

“Not Playing Checkers”

**Keith Curry, Ed.D.
President/CEO, Compton College**

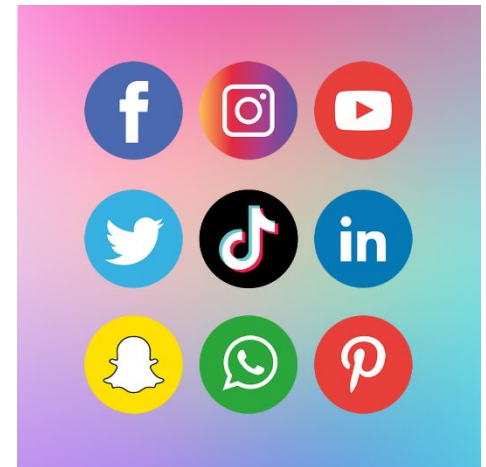
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Keith Curry, Ed.D.

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EQUITY AVENGERS

#EQUITYAVENGERS

#EquityChat

Every Wednesday at 5:00 p.m. PST



**Keith
Curry**

President/CEO
Compton College



**Tammeil
Gilkerson**

President
Evergreen Valley College



**Pamela T.
Luster**

President Emeritus
San Diego Mesa College

Keith Curry, Ed.D.

- From Ball Boy to Compton Community College District CEO
- President/CEO of Compton College and Compton Community College District
- Education:
 - Doctor of Education - Educational Leadership from the University of California, Irvine
 - [The Deaccreditation of Compton Community College: An Interpretation through the Kubler-Ross Grief Construct](#)
 - Bachelor of Arts - American Studies- University of California, Santa Cruz

Unapologetic

Unapologetic is defined as:
not acknowledging or expressing regret.

We are unapologetic about our work toward student success because our position and decisions will impact students and their families for generations.

Racial Equity

The process of eliminating racial disparities and improving outcomes for everyone.

It is the intentional and continual practice of changing policies, practices, systems, and structures by prioritizing measurable change in the lives of people of color.

Source: [Race Forward](#)

Accomplishments

- Since becoming CEO in 2011, successfully solved challenges with budget shortfalls along with facilities and capital renovation needs, while building partnerships with community groups and agencies.
- Successfully obtaining accreditation for the El Camino College Compton Center, now known as Compton College, on June 7, 2017.
- Secured \$11.3 million in the 2017-2018 California State Budget to support Compton College's transition to an independent college, including FTES Protections through 2026-2027.



Accomplishments

- Positioned Compton College to participate in the Achieving the Dream 2020 cohort and secured \$112,500 from The Kresge Foundation.
- Successfully secured \$400,000 from the College Future Foundation to support Compton College's implementation of Guided Pathways, Dual Enrollment, and aligned Associate Degree for Transfer pathways in 2019-2020.

Accomplishments

- Several key renovations were completed, along with the opening of new facilities, with support from a \$100 million facilities bond approved by voters in November 2014.
- Since 2011, Compton Community College District has secured over \$250 million from facilities bonds and state funding for capital outlay projects, as well as external funding in support of student success.

Accomplishments

- Developed and revised over 200 Compton Community College District board policies, administrative regulations, and administrative procedures.
- Opened a campus health center and a food pantry in 2017.
- Helped to establish new academic programs and an Early College High School program.
- Established Dual Enrollment Partnership Agreements (AB 288) with local K-12 School Districts.

Accomplishments

- Established the College Promise program along with \$6.3 million in funding which addresses the financial needs for students who might not otherwise have the opportunity to pursue their academic goals.
- Significantly reduced the number of annual audit findings for Compton CCD.
- Secured \$80 million for Student Housing at Compton College.

First Generation Equity Practitioners: Are They Part of the Problem

1. Higher Education Professionals are generally racially illiterate.
2. Racialization - racist outcomes are produced through and by the habitual practices of faculty and others.
3. First-generation equity practitioners
4. Hiring of Faculty
5. Racialized Outcomes in Mathematics
 - Disaggregate data by race and ethnicity
6. Can Faculty Minoritized Groups Be First Generation Equity Practitioners?

First Generation Equity Practitioners: Are They Part of the Problem

We appropriate ‘first-generation,’ lifting it off students and applying it to faculty to call attention to their racial illiteracy and its detrimental consequences on their ability to educate minoritized students fairly, equitably, successfully, and with fidelity.”

“Openness to race-focused inquiry is most likely among practitioners who have the desire to do the “good” for their students (Dowd & Bensimon, 2015), as opposed to those who have a fragile professional identity and cannot believe they could be part of the problem.”

