

Dr. Inez Olive, Dr. Kyle Winslow & Dr. Osure Brown

HSI Researchers, Doctoral Dissertation Team, Seattle University

October 11, 2023

[5:00 pm] Dr. Pam Luster (@DrPamLuster)

Welcome back to #EquityChat sponsored by @CollegeFutures w/your hosts @IamKeithCurry @DrTammeil & @DrPamLuster. Today, we're excited to have @DrInezOlive @KyleJeanWinslow @OsureLBrown and learn more about their research. Welcome!

<https://scholarworks.seattleu.edu/etds-eoll-dissertations/1/>

[Osure Brown @OsureLBrown · 7m](#)

Thank you for having us

[Kyle Winslow @KyleJeanWinslow · 4m](#)

Thank you for having us.

[Dr. Olive @DrInezOlive · 7m](#)

Thanks for having us!

[5:05 pm] Dr. Tammeil Gilkerson (@DrTammeil)

Q1 @DrInezOlive @KyleJeanWinslow @OsureLBrown As you engage in equity-focused work, what is your walk-up song or anthem? @DrPamLuster @IamKeithCurry @CollegeFutures #EquityChat #EquityAvengers

[Dr. Olive @DrInezOlive · 2m](#)

Swidt – Seize the Day feat Savage - <https://youtube.com/watch?v=q0HJwJyg8Us...> #EquityChat

[Osure Brown @OsureLBrown · 2m](#)

K.O.S. (Determination) by Mos Def & Talib Kweli - <https://youtu.be/kETkgRNSVzk?si=iR6sgAhpKKxaB1qa...>

[Kyle Winslow @KyleJeanWinslow](#)

Unstoppable by Sia - <https://youtu.be/5aqptmZjfb8?si=4MVLK5TAxzQlugDK...> #EquityChat

[5:11 pm] Dr. Keith Curry (@IamKeithCurry)

Q2 @DrInezOlive @KyleJeanWinslow @OsureLBrown What drew you to these research questions, and how did your commitment to racial equity inform the design? @DrPamLuster @DrTammeil @CollegeFutures #EquityChat #EquityAvengers

[Kyle Winslow @KyleJeanWinslow · 32s](#)

We spent a significant amount of time designing and refining the research questions to make sure they were narrow enough to gather student voices on specific issues, but also broad enough to help us find literature to support our findings.

[#equitychat](#)

[Kyle Winslow @KyleJeanWinslow·26s](#)

(2/3) My commitment to racial equity informed many of the specific questions that were asked in the written survey and the Hispanic only focus groups. As a college dean, I wanted to find out what was working and what could be replicated with inclusive decision making [#equitychat](#)

[Kyle Winslow @KyleJeanWinslow·1m](#)

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[#equitychat](#)

[Osure Brown @OsureLBrown·2m](#)

(1/2) We made sure that these questions were in line with the goal of our research. As much as we would have wanted to learn everything about the students and the institution, we saw there were unresearched topics within the field, and

[#equitychat](#)

[Osure Brown @OsureLBrown·2m](#)

(2/2) we wanted the students to be the star of research and give their insight to a high degree. There are a lot of decisions being made about and for students, but they are not included in that process, and we felt it important that they had a voice.

[#equitychat](#)

[Osure Brown @OsureLBrown·16m](#)

(1/2) As a former MESA director, I had a firm understanding of the program and what it was trying to accomplish. MESA is often presented as a one-size-fits-all model, [#equitychat](#)

[Osure Brown @OsureLBrown·17m](#)

(2/2) but funding is scarce we know the model works, but the model should reflect the needs of the specific student population. Taking that particular viewpoint, we can identify where funding goes to areas of desire. [#equitychat](#)

[5:18 pm] Dr. Luster (@DrPamLuster)

Q3 @DrInezOlive @KyleJeanWinslow @OsureLBrown What findings surprised you or challenged your original assumptions regarding outcomes? @DrTammeil @Iamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

[Kyle Winslow @KyleJeanWinslow·23s](#)

Surprising - Female Hispanic students have specific needs to aid in completion and retention issues. Much of our literature review research put all LatinX students in one group. Female students wanted to have more female tutors [#equitychat](#)

[Kyle Winslow @KyleJeanWinslow·1m](#)

(2/4) and mentors as well as female specific conferences for STEM. To eliminate some completion barriers at entry, students mentioned summer bridge programs that were taught by STEM faculty. The pace of STEM courses in the quarter system was mentioned. [#equitychat](#)

[Kyle Winslow @KyleJeanWinslow·1m](#)

(¾) Male Hispanic students mentioned that they wanted to be able to network and study with students who are not HUUP, specifically white males who belonged to families that had connections. [#equitychat](#)

[Kyle Winslow @KyleJeanWinslow·1m](#)

(4/4) This changed our assumptions as we thought there would be more asks for Hispanic only spaces to create a sense of belonging. [#equitychat](#)

