Case Study: Northeastern Illinois University
AACTE Network Improvement Community Black and Hispanic/Latino Male Initiative

“At NEIU we do not have a lack of diversity, we have candidates either in the pipeline that we need to be able to retain or out of the college that we need to support and recruit, as well as continue working with community colleges partners.”

REASON FOR JOINING THE NIC

- In the Chicago Metropolitan area, Northeastern Illinois University is one of the higher education institutions with one of the highest percentages of Latinos and African American men. In the Fall of 2016, NEIU reported 1,305 Hispanic men (32.2% of the entire student population) and 369 African American/Black men (9.1% of the student body).
- In the college of education, we have a total of 295 Hispanic candidates and 168 African American/Black candidates according to the census number from fall 2016. These numbers include both female and male.
- NEIU’s NIC realizes the importance of activating academic interventions to support Men of Color matriculation.

NEW INITIATIVES RESULTING FROM PARTICIPATION IN THE NIC

Activating academic interventions is important to support Men of Color to matriculate. This can be accomplished by providing the following:

- Intrusive academic advising and counseling to redo or retake courses to improve several grades.
- Target data goals to increase Black-Latino enrollment by 25% within the next three years
- The creation of academic cohorts for Men of Color, specifically Black and Brown, to more readily track data and target goals
Quarterly review pipeline initiatives and goals

Implementation of an early alert system that targets and identifies Men of Color who have a borderline GPA, around a 2.75, and provide them with academic supports, resources, and strategies to steadily manage and improve their grades (Academic Center).

The identify of classroom strategies that support Men of Color progress within the classrooms, e.g., culturally responsive pedagogy, practice pedagogy

A mentor program for Men of Color into and within COE (Men Coloring Education)

Peer mentoring to students that are struggling in subject areas while also helping to prep their entry into COE, e.g., former graduates, teachers, and graduate students

Graduate students with an opportunity to receive fee waivers, stipends, or become graduate assistance mentoring Men of Color undergraduate students

For Men of Color requiring test prep support:

Identify a subject area on the TAP test where students received the lowest score and provide them with academic support and preparation time to review the items on the test to improve their score.

Provide Boot Camp Incentives; pay for TAP first time.

Provide a Test prep class and offer opportunities on Saturday for students to practice test areas of concern, e.g., mathematics, reading, or writing.

DISCOVERIES

Through NIC we identified the following internal and external partners to help us increase the recruitment and retention of men of color:

Student Success and Retention (SSR)
Coordinator of African American Recruitment
Task Force on African American Student Success
TRIO-SSS Access
Proyecto Pa’Lante
EMERGE Summer
Project Success
Math Science Technology Quality Education (MSTQE)