First Generation Equity Practitioners: Are They Part of the Problem

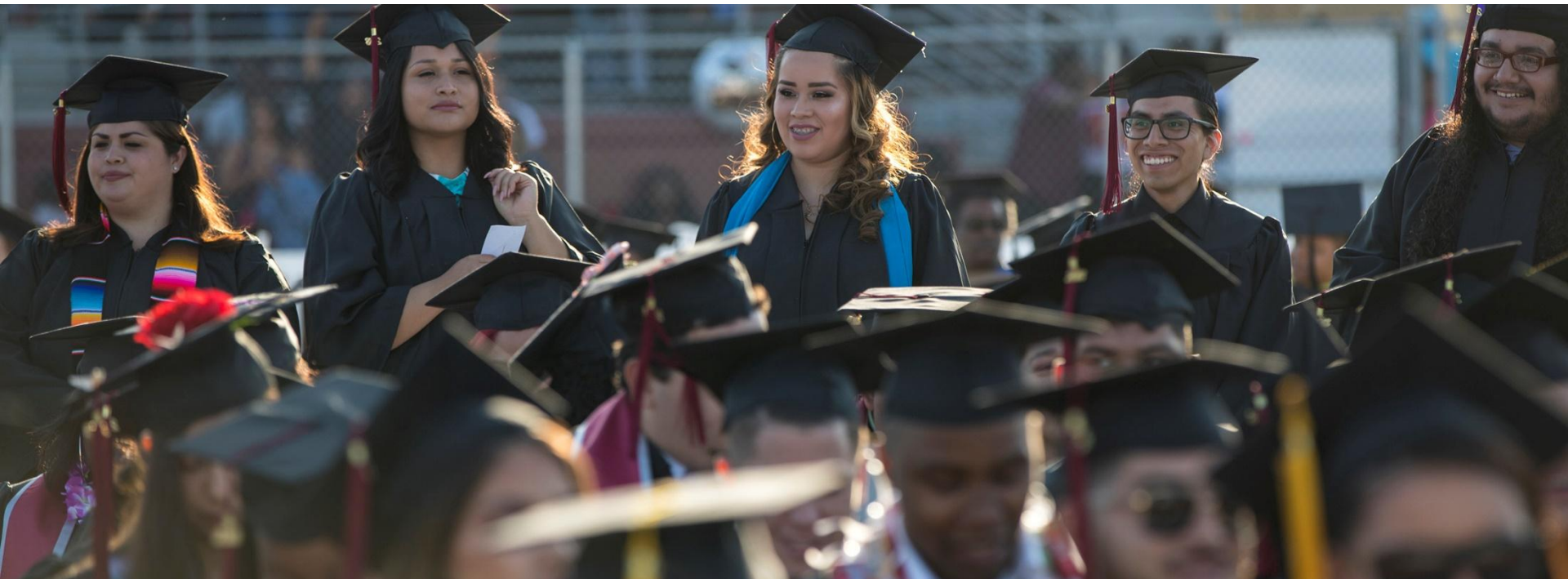
First-generation equity practitioners who acquire effective equity-minded competence seem to all share certain qualities:

- They are not intimidated by nor do they reject the idea of Whiteness as a characteristic embedded in the practices of institutions of higher education and practitioners.
- They do not claim to “not see race,” and they do not insist that they treat everyone equally.
- They invest effort in educating themselves to be aware of how racialization operates in interaction, routines, and in ostensibly neutral choices

First Generation Equity Practitioners: Are They Part of the Problem

First-generation equity practitioners who acquire effective equity-minded competence seem to all share certain qualities (Cont.):

- They advocate for responsible disaggregation of data by race and ethnicity, and they take precautions to establish conditions that will not lead to perverse outcomes.
- They can make a case for why racial equity has to be prioritized, particularly when there is a preference to focus on socioeconomic status.
- They do not accept “best practices” or “high impact practices” unconditionally because they understand that their deployment is vulnerable to Whiteness and can exacerbate racial inequity.



CALIFORNIA COMMUNITY COLLEGES' INITIATIVES



California Community College Initiatives

- Senate Bill - 1440 California Community Colleges: Student Transfer
- Senate Bill - 1456 Community colleges: Seymour-Campbell Student Success Act of 2012
- 2014-2015 Budget Trailer Bill - Student Success and Support Program: Student Equity
- Assembly Bill - 288 Public schools: College and Career Access Pathways partnerships

California Community College Initiatives

- Senate Bill – 1359 Public Postsecondary Education: Course Materials
- Assembly Bill – 2364 Public postsecondary education: community colleges: exemption from nonresident tuition
- 2016-2017 Budget Trailer Bill – Strong Workforce
- Assembly Bill – 705 Seymour-Campbell Student Success Act of 2012: matriculation: assessment

California Community College Initiatives

- Guided Pathways at California Community Colleges
- Vision for Success
- 2017-2018 Budget Trailer Bill – Student-Centered Funding Formula
- Assembly Bill – 19 California College Promise
- Assembly Bill – 30 Community colleges: College and Career Access Pathways

California Community College Initiatives

- Assembly Bill – 2 Community colleges: California College Promise
- Assembly Bill – 132 Postsecondary Education Trailer Bill
- Assembly Bill - 927 Public Postsecondary Education: Community Colleges: Statewide Baccalaureate Degree Program.
- Assembly Bill – 928 Student Transfer Achievement Reform Act of 2021: Associate Degree for Transfer Intersegmental Implementation Committee



NOT PLAYING CHECKERS

CANDY LAND

A Milton Bradley Game



Chocolate Swamp

Gloppy

STUCK ON A LICORICE SPACE
Lose one turn

Candy Castle

King Candy

Princess Frostine

Snow Flake Lake

Gramma Nutt

LOLLIPOP WOODS

STUCK ON A LICORICE SPACE
Lose one turn

Lolly

STUCK ON A LICORICE SPACE
Lose one turn

PEANUT ACRES

Licorice Forest

Lord Licorice

GUMDROP MOUNTAINS

Lolly

RAINBOW TRAIL

To the GINGERBREAD TREE

START

PEPPERMINT FOREST

Mr. Mint



Strategic Leadership

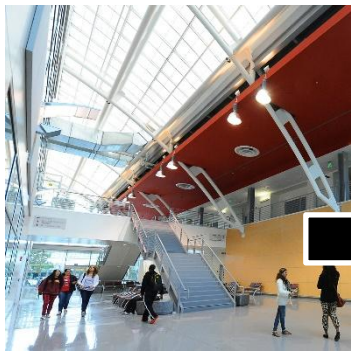
Strategic leadership happens when a leader shares a vision and goal with their team and inspires them to work together to reach it. **A strategic leader often acts as the motivating force for an organization**, letting individuals know their role in achieving the vision. This leadership style helps others have direction at all times.

Source: [What is Strategic Leadership? And What Does It Look Like?](#)

Intentional

As defined in the Webster dictionary: **intentional** means
“done by intent or design”

Compton College Completion by Design



CONNECTION
Initial Interest through
Submission of Application

ENTRY
Enrollment through
Completion of
“Gatekeeper” Courses

PROGRESS
Entry into Course of Study
through Completion of 75%
of Requirements

COMPLETION
Complete Course of Study
through Earning a Credential
with Labor Market Value

TRANSITION
Movement to Four-Year
University or to Workplace
with Living Wage

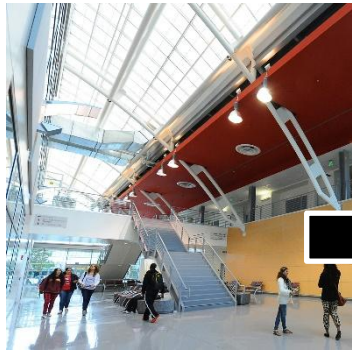
Student-Centered Funding Formula



- FTES (Overall, enhanced non-credit, Dual Enrollment)
- College Promise Grant, AB540 and PELL recipients (intent to add First Generation)
- Transfer-level math & English completion

- Associate for Transfers
- Associate Degrees
- Certificates (16+ Units)
- 9+ CTE Units Completion

- Transfer
- Regional Living Wage



CONNECTION
Initial Interest through
Submission of Application

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Enrollment through
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Equitable Student Success

- **Connection - Successful Enrollment**
 - *Increased from 34% in 2020-2021 to 45% 2021-2022*
- **Connection - Number of Dual Enrollment Students**
 - *Increased from 1,150 to 1,802 dual enrollment students from 2017-2018 to 2021-2022*
- **Entry - Completion of Transfer-Level English and Transfer-Level Math**
 - *The emphasis on AB 705 implementation has increased the percentage of new students who complete transfer-level English from 12% to 19% and transfer-level math from 4% to 12%.*
- **Progress – Course Completion**
 - *In-person course success rate increased to 81% in 2021-2022 from 73% the previous year.*
Note: Although this increase is exciting, distance education course success declined in the most recent year which is concerning especially with the increase in distance education enrollments
- **Completion – Number of Degrees Conferred**
 - *The number of awards conferred over the last three years increase from 595 to 953. When we disaggregate for Black or African American students, the number of unique students earning an award increased from 93 in 2019-2020 to 118 in 2021-2022*

2023-2024 President/CEO Priorities

1. Continue to focus on recruitment and retention efforts at Compton College.
2. Monitor the implementation of dual enrollment, ensuring students earn 12 units of college credit during their four years of high school.
3. Continue with Succession Planning - Focus on improving how we document our various processes.
4. Continue to focus on implementing Diversity, Equity, Inclusion, and Accessibility (DEIA) activities at Compton College.

2023-2024 President/CEO Priorities

5. Continue to monitor the implementation of the activities associated with the Compton College Response to the Call to Action.
6. Continue to monitor the implementation of the recommendations/activities outlined in the Compton College 2024 documents.
7. Continue to support the Foundation for the Compton CCD.
8. Continue to be more accessible to Compton College faculty, Classified staff, administrators/supervisors, students, and the community.

2023-2024 President/CEO Priorities

9. Continue to support Basic Needs Programs and Services at Compton College and explore additional options for temporary and permanent housing for Compton College students.
10. Support Professional Development opportunities for faculty, staff, and students.
11. Continue to monitor the implementation of the California Competes Connecting Workforce and Adult Education Efforts to Advance Student Success project recommendations for Compton College.

2023-2024 President/CEO Priorities

12. Continue to monitor the implementation of the Collaborative Governance Handbook.
13. Continue to monitor the state and Compton CCD budgets.
14. Monitor the completion of Compton College facilities projects

Thinking Outside the Box

- Compton College Student Resources
- Rethinking Enrollment Management
- [Memorandum of Understanding between County of Los Angeles Department of Public Social Services and Compton Community College District for Data Sharing to Increase CalFresh Participation](#)
- Compton College Guaranteed Income Program
- Respond to the Call to Action - Development of the Compton College Response to the California Community Colleges Chancellor's Office Call to Action

Thinking Outside the Box

- Compton College Summer Scholars Transfer Institute
- Compton College Student Housing - \$80,389,00
- Compton College/SEE-LA Farmers Market

New Student Services Building

The \$25.2 million facility is a one-stop hub for all student services. Grand opening was held on April 22, 2023.



Future Construction Projects

Compton College Physical Education Complex: This \$45.6 million project includes the demolition of the current gymnasium, men's shower/locker, classroom V, pool service, pool, and women's shower/locker buildings; and the construction of a new gymnasium, men's and women's locker room, faculty office space, and physical education support space. Estimated completion: Spring 2026



Future Construction Projects

On June 26, 2022, California lawmakers moved to include a student housing grant totaling \$80,389,000 in the 2022-2023 State Budget for the Compton Community College District (CCCD) to build its proposed 250-bed student housing facility on the Compton College campus. Estimated completion: Spring 2025



- The proposed Compton College student housing will be located at the northeast corner of campus.
- Amenity spaces will include study areas/lounges, and shared kitchens.
- The facility will provide three types of living configurations: 50 double-room units with access to shared bathrooms and common spaces, 50 double-suite units with bathrooms and access to common spaces, and 50 studio units for single occupants for a combined total of 250 beds.



RESOURCES



Resources

- [Compton Community College District Board of Trustees 2022-2023 Goals](#)
- [Compton College Institutional Set-Goals](#)
- [Compton College 2023-2024 Goals](#)
- [Director of Black and Males of Color Success](#)
- [PBS Hour - Fewer Black men are enrolling in community college. This state wants to change that](#)
- [Compton College/NextGen Policy Brief](#)

Resources

- [Compton College Enrollment Dashboard 2023 | Tableau Public](#)
- [Student Services | Tableau Public](#)
- [Transfers | Tableau Public](#)
- [Compton College Dual Enrollment 2017-2022 | Tableau Public](#)
- [Student Services | Tableau Public](#)
- [Completion By Design Dashboards](#)
- [Compton College President/CEO Messages](#)

Articles/Op-Ed

- When Black Learners Thrive, Our Communities Thrive
- Unapologetic Leadership for Black Learner Success
- Are You All In On Black Student Success? Or Are You Standing on the Sidelines?
- Removing Educational Barriers, Especially High Textbook Costs
- Unapologetically Fighting for Black Student Success // No. 3

Articles/OP-ED

- Unapologetically Fighting for Black Student Success // No. 2
- “Business as Usual” Keeps the Majority of Black Students from Succeeding
- Why a college president wears Chuck Taylors
- Unapologetically building opportunities for Black student success
- Unapologetic Leadership Thoughts

Thank You!

QUESTIONS?

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