[5:25 pm] Dr. Gilkerson (@DrTammeil)

Q4 @DrInezOlive @KyleJeanWinslow @OsureLBrown How can #highered leaders best apply your findings to increase completion rates for historically underserved/underrepresented students into STEM pathways? @DrPamLuster @Iamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

[Dr. Olive @DrInezOlive·1m](#)

(1/4) For [#HigherEd](#) leaders, our advice is clear: Start with a Strategic Enrollment Management (SEM) framework. It's the key to boosting student success in admissions, persistence, and graduation. [#equitychat](#)

[Dr. Olive @DrInezOlive·1m](#)

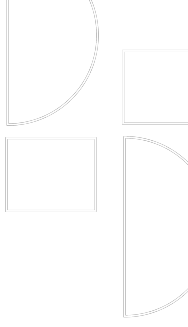
(2/4) Without it, your institution may lack the structure needed for transformation. Once SEM is in place, dive into a landscape analysis of [#StudentSupports](#) for HUUP of [#STEM](#) students. Hear them out in focus groups, pinpoint what works. [#equitychat](#)

[Dr. Olive @DrInezOlive·2m](#)

(3/4) This insight guides strategies and informs [#HigherEd](#) leaders on mentoring, [#STEM](#) support, and corequisites. Combine SEM with a landscape analysis to unlock the potential of our research findings. [#equitychat](#)

[Dr. Olive @DrInezOlive·1m](#)

(4/4) It might just back our conclusions for some schools. [#Education #HigherEducation #equitychat](#)



[5:32 pm] Dr. Curry (@Iamkeithcurry)

Q5 @DrInezOlive @KyleJeanWinslow @OsureLBrown Your research encourages #higher leaders to implement completion policies for all students, w/specific practices for Latinx/@/e students. Can you share some of those practices? @DrPamLuster @DrTammeil @CollegeFutures #EquityChat

[Dr. Olive @DrInezOlive·40s](#)

(1/3) Key takeaways from our study: Boost Latinx/@/e and HUUP student completion by ramping up participation in support programs like MESA. Outreach is the path to success! [#equitychat](#)

[Dr. Olive @DrInezOlive·1m](#)

(2/3) Representation matters! Diverse support staff = higher student self-efficacy. When students see themselves in mentors, advisors, and tutors, confidence soars! [#equitychat](#)

[Equity Avengers @equityavengers·20s](#)

So true! Additional reading on this: [@Iamkeithcurry's #UnapologeticLeadershipThought](#): "I always wanted faculty that looked like me."

<https://iamkeithcurry.org/2023/07/unapologetic-leadership-thoughts-i-always-wanted-a-faculty-member-who-looked-like-me/>

[Dr. Tammeil Gilkerson @DrTammeil·11s](#)

[#RepresentationMatters!](#) Do the math for student success! [#equitychat](#) [@equityavengers](#) [@Iamkeithcurry](#) [@DrPamLuster](#) [@CollegeFutures](#)

[Dr. Olive @DrInezOlive·58s](#)

(3/3) Don't underestimate the power of Summer Bridge programs! They fight [#SummerMelt](#), introduce students to college life, and connect them with vital resources for success. [#HigherEd](#) [#DiversityMatters](#) [#equitychat](#)

[5:39 pm] Dr. Luster (@DrPamLuster)

Q6 @DrInezOlive @KyleJeanWinslow @OsureLBrown To do this work, we must continue learning and partnering with others. How do you educate yourself and who is informing your practice? @DrTammeil @Iamkeithcurry @CollegeFutures #EquityChat #EquityAvengers

[Dr. Olive @DrInezOlive·24s](#)

As a lifelong learner and community activist, I'm constantly inspired by those in the field. My mentors, fellow scholars, peers, and the youth in my life all teach me valuable lessons every day. [#LearningFromAll](#) [#equitychat](#)

[Osure Brown @OsureLBrown·36s](#)

(1/3) I have wonderful people that I work with (Inez & Kyle) who are seekers of knowledge and want to talk about what they find. I subscribe to many different resources to gain knowledge and media to keep up to date such as. [#equitychat](#)

[Dr. Tammeil Gilkerson @DrTammeil·8m](#)

It is so important to surround ourselves who are courageous enough to seek knowledge. So many are fearful of learning. I'm glad you have your crew!

[Osure Brown @OsureLBrown·6m](#)

I'm fortunate to have met them and worked with them. I do not know where I would be if I hadn't met them, but I am much further along in my journey because of them.

[Dr. Tammeil Gilkerson @DrTammeil](#)

I know the feeling... "The road to racial equity is long; travel with friends" [@EquityAvengers](#).

