# Matthew P. Ison

351 E. Madison Ave. Springfield, OH 45503

**Education** 

Ohio University
Athens, Ohio
May 2022
Society for Collegiate Leadership & Achievement

Ph.D. in Higher Education Administration

University of Wisconsin – La Crosse

La Crosse, Wisconsin

M.S.Ed. in Student Affairs Administration

May 2017

Golden Key Honor Society

Wittenberg University

Springfield, Ohio

B.A. in Philosophy with a minor in Religion

May 2010

Alpha Sigma Lambda Honor Society

Clark State Community College
Springfield, Ohio
Associate of Arts

August 2007
Phi Theta Kappa Honor Society

# **Research Interests/Specializations**

- Community College Access & Retention
- Dual Enrollment
- Higher Education Finance and Economics
- College Promise Programs
- Evidence Use in Public Policy

Email: matthew.ison@wmich.edu

Cell: (937) 925-2323

• Student Financial Aid

# **Peer-Reviewed Publications**

- Bullington, K.E., **Ison, M.P.**, Li, J., & Lopez, E. (2025). Financial considerations of vertical transfer students. Salary and student loan outcomes for bachelor's degree recipients. *Community College Journal of Research and Practice*, (19),4-5, 241-261. https://doi.org/10.1080/10668926.2024.2420905
- **Ison, M.P.** (2025). Issues of equity and access in state-designed promise programs: An analysis of free community college legislative frameworks. *Journal of Higher Education Politics and Economics*, 11(2), 32-54.https://www.ojed.org/hepe/article/view/7837/3533
- Gándara, D., Anahideh, H., **Ison, M.P.**, & Tayal, A. (2024). Inside the black box: Detecting and mitigating algorithmic bias across racial/ethnic groups in college student-success prediction. *AERA Open, 10(1), 1–15*. https://doi.org/10.1177/23328584241258741
- **Ison, M. P**. (2023). Data and research as evidence in tuition-free community college legislation. In D. A. Smith, C. M. Cain, & J. N. Friedel (Eds.), *New Directions for Community Colleges*, 203, 129–140. https://doi.org/10.1002/cc.2059
- **Ison, M.P.**, Cobb, J., Ward, M.C., & Hollback. S. (2023). FERPA and dual enrollment: Institutional practice and policy considerations. *Journal of Applied Research in the Community College*, *30*(2), 129-138. https://www.montezumapublishing.com/jarcc/issueabstracts/fall2023volume30issue2
- **Ison, M.P.** (2022). Dual enrollment, performance-based funding, and the completion agenda: An analysis of post-secondary credential outcomes of dual enrollment students by credential type. *Community College Review*, *50(1)*. 51-70. https://doi.org/10.1177/00915521211047673

- **Ison, M.P**. (2022). The viability of tuition-free community college. *Educational Policy*, *36*(5), 1054-1077. https://doi.org/10.1177/0895904820951119
- **Ison, M.P.**, Cicchetti, E., Tolle, M., & Hernandez, T. (2022). One college program, seventy different campuses: Dual enrollment, community colleges, and the unique challenges faced during the COVID-19 pandemic. *Community College Journal of Research and Practice*, 46(1-2), 85-92. https://doi.org/10.1080/10668926.2021.1974604
- **Ison, M.P.** (2021). Unpaid tuition balances at community colleges: An exploratory analysis of delinquent tuition debt on graduation. *Journal of College Student Retention: Research, Theory & Practice*, 25(4). 955-978. https://doi-org/10.1177/15210251211038733
- **Ison, M. P.**, & Nguyen, D. J. (2021). The opportunities and challenges for community college faculty teaching dual enrollment programs. *New Directions for Community Colleges*, *195*, 119-128. https://doi.org/10.1002/cc.20471

### Working Manuscripts or Manuscripts Under Review

**Ison, M.P.** Neoliberal discourse in the free-college movement: Understanding the role of private sector actors in state-level tuition-free legislation. *Education Policy*.

