

# Supporting Nontraditional Students at HBCUs

---

Dr. Kizuwanda Grant, Chief Administrative Officer - Paul Quinn College

Dr. Ronda Westry, Assistant Vice President of Student Affairs/Student Success Units Director of Retention – Alabama State University

Ms. Shawnda Cotton, Enrollment Manager, Director of New Beginnings – Oakwood University

Ms. Debra Lindsey, Director of the Evening & Weekend Studies program at Dillard University

# Supporting Non-traditional Students at HBCUs

Kizuwanda G. Grant, Ph.D.  
Chief Administrative Officer

3837 Simpson Stuart RD, Dallas, TX 75241

[www.PQC.edu](http://www.PQC.edu)

214-379-5500 | [kgrant@pqc.edu](mailto:kgrant@pqc.edu)

**PAUL QUINN**

# Supporting Non-traditional Students at HBCUs

- Paul Quinn, founded in 1872, is the only HBCU and urban, federally approved Work College
- The College's goal is to break generational poverty
- Over 75% of its full-time student enrollment is Pell Grant eligible
- Paul Quinn has raised its retention and graduation rates drastically over the last 10 years, from 30 to 70% and 1% to 24% (retention suffered during COVID-19, however, graduation rates continued to improve)
- Our graduation rate goal is 80%

**PAUL QUINN**

# Supporting Non-traditional Students at HBCUs

- Non-traditional student
  - A student over the typical student age of 18 – 22
  - Typically transfers to PQ with more than one other transcript
  - Works full time (outside of their major)
  - Has family and/or caregiver obligations
  - Lives on their own
  - Not able to participate in campus life, work program, etc. as PQ would prefer
  - May be close to maxing out student loan funds

**PAUL QUINN**

# Supporting Non-traditional Students at HBCUs

- Lessons from COVID-19 Pandemic
  - Most of our students meet the non-traditional definition and now require a different strategy for support
    - More students working full time
    - Seeking all-online courses
    - Not able to attend student functions in person (but wanting to engage)
    - Surprises
      - Requesting PQ Housing
      - Requesting PQ meal plan
  - The increased cost of housing and food has increased the number of students who are requesting to reside in PQ housing, this includes non-traditional students

**PAUL QUINN**

# Supporting Non-traditional Students at HBCUs

- The New Urban College Model implemented by Paul Quinn includes the following:
  - Decreased tuition
  - eTextbooks free to the student
  - Work College Scholarship and Stipend
    - On-campus work
    - Off-campus work with corporate and non-profit partners
  - Quinnite Arts Curriculum
    - Emphasis on real world education
    - Hands-on learning
    - Badging / credentialing
    - Digital literacy
    - Speaking and writing proficiency

**PAUL QUINN**

# Supporting Non-traditional Students at HBCUs

- Future...
  - Paul Quinn has not revised its definition of a non-traditional student
  - We have used this descriptor to describe the experiences of more of our students
    - Online-only enrollment has increased
    - Number of students working full-time has increased
    - Number of students who are caregivers has increased
    - Issues with WP model have occurred (among online students who want to participate but are not in the DFW Area)
- Innovation
  - PQ will adjust the Work Program model to allow for placements outside of the DFW Area
  - Continue to create virtual student life experience
  - Continue to provide unique student housing and meal options (not for students with families just yet)
  - Seek funding for PQ students who need tuition/fee support for one or two additional semesters to graduate

**PAUL QUINN**

“Non-traditional” is the new “Traditional”:  
Understanding and meeting the needs of adult learners

Dr. Ronda Westry, Alabama State University,  
Assistant Vice President, Student Affairs - Student Success Units



# At-risk Characteristics

(Choy, 2002)

- Part-time vs. full-time students
- Full-time vs. part-time employees
- Family responsibilities
- Student role low priority
- Delayed enrollment
- **AGE**
- **GENDER**





## What are your assumptions about the adult learner?

**Definitions**

Preferred Learning Modality

Service needs

**Learning motives**

# Characteristics of the Adult Learner

(Knowles, 1990)

## Adult defined:

In the context of learning, an adult learner is defined as someone who has arrived at a self-concept of being responsible for their own lives. This stage of development is accomplished through:

- Biological maturity
- Adopting adult roles

# A comprehensive model program

- Intake with dedicated office
  - Assigned Staff for transitional support
- Assessments (career, financial, & RNL CSI)
- Individualized action plan
- Tracking and Monitoring system
- Financial Support specifically for NTS Age
- Collaborative support across campus



# ASU's Older Wiser Learner (O.W.L.) Initiative

(Galbraith, 2004; Rinke, 1985; and Thomas, 2001)

Housed in ASU's Student Affairs-Student Success Units  
(Academic Center for Educational Success. A.C.E.S.)

- For students 25 years and older
- Assigned to a Dedicated Staff member for duration of their enrollment
- Tailored Assistance with Major to Career development
- Virtual Academic Support Workshops
- Opportunity to reclaim credit hours through a partnership with Sophia Courses and to earn micro-credentialing in workforce skills
- New and Returning student scholarships



# Supporting Non-traditional Students at HBCUs

Shawnda Cotton  
Enrollment Manager, Director New Beginnings  
Oakwood University





# OAKWOOD UNIVERSITY LEAP STUDENT RE-ENROLLMENT CHECKLIST

Apply at [Oakwood.edu](https://oakwood.edu)

We can't wait to see you again! Make sure you have the following in order if you are enrolling at Oakwood University.

## ☐ Welcome Back

- Review Welcome Back Packet (Names and Addresses)
- Orientation Date: August 2, 2021

## ☐ Reactivate Enrollment

- Contact: Ellengold Goodridge  
[leap@oakwood.edu](mailto:leap@oakwood.edu)
- Submit Application to [LEAP.Oakwood.edu](https://LEAP.Oakwood.edu)
- Fee (Waiver code: LEAP15)

## ☐ Financial Aid and Financial Resources Plan

- Student Financial Services  
[Finaid@oakwood.edu](mailto:Finaid@oakwood.edu) | (256) 726-7210  
[OUSA@oakwood.edu](mailto:OUSA@oakwood.edu) | (256) 726-7383
- Complete FAFSA
- FAFSA Completion Webinar Opportunities: Student Financial Services
- For assistance, please contact:  
[finaid@oakwood.edu](mailto:finaid@oakwood.edu)

## ☐ Meet with Academic Advisor

- Department contact: Dr. Gloria Bell  
[gbell@oakwood.edu](mailto:gbell@oakwood.edu) | (256) 726-7099
- Schedule an appointment: Google Calendar
- Review and confirm your degree plan
- Academic and Career Goal Setting
- Ask about financial and academic resources:  
[cwright@oakwood.edu](mailto:cwright@oakwood.edu)

## ☐ Register for Classes

- Department contact: Dr. Gloria Bell  
[gbell@oakwood.edu](mailto:gbell@oakwood.edu) | (256) 726-7099
- How to register: Ellengold Goodridge  
[leap@oakwood.edu](mailto:leap@oakwood.edu)
- Submit Application: [LEAP.Oakwood.edu](https://LEAP.Oakwood.edu)  
(256) 726-7098
- Register now for the Fall 2021

## ☐ Take Advantage of Student Resources

- Scholarships  
DTishana McCloud  
[tmccloud@oakwood.edu](mailto:tmccloud@oakwood.edu) | (256) 726-7215
- Academic Advising  
Dr. Gloria Bell  
[gbell@oakwood.edu](mailto:gbell@oakwood.edu) | (256) 726-7099
- Tutoring  
Center for Student Success (CSS)  
[studentsuccess@oakwood.edu](mailto:studentsuccess@oakwood.edu) | (256) 726-7668
  - Group
  - One-On-One Tutoring
- Campus and Community Resources  
New Beginnings (single parents/general resources)  
Shawnda Cotton  
[sjcotton@oakwood.edu](mailto:sjcotton@oakwood.edu) | (256) 726-7804
- Career and Internship Opportunities  
Jorge Bartholomew  
[jbartholomew@oakwood.edu](mailto:jbartholomew@oakwood.edu) | (256) 726-7134
- Community Service Learning Opportunities  
Andrew Pileggi  
[apileggi@oakwood.edu](mailto:apileggi@oakwood.edu) | (256) 726-7136

Contact Office  
Email: [Leap@oakwood.edu](mailto:Leap@oakwood.edu) | Phone: (256) 726-7098

75412



**INTERESTED IN  
COMPLETING  
YOUR DEGREE?**



## **OAKWOOD UNIVERSITY HAS A PROGRAM FOR THOSE WHO WISH TO RETURN**

Apply at [Oakwood.edu](https://oakwood.edu)

### **Opportunities**

- Online programs
- Balance forgiveness

### **Programs**

- All Bachelor of Science degrees
- Business Administration
- Church Leadership
- General Psychology
- General Studies
- Information Technology

### **Instruction**

- All online classes
- Eight-week courses
- Two classes at a time

### **Cost**

- \$378 per credit hour
- \$508 Matriculation fee

### **Admission criteria**

- 22 years and older
- 2.0 GPA or conditionally
- 30 transfer credits or conditionally
- Cannot be in current default of a federal student loan

### **To get started, visit [oakwood.edu](https://oakwood.edu)**

- Click on Apply Now
- Select Adult Degree Completion (LEAP) application
- Complete the application
- Submit college transcripts outside of Oakwood University to [Oakwood.edu](https://oakwood.edu)

### **Contact**

Main phone number: (256) 726-7098

Website: [LEAP.Oakwood.edu](https://LEAP.Oakwood.edu)

Email: [leap@oakwood.edu](mailto:leap@oakwood.edu)

75412





# Supporting Non-traditional Students at HBCUs



No closed doors... Only New Beginnings



# Supporting Non-traditional Students at HBCUs

## **New Beginnings Mission Statement:**

New Beginnings, a Christ-centered program, is designed to assist single parents in their daily struggles, to connect them with available community resources, to model and teach wholesome Bible-based parenting techniques, and to provide tools that help them become better parents, friends, students, and children of God

## **New Beginnings Core Values:**

- We value an atmosphere of open communication where there is honesty, integrity, and mutual respect
- We value an environment that recognizes and promotes accountability, quality, and a strong work ethic
- We value teaching and learning as our most important mandate



# Supporting Non-traditional Students at HBCUs

## **New Beginnings Goals:**

- To positively impact single parents in Northern Alabama who are seeking a higher education
- To help single parents view higher education as possible for them
- To provide a safe, welcoming environment for single parents to thrive

## **How New Beginnings is Funded & Staffed:**

- Foundation Grants
- Private Donations
- Oakwood University
- Federal work-study students
- Social work field placement students (OU & A & M University)
- Volunteers



# Supporting Non-traditional Students at HBCUs

## Services Provided- Academic:

- Computer lab with internet access, tutoring/printing of assignments
- Supplementary Child Care during study time
- Case Management
- Individual Counseling
- Support groups
- Life skills workshops

## Services Provided- Children:

- Supplementary Child Care in safe and nurturing environment
- Clothing Assistance
- Snacks
- Tutoring counseling



# Supporting Non-traditional Students at HBCUs

## Services Provided- Emotional:

- Case Management
- Individual counseling
- Support groups
- Secret Angel Project
- Mentoring
- Life skills workshops

## Services Provided- Financial:

- Tuition Assistance
- Textbook Assistance
- Family Budgeting
- Emergency services
- Financial Assistance



# Supporting Non-traditional Students at HBCUs

## Impact of New Beginnings

The impact of New Beginnings includes being able to support single-parent students through various support engines that allow them to achieve the goal of graduation. The center has guided over 100 participants towards their graduation goals this academic year alone. Additionally, the community's willingness to donate clothing, money, and services to assist parents has been invaluable to the sustainability of the program. Voluntary participation of professionals from the community to become members on the New Beginnings Board and assist in outreach to refer new individuals to our program have been a blessing and a pleasure. They have helped teen moms graduating from high-school and those isolated by other faith-based groups further their education, breaking the cycle of poverty for generations to come. The Social Work Department of Oakwood and A&M have learned through internships, have encouraged community development, have completed research that keeps the center culturally competent, and have developed leadership skills that include tolerance, social justice, and competency.



# Supporting Non-traditional Students at HBCUs

## Future

- Collaborate with high schools, colleges, and universities for improved service and funding opportunities
- Expand and modernize facility to serve high volume of participants effectively and efficiently
- Hire full-time Program Director
- Provide quality social, emotional, academic, and financial supports on formal and informal levels
- Develop residential option for single parents and their children



# Discovering The Evening & Weekend Studies Program at Dillard University

Debra Lindsey, MA  
Director, Evening & Weekend Studies  
Dillard University



DIVISION OF ENROLLMENT MANAGEMENT



# Discovering Evening & Weekend Studies

- EWS started in 2016
- TARGET population is Post/Non-traditional
- EWS offers evening, weekend, & online courses
- EWS only offers three majors: Criminal Justice, Business, & RN-BSN-fast track
- Started Fall 2021 & offers Criminal Justice as an online major
- Target recruiting such as community colleges, military, international students, stop outs, & transfer students.
- Ews is designed to develop a strong infrastructure support system to ensure student success and the program's success.



D I V I S I O N   O F   E N R O L L M E N T   M A N A G E M E N T

# Strong Infrastructure Support

- Customer service/communications
- Operations
- Academic-matriculation
- Retention



D I V I S I O N   O F   E N R O L L M E N T   M A N A G E M E N T

# Strong Infrastructure Support

- **Customer Service/Communications:**

- Direct/Open communications
- Online & paper
- Social media
- Encouragement & assurance
- Availability

- **OPERATIONS - Collaborative effort to streamline the process:**

- Financial aid-scholarships, grants
- Business/Finance
- Registrar
- Admission



D I V I S I O N   O F   E N R O L L M E N T   M A N A G E M E N T

# Strong Infrastructure Support

- **ACADEMIC - Matriculation**

- Advising
- Scheduling/Registration
- Classes availability - evening, weekend, online
- Faculty Advisory Board
- Formulating an academic plan for graduation

- **RETENTION - Integrated Effort (Student Support Advisory Board)**

- Formulating an academic plan for graduation
- Library usage
- Computer Skills (Computer lab)
- Advising
- Counseling
- Tutoring (weekend availability)
- Career Services



D I V I S I O N   O F   E N R O L L M E N T   M A N A G E M E N T



**Proven Services. Extraordinary Support.**