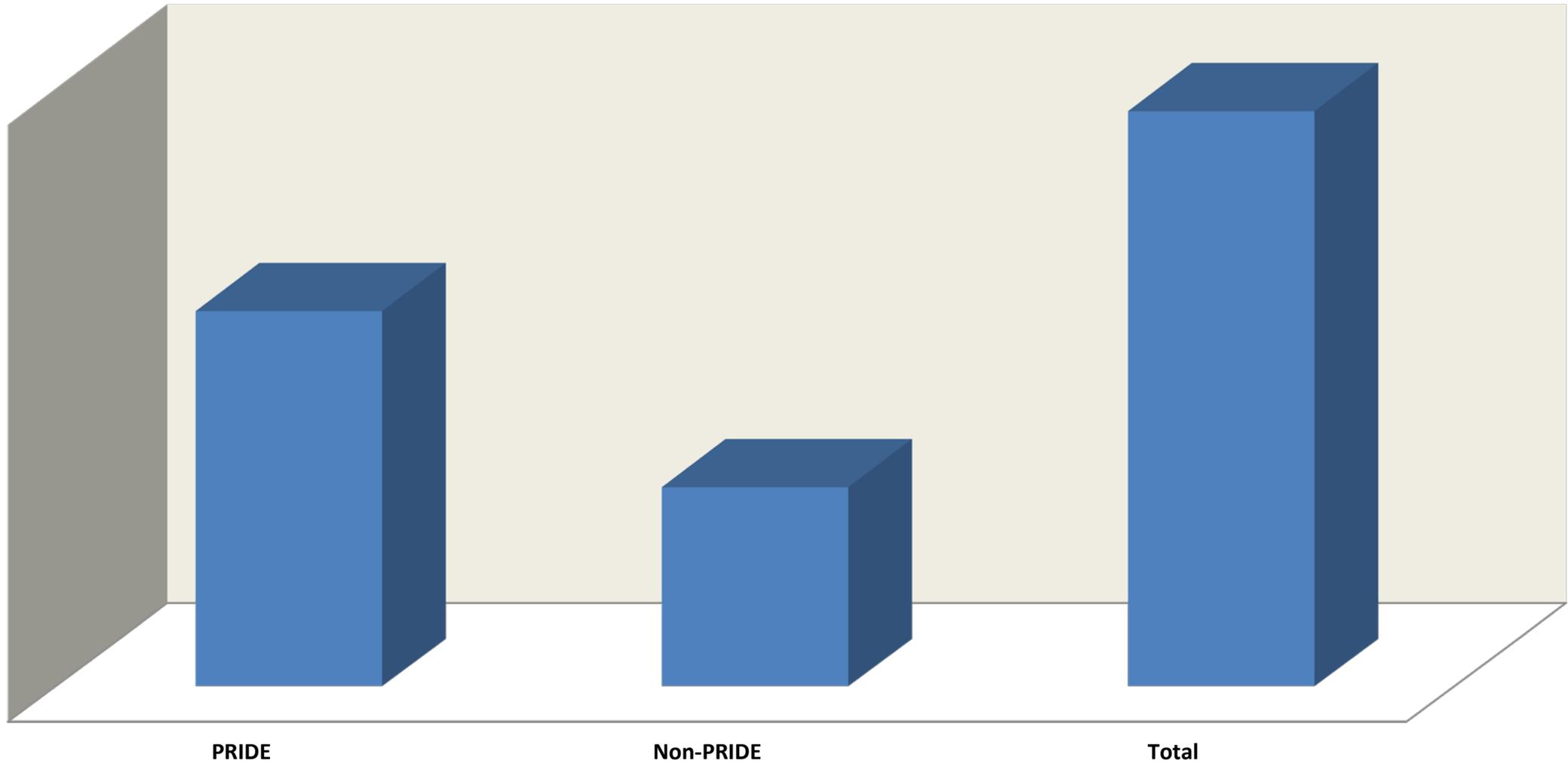
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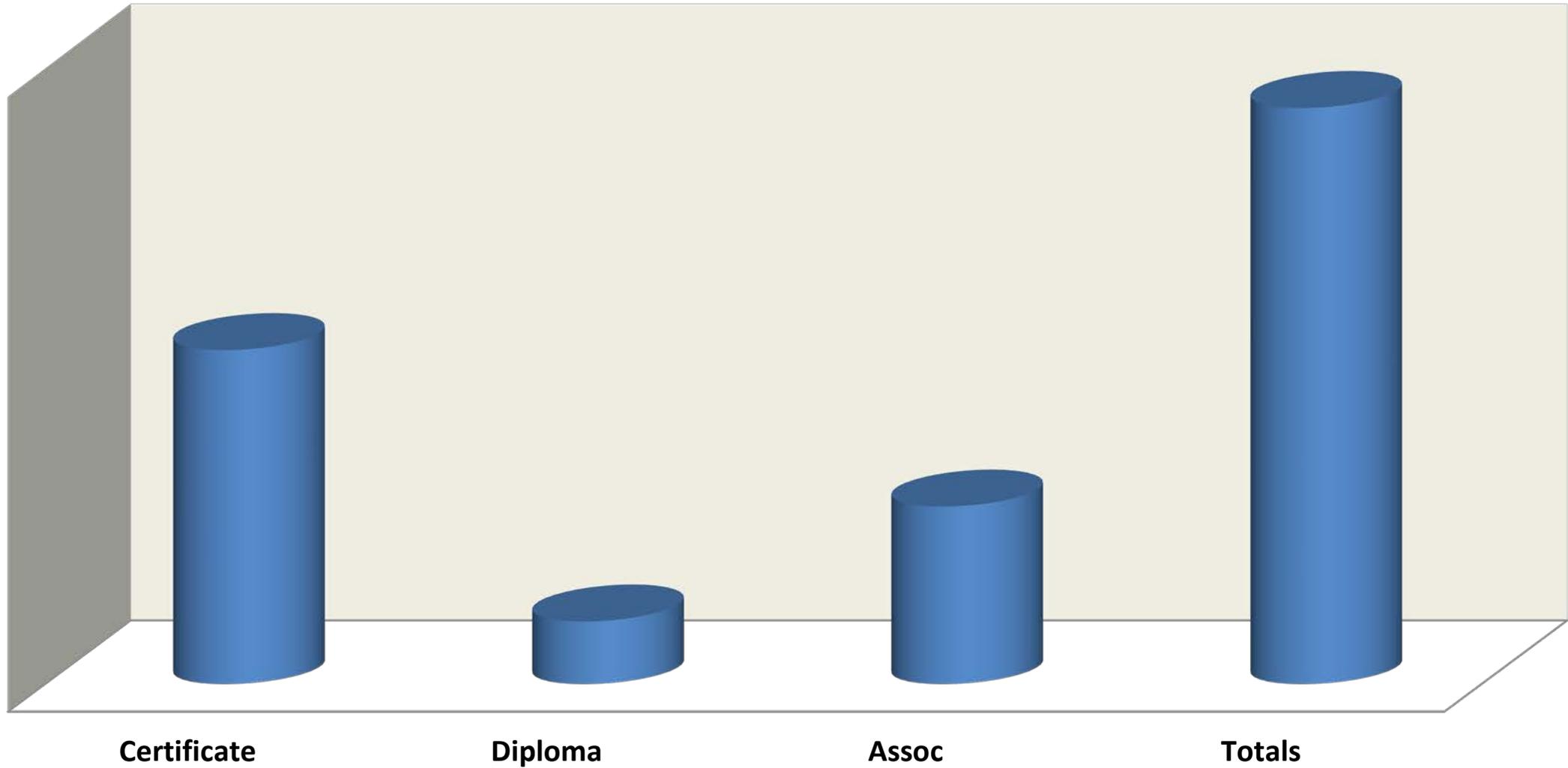
AFAM 4 Year College Transfers 2008-2015



Credentials Earned PRIDE vs. Non PRIDE Participants 2008-2015 (Unduplicated)



Credentials Earned 2008-2015



Q&A

Thank you for attending Our Session
on behalf of
Halifax Community College...