



HCMA Equity Impact Statement

Research shows that individualized, intrusive advising and long-term mentorship can improve the retention and completion rates of academically underprepared and historically underserved groups (Achieving the Dream, 2018; Bettinger & Baker, 2011; Karp & Stacey, 2013; Miller & Murray, 2005; Pierce, 2016). However, the CSCU Community Colleges are neither structured nor sufficiently resourced to ensure this kind of advising experience for students who face the highest barriers to completion, let alone for the entire student body.

The Holistic Case Management Advising (HCMA) model aims to address this issue. At its core, HCMA promotes greater student success and equity by creating the conditions for all degree- and certificate-seeking students to 1) develop an academic and career plan; 2) receive holistic support in a sustained, strategic, integrated, proactive, and personalized way; and 3) build social and cultural capital by developing meaningful relationships with a network of faculty and staff.

The HCMA model will not only ensure a more consistent, robust advising experience for all degree- and certificate-seeking students. It will also reduce equity gaps in completion rates by providing advisors, faculty, and staff with the tools, systems, and bandwidth to adequately support students with the greatest needs. Thus, HCMA will advance the Board of Regents' twin goals of increasing student success and eliminating achievement disparities among different racial, ethnic, economic, and gender groups (BOR, 2019).



SUCCESS / CENTER

References

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