[Osure Brown @OsureLBrown·54s](#)

(2/3) journals and/or podcasts. I love to read and learn, that is my personality. Working at a university helps me to talk with students, faculty, and librarians. I get insight from everyone I meet which allows me to learn new sources of information and [#equitychat](#)

[Osure Brown @OsureLBrown·54s](#)

(3/3) knowledge for me to research I'm on numerous committees, organizations, and projects that allow me to connect with others and partner with them. I do not have a problem sharing my goals and aspirations which is why I'm constantly getting invited to join and participate in.

[Kyle Winslow @KyleJeanWinslow·1m](#)

(½) A growth mindset helps me educate myself, and as [@Inez](#) mentioned, being a life-long learner as well as knowing that you don't have all the answers is important. [#equitychat](#)

[Kyle Winslow @KyleJeanWinslow·1m](#)

(2/2) My goal is to learn as much from student voices as possible and this helps me inform my practice and grow as a leader. [#lifelonglearner #equitychat](#)

[5:46pm] Dr. Gilkerson (@DrTammeil)

Q7 [@DrInezOlive](#) [@KyleJeanWinslow](#) [@OsureLBrown](#) We all have a vision of the future we want to live in. What is your freedom dream for higher education and what gives you hope for its future? [@DrPamLuster](#) [@Iamkeithcurry](#) [@CollegeFutures](#) [#EquityChat](#) [#EquityAvengers](#)

[Dr. Olive @DrInezOlive·1m](#)

(1/2) My dream for higher education? Inclusivity for all forms of learning. Let's move beyond the hassle of requesting academic credit for prior learning. Instead, make it standard practice to credit students for their pre-college experiences, [#equitychat](#)

[Dr. Olive @DrInezOlive·1m](#)

(2/2) no matter where they begin. I'm hopeful as we see a rise in skills-based hiring and a strong focus on student success. The future is looking brighter! [#InclusiveEducation](#) [#equitychat](#)

[Kyle Winslow @KyleJeanWinslow·2m](#)

My freedom dream would be to pay faculty more money so that they could teach less and mentor students more including club advising and student sponsorships. This dream obviously is influenced by over 20 years of teaching in the Community College system. [#equitychat](#)

[Osure Brown @OsureLBrown·1m](#)

(1/2) My dream for higher education is the reevaluation of higher education's role in society. I want higher ed to focus on thought and creativity. I SUED THE SCHOOL SYSTEM (2023). [#equitychat](#)

[Osure Brown @OsureLBrown·1m](#)

(2/2) To value what students bring to the institution and give them a platform for everyone to learn from, including the staff and faculty. Teaching is the most important job in the country, and it would be nice if the pay reflected that. [#equitychat](#)

[5:53 pm] Dr. Curry (@Iamkeithcurry)

Q8 @DrInezOlive @KyleJeanWinslow @OsureLBrown The road to racial equity is long. How are you sustaining yourself? What practice would you recommend to other #EquityAvengers? @DrPamLuster @DrTammeil @CollegeFutures #EquityChat #EquityAvengers

[Dr. Olive @DrInezOlive·1m](#)

(1/2) Found my support squad! Having a core crew that values your well-being over your ego is key to staying strong. Joining a community of [#EquityAvengers](#) who share your values makes the journey less lonely. [#EquityChat](#)

[Dr. Olive @DrInezOlive·1m](#)

(2/2) But remember, self-care matters most. Set those boundaries and prioritize your well-being. You're worth it! [#EquityChat](#)

[Osure Brown @OsureLBrown·1m](#)

(1/3) Working with others. I have always found working with others, and seeing and hearing their brilliance is refreshing and inspiring, which motivates me to want to keep going. It is always nice to spread the work around because things get tiring when it is just you. [#equitychat](#)

[Osure Brown @OsureLBrown·2m](#)

(2/3) Plus, I have a competitive nature about myself, so I am always in friendly competition with others, but I keep that personal challenge to myself. Working alone is not enough to sustain my motivation, so I take the time to turn off my academic brain [#equitychat](#)

[Osure Brown@OsureLBrown·1m](#)

(3/3) and enjoy a good movie, attend cultural & community events, and love to go hiking and enjoy the works of the greatest artist known to humankind nature [#equitychat](#)

[Kyle Winslow @KyleJeanWinslow·3m](#)

Time with my family sustains me personally. Professionally watching my students in DECA and Cyber Defense student club members get that first amazing job that changes their whole family and generational income. [#equitychat](#)

[6:00 pm] Dr. Luster (@DrPamLuster)

TY @DrInezOlive @KyleJeanWinslow @OsureLBrown for sharing your research & recs for impacting HUUP completion rates w/[#EquityChat](#) @CollegeFutures. Next week we're honored to host @usedgov's @UnderSecKvaal – Join us! @IamKeithCurry @DrTammeil @DrPamLuster @equityavengers OUT!

[Dr. Olive @DrInezOlive·22s](#)

Thank you, [@equityavengers](#), for having us and allowing us the space! [#EquityChat](#)