#### **Ongoing Research**

- Hartman, C., **Ison**, **M.P.**, & Schmitz, C. Interrogating religious observance and accommodation policies within a community college context. A critical policy analysis.
- **Ison, M.P.** & Raimondi, T. Community college executives as policy actors for tuition-free community college.
- **Ison, M.P.**, Cicchetti, E., Tolle, M., & Hernandez, T. Moving beyond the bifurcation: The transition of dual enrollment students into college.
- Schneider, C. & Ison, M.P. Faculty perceptions of audio recordings for disability accommodations.
- Miller, A., Henry, C.M., & **Ison**, **M.P.** Exploring the impact of student loan debt on post-college transitions and perceptions using NSSE survey data.
- **Ison. M.P.** What's in a 'community'? How public two-year colleges are removing 'community from their organizational titles

# **Non-Refereed Publications**

#### **Internal Institutional Reports**

- **Ison, M.P.**, Andrews, E., & Jaeger, A.J. (2024). *Policy review: Southeastern Community College*. North Carolina State University, College of Education, Belk Center for Community College Leadership and Research.
- Hartman, C., Nugyen, D.J., **Ison, M.P.**, & Jaeger, A.J. (2024). *Policy review: Pitt Community College*. North Carolina State University, College of Education, Belk Center for Community College Leadership and Research.
- Hartman, C., Nugyen, D.J., **Ison, M.P.**, & Jaeger, A.J. (2024). *Policy review: Durham Technical Community College*. North Carolina State University, College of Education, Belk Center for Community College Leadership and Research.

- **Ison, M.P.** & Jaeger, A.J. (2024). *Policy review: Edgecombe Community College*. North Carolina State University, College of Education, Belk Center for Community College Leadership and Research.
- Hartman, C., **Ison, M.P.**, & Jaeger, A.J. (2023). *Policy review: Vance-Granville Community College*. North Carolina State University, College of Education, Belk Center for Community College Leadership and Research.
- **Ison, M.P.**, Hartman, C., Deal, S., & Jaeger, A.J. (2023). *Policy review: Haywood Community College*. North Carolina State University, College of Education, Belk Center for Community College Leadership and Research.
- **Ison, M.P.**, Hartman, C., Deal, S., & Jaeger, A.J. (2023). *Policy review: McDowell Tech Community College*. North Carolina State University, College of Education, Belk Center for Community College Leadership and Research.
- **Ison, M.P.**, Heiser, C., & Jaeger, A.J. (2023). *Policy review: Davidson-Davies Community College*. North Carolina State University, College of Education, Belk Center for Community College Leadership and Research.
- Ohio University Division of Diversity and Inclusion (2022). *Ohio University campus climate for diversity survey: Students, faculty, & staff.* \*Coauthor of report

# **Conference Presentations**

### Peer-Reviewed Paper Presentations

- **Ison, M.P.** & Jaeger, A.J. (2024, October). *Investigating community college policies for the advancement of institutional and statewide equity*. Paper presented at the Mid-Western Educational Research Association (MWERA) Annual Conference. Cincinnati, OH.
- Bullington, K.E., **Ison, M.P.**, Li, J., & Lopez, E. (2024, April). *Financial Considerations of Vertical Transfer Students: Salary and Student Loan Outcomes for Bachelor's Degree Recipients*. Paper selected for presentation at the Council for the Study of Community Colleges (CSCC) Annual Conference. Pittsburgh, PA.
- Bullington, K.E., **Ison, M.P.**, Li, J., & Lopez, E. (2023, October). *Do community college students save money? An opportunity cost analysis between loans and salary*. Paper presented at the Mid-Western Educational Research Association (MWERA) Annual Conference. Cincinnati, OH.
- **Ison, M.P.**, Ward, M., Cobb, J., & Hollback, S. (2023, April). *Dual enrollment and the Family Educational Rights and Privacy Act (FERPA) regulations: Guidance for the community college context.* Paper selected for presentation at the Council for the Study of Community Colleges (CSCC) Annual Conference. Chicago, IL.
- **Ison, M.P.** (2022, October). *Graduate education outcomes of bachelor's degree recipients who attended a community college.* Paper selected for presentation at the Association for the Study of Higher Education (ASHE) Annual Conference. Las Vegas, NV.
- **Ison, M.P** (2022, April). *Data and research as evidence in tuition-free community college legislation*. Paper selected for presentation at the American Education Research Association (AERA) Annual Conference. San Diego, CA.
- **Ison, M.P** (2022, April). *Neoliberal discourse in the free-college movement: Private sector priorities in tuition-free legislation*. Paper selected for presentation at the American Education Research Association (AERA) Annual Conference. San Diego, CA.

- **Ison, M.P.** (2022, April). *Issues of equity and access in state-designed promise programs: An analysis of free community college legislative frameworks.* Paper selected for presentation at the Council for the Study of Community Colleges (CSCC) Annual Conference. Tempe, AZ.
- **Ison, M.P.** (2022 April). Student loan and salary outcomes for bachelor's degree recipients who began at a community college. Paper selected for presentation at the Council for the Study of Community Colleges (CSCC) Annual Conference. Tempe, AZ
- **Ison, M.P.** (2021, October). *Does everyone go to college? A critical policy analysis of tuition-free college legislation.* Paper selected for presentation at Association for the Study of Higher Education (ASHE) Annual Conference. Virtual.
- **Ison, M.P.** & Raimondi, T. (2021, October). *Community college executives' perspectives of tuition-free community college: A phenomenological analysis*. Paper presented at the Mid-Western Educational Research Association (MWERA) Annual Conference. Cincinnati, OH.
- **Ison, M.P.** (2021, October). *Does everyone go to college? A critical policy analysis of tuition-free college legislation.* Paper presented at the Mid-Western Educational Research Association (MWERA) Annual Conference. Cincinnati, OH.
- **Ison, M.P.** (2021, April). *Unpaid tuition balances at community colleges: An exploratory analysis of state debt collection on graduation*. Paper selected for presentation at the American Education Research Association (AERA) Annual Conference. Virtual.
- **Ison, M.P.** (2021, April). Dual Enrollment, performance-based funding, and the completion agenda: An analysis of post-secondary credential outcomes of dual enrollment students by credential type. Paper selected for presentation at the Council for the Study of Community Colleges (CSCC) Annual Conference. Virtual.
- **Ison, M.P.** (2021, April). *Unpaid tuition balances at community colleges: An exploratory analysis of state debt collection on graduation.* Paper selected for presentation at the Council for the Study of Community Colleges (CSCC) Annual Conference. Virtual.
- **Ison, M.P.** (2020, April). *Dual enrollment and the completion agenda*. Paper selected for presentation at the Council for the Study of Community Colleges (CSCC) Annual Conference. Tempe, AZ. \*Conference canceled due to COVID-19 pandemic
- **Ison, M.P**. (2019, October). *Dual enrollment and the completion agenda*. Paper presented at the Mid-Western Educational Research Association (MWERA) Annual Conference. Cincinnati, OH.

# **Symposiums**

- Jaeger, A.J., Ison, M.P., Hartman, C., & Nguyen, D.J. (2024, April). Investigating Community College Policies for the Advancement of Institutional and Statewide Equity: Lessons Learned from North Carolina. Symposium selected for presentation at the Council for the Study of Community Colleges (CSCC) Annual Conference. Pittsburgh, PA.
- Stroup, N., Bullington, K.E., **Ison, M.P.**, Li, J., & Lopez, E. (2024, April). *Collaborative scholar-practitioner efforts to use NCES data for higher education research*. Paper selected for presentation at the American Education Research Association (AERA) Annual Conference. Philadelphia, PA.

#### Professional Organization Presentations

**Ison, M.P.** (2021, October). *Community colleges and dual enrollment: Moving from credits to credentials.* National Alliance of Concurrent Enrollment Partnerships (NACEP). Virtual.

**Ison, M.P.** & Nguyen, D.J. (2020, October). *Community colleges and dual enrollment: Guidance for Teaching and Learning*. National Alliance of Concurrent Enrollment Partnerships (NACEP) Connect 2020 Digital Forum. Virtual.

# **Teaching and Instruction**

# Instructor of Record

EDID O		_	
EDLD – Organizational Cl Western Michigan University	Fall 2025	Ph.D. Students	Virtual - Synchronous
HECA 575 Dublic Dollow	Ctudios in Highay Educatio		
HESA 575 – Public Policy Northern Illinois University	Studies in Figure Education Spring 2023; Fall 2023; Spring 2024; Spring 2025	Ed.D. Students	In-Person and Virtual Asynchronous; Executive Cohort
HESA 700 –Analysis of High		Using Qualitative Techni	
Northern Illinois University	Fall 2022	Ed.D. Students	Virtual Asynchronous; Executive Cohort
HESA 702 – Philosophy of	Postsecondary Education		
Northern Illinois University	Fall 2023; Fall 2024	Ed.D. Students	In-Person and Virtual Asynchronous; Executive Cohort
HESA 710 – Evaluating Hi			
Northern Illinois University	Summer 2023	Ed.D. Students	Virtual Synchronous and Asynchronous
HESA 720 – Review of Res	search in Higher Education		
Northern Illinois University	Fall 2023; Spring 2025	Ed.D. Students	Virtual Asynchronous; Executive Cohort
HESA 751 – Community C	'allege Students		
Northern Illinois University	Summer 2024	Ed.D. Students	Virtual with a week- long residency
HESA 757 –Analysis of High	pher Education Outcomes l	Using Quantitative Tech	niques
Northern Illinois University	Fall 2022; Spring 2024	Ed.D. Students	In-person and Virtual Asynchronous; Executive Cohort
HESA 770 – Administratio	on of Higher Education		
Northern Illinois University	Spring 2023; Spring 2024	Ed.D. Students	In-Person and Virtual Asynchronous; Executive Cohort
HESA 771 – Legal Aspects	in Higher Education		
Northern Illinois University	Spring 2024; Fall 2024	Ed.D. Students	Virtual Asynchronous; Executive Cohort
HESA 722 – Financing of I	Higher Education		
Northern Illinois University	Spring 2023; Fall 2023; Spring 2025	Ed.D. Students	In-Person and Virtual Asynchronous; Executive Cohort
PGR 1210 – Stress Management			
Clark State Community College	Spring 2014; Fall 2014	Undergraduate Students	In-Person

### **Teaching Assistant**

## EDHE 7850 - Organization and Governance in Higher Education

Ohio University Summer 2020 Master's and Doctoral Virtual asynchronous

Students

#### **Guest Lecturer**

EPPL 601 – Educational Policy: Development and Analysis

William and Mary Fall 2023 Ph.D. Students Virtual Synchronous

University

**HEA 9260 – The Community College** 

Wright State Fall 2018, Fall 2019, Master's Students In-Person; Virtual

University Fall 2020, Fall 2021 Synchronous

# **Dissertation Service**

#### Committee Member

Keith Barns (Ed.D.)	2024
Jamie Budziak (Ed.D.)	2024
Terrica Huntley (Ed.D.)	2024
Shari Ruehling (Ed.D.)	2024
Lori Rafaj (Ed.D.)	2025

# **Professional Associations and Affiliations**

Council for the Study of Community Colleges (CSCC)

**American Education Research Association (AERA)** 

Association for the Study of Higher Education (ASHE)

**Mid-Western Educational Research Association (MWERA)** 

National Alliance of Concurrent Enrollment Partnerships (NACEP) - previous

Ohio Association for College Admissions Counseling (OACAC) - previous

## **Editorial Work**

#### **Associate Editor**

Journal of Student Affairs Research and Practice March 2024 to Present

#### Ad Hoc Journal Reviewer

Education Evaluation and Policy Analysis	June 2024 to Present
Journal of Applied Research in the Community College	January 2024 to Present
Research in Higher Education	October 2023 to Present
Teachers College Record	January 2023 to Present
Educational Researcher	May 2022 to Present
Community College Journal of Research and Practice	April 2022 to Present
Community College Review	January 2022 to Present
Journal of College Student Retention: Research, Theory & Practice	October 2021 to Present

# **Professional Service**

Program Chair - Division J

Mid-Western Educational Research Association (MWERA) November 2024 – November 2025

# **Conference Proposal Reviewer**

Council for the Study of Community Colleges (CSCC)	April 2021 – April 2024
Mid-Western Educational Research Association (MWERA)	October 2021 – October 2024
Association for the Study of Higher Education (ASHE)	November 2023

#### **Conference Session Discussant**

Mid-Western Educational Research Association (MWERA) October 2022 - October 2024

#### **Conference Session Chair**

Association for the Study of Higher Education (ASHE)	November 2023
American Education Research Association (AERA)	April 2022
Mid-Western Educational Research Association (MWERA)	October 2021

# **Awards and Recognitions**

American Education Research Association (AERA)	April 2025
Palmer O. Johson Memorial Award	_

Recipent

Council for the Study of Community Colleges (CSCC)

April 2022

**Graduate Student Travel Fund Award - \$200** 

Recipient

Ohio University April 2021

**Bill Butler Award for Outstanding Doctoral Student (Higher Education)** 

Recipient

Ohio University April 2019

Fructus Cycle Scholarship - \$1200

Recipient

University of Wisconsin – La Crosse May 2017

College of Arts, Social Sciences, & Humanities Outstanding Master's Student

Nominee

# **Research Grants and External Funding**

Paul P. Fiddler Research Grant	2022-2023
"Moving beyond the bifurcation: The transition of dual enrollment students	\$5,000
into college" - UNFUNDED	

National Academy of Education (NAEd)/Spencer Dissertation Fellowship Program	2021-2022
"Does Everyone Go to College? A Critical Policy Analysis of State Proposed and	\$27,500
Enacted Tuition-Free Legislation" – <u>UNFUNDED</u>	

# **Higher Education Professional Employment/Appointments**

North Carolina State University – Belk Center for Community College Leadership and Research Raliegh, NC 27603

Research Affiliate January 2023 - Present

 Contracted to engage in several institutional policy audit projects, as well as research and policy briefs.

## **Northern Illinois University**

DeKalb, IL 60115

Coordinator – Community College Leadership Program (CCLP)

**August 2024 – May 2025** 

 Provide administrative support for the Community College Leadership Program, a doctoral program offered online with a week-long, yearly program held at the Naperville Northern Illinois University campus.

Instructor August 2022 - Present

- Taught classes for two Ed.D. programs: the online Community College Leadership program and the Higher Education Administration weekend cohort. Weekend cohort classes are offered on Saturdays from 9:00 am to 5:00 pm in addition to supplemental online work.
- Utilized Blackboard for online learning management system. Uploaded course materials and organized course shells.
- Designed Public Policy Studies in Higher Education curriculum and co-designed Qualitative Research Methods and Financing Higher Education curriculum.

#### **Ohio University**

Athens, OH 45701

#### Fixed Term: Assessment Assistant

**January 2022 - May 2022** 

- Conducted various analyses of campus climate survey data collected by the Division of Diversity and Inclusion during the spring 2022 semester.
- Coded survey data and produced descriptive statistics on survey responses by affinity groups using SPSS statistical software.
- Conducted factor analysis on survey responses and performed various ANOVAs and T-Tests to compare differences amongst affinity groups.
- Co-authored internal report on findings and recommendations.

#### **Sinclair Community College**

Dayton, OH 45402

#### Assistant Director, College Credit Plus

#### August 2018 – December 2021

- Provided leadership and support to the College Credit Plus (CCP) department, a state-wide, dual enrollment program that allows high school students to take college-level courses at no cost to the students. Sinclair's program currently serves more than 8,000 students annually and has grown by more than 25% since August 2018.
- Supervised five full-time professionals who manage a geographical territory of high school partners.
   Provided leadership and guidance to the team as they provided front-line service to students, families, teachers, and administrators at partner high schools.
- Collaborated with academic deans and department chairs to develop academic pathways that allow high school students to complete post-secondary credentials prior to high school graduation.
- Created and monitored reports and processes to comply with state regulations surrounding eligible students, eligible courses, and eligible credit hours.

#### **Clark State Community College**

Springfield, OH 45505

### Manager - Clark State Scholars Programs

**August 2016 – July 2018** 

- Directed all academic, administrative, and financial aspects of the Champion City Scholars Program, which selects 40 high-risk students from the Springfield City School District during their 8<sup>th</sup> grade year to receive up to three years of free tuition and books at Clark State Community College upon high school graduation.
- Implemented and designed college readiness activities, such as application presentations, FAFSA workshops, and college visits, for Champion City Scholars during their high school career.
- Managed an operating budget of over \$100,000 dollars per academic year and coordinated with the Clark State Foundation to manage program-specific endowments.

## Academic Advisor

# **January 2015 – August 2016**

 Responsible for academic advising for various student populations including: continuing and returning students, scholarship students, students on academic probation, and various pre-college student populations.

- Responsible for advising all veteran students regarding their academic progress and VA benefits.
- Made over 1,200 different student contacts with over 800 different students during one academic vear.

# **Admissions Specialist**

#### **August 2012 – January 2015**

- Assisted prospective students through the higher education admissions process; steps including: application, placement test, financial aid, and enrollment.
- Assisted in managing a 70% enrollment growth for recruitment territory over a one-year period.

#### **Urbana University**

Urbana, Ohio 43078

### **Admissions Counselor**

### **January 2011 – August 2012**

- Assisted high school seniors through the higher education admissions process; steps including: inquiry, application, financial aid, and enrollment.
- Successfully visited over 85 high schools in conjunction with the Ohio Association of College Admissions Counseling (OACAC) college fair calendar during fall travel season.
- Recruitment territory saw an 18% increase in matriculation during one recruitment cycle.

# **Institutional Service**

# **Northern Illinois University**

DeKalb, IL 60115

# Teaching Professor Committee

May 2024 - August 2024

- The committee was tasked with considering the creation of a professor of practice position within the institution.
- Collected and analyzed data on the use of instructors throughout the university. Crafted various policies and procedures around how the institution operationalizes its role.

# **Clark State Community College**

Springfield, OH 45505

### Co-Chair of Employee Relations Committee

**July 2016 – June 2017** 

- Appointed by the staff senate to address staff hiring, benefits, and working condition issues and report out through the college's shared governance structure.
- Crated and proposed policies and procedures for the implementation of a college-wide Sick Bank.

### President of Staff Senate

**November 2014 – June 2016** 

- Elected from amongst the staff to help raise staff issues to the college's executive cabinet.
- Worked collaboratively with staff to implement the college's shared governance structure.
- Attended monthly board meetings to report on staff issues and project updates.
- Held campus-wide town-hall meetings on House Bill 48 and concealed carry on college campuses.

# **Trainings and Certifications**

#### **Northern Illinois University**

DeKalb, IL 60115

#### Blackboard Ultra Transition

October 2023 – December 2023

Utilizing best practices when designing online course materials in Blackboard Ultra

#### **Association for Institutional Research (AIR)**

Tallahassee, FL 32303

#### NCES Data Institute

**January 2023 – June 2023** 

 Intensive introduction to National Center for Education Statistics (NCES) datasets and research methodologies

#### **Northern Illinois University**

#### Inclusive Teaching for Equitable Learning

#### September 2022 – November 2022

 Identifying unconscious bias within pedagogy and curriculum development along with strategies to mitigate and eliminate these biases

### **University of South Florida**

Tampa, FL 33620 (Online)

#### Diversity, Equity, and Inclusion in the Workplace

March 2021 - May 2021

- 14-hour course over 7 weeks
- 1.4 Continuing Education Units

# **Sinclair Community College**

Dayton, OH 45402

#### Foundational Leadership

April 2019 - May 2019

- 15-hour training over five days
- Focus on techniques and philosophies of various coaching strategies.

# **Clark State Community College**

Springfield, OH 45505

# Supervisor Training

February 2017

- 24-hour training over 3 days
- 2 Continuing Education Units

# QPR Suicide Prevention Training

December 2016

2-hour training

### LGBTQ Ally Training

November 2016

3-hour training provided by Wright State University in Dayton, OH

# **Media Mentions and Participation**

Ordway, D.M. (2025, July 15). Community college transfer processes often discourage students from entering bachelor's degrees, research shows. *The Journalist's Resource*. <a href="https://journalistsresource.org/education/community-college-transfer-bachelors-degree-barriers-research/">https://journalistsresource.org/education/community-college-transfer-bachelors-degree-barriers-research/</a>

Ison. M.P. (2024, September 18). FERPA and dual enrollment: Institutional practice and policy considerations. [webinar]. National Alliance of Concurrent Enrollment Partnerships (NACEP). <a href="https://www.nacep.org/events/ferpa-and-dual-enrollment-institutional-practice-and-policy-considerations/">https://www.nacep.org/events/ferpa-and-dual-enrollment-institutional-practice-and-policy-considerations/</a>

Institute for Higher Education Policy (IHEP). (2024, September 13). How can colleges use predictive algorithms equitably? A conversation with Dr. Denisa Gándara. <a href="https://www.ihep.org/dr-gandara-on-predictive-algorithms-and-equity-in-higher-ed/">https://www.ihep.org/dr-gandara-on-predictive-algorithms-and-equity-in-higher-ed/</a>

Mowreader, A. (2024, July 19). Report: predictive models may have bias against Black and Hispanic learners. *Inside Higher Ed*. <a href="https://www.insidehighered.com/news/student-success/academic-life/2024/07/19/predictive-models-higher-ed-disadvantage-some">https://www.insidehighered.com/news/student-success/academic-life/2024/07/19/predictive-models-higher-ed-disadvantage-some</a>

Herder, L. (2024, July 15). Algorithmic bias continues to negatively impact minoritized students. *Diverse Issues in Higher Education*. <a href="https://www.diverseeducation.com/reports-data/article/15679597/algorithmic-bias-continues-to-impact-minoritized-students?utm\_campaign=reports-data&utm\_medium=social&utm\_source=twitter">https://www.diverseeducation.com/reports-data/article/15679597/algorithmic-bias-continues-to-impact-minoritized-students?utm\_campaign=reports-data&utm\_medium=social&utm\_source=twitter</a>

- Dutton, C. (2024, July 11). Are colleges' predictive analytics biased against Black and Hispanic students? *The Chronicle of Higher Education*. <a href="https://www.chronicle.com/article/are-colleges-predictive-analytics-biased-against-black-and-hispanic-students">https://www.chronicle.com/article/are-colleges-predictive-analytics-biased-against-black-and-hispanic-students</a>
- Steiger, J. & Fink, J. (n.d.). FERPA and dual enrollment: Institutional practice and policy considerations. Research Spotlight. *The National Alliance of Concurrent Enrollment Partnerships (NACEP)*. <a href="https://www.nacep.org/resource-center/ferpa-and-dual-enrollment-institutional-practice-and-policy-considerations/">https://www.nacep.org/resource-center/ferpa-and-