**Team Time #3: Cadre 1+**

**Onboarding Reimagined: What is the onboarding experience for our students?**

Take the first 15 minutes to share learnings from the concurrent session.

Disaggregating data on program enrollments and completions is an important starting point for working toward equitable representation, but in many ways the more challenging task is examining and redesigning practices through an equity lens. To do so, as scholars at the University of Southern California’s Center for Urban Education argue, requires “equity-mindedness” among college practitioners. Equity-minded practitioners not only examine disaggregated data, but also critically reflect upon and address individual and institutional practices that lead to inequitable student outcomes. (CCRC, 2021)

Now that we have gained insight into programs enrollments and completions as well as programs that lead to high opportunity in prospects for employment and earnings, we want to explore the onboarding processes.

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| **Question** | **Answer** |
| What processes do we use to examine student enrollment by program? |  |
| What percentage of students make program choices by the end of the first semester? Are there inequities by race/ethnicity or gender among students who choose a program early? |  |
| What supports are currently in place to help students explore career and program options and interests, gain experiences in a program of interest, and develop academic and career plans? How do we institutionalize these supports to ensure that they are available to all students and not a select few? |  |
| What is the onboarding experience for students entering through high school? AEL? Continuing Education? Dual Credit? |  |
| What college onboarding practices might perpetuate inequitable representation across programs? What is needed to work toward equitable representation? |  |
| How could we better understand the student onboarding experience of exploring and selecting a program of study? For example, have we run focus groups with current and former students to understand the barriers or challenges to onboarding? Do these focus groups include diverse representation of AEL, Continuing Education, Dual Credit, and traditional entry students? |  |

Please upload your completed team time document to the [Document Center on the Event Page](https://tacc.org/tsc/events/texas-pathways-institute-4-onboarding-reimagined) using the file name: [Your college name]\_TPI4 Team Time 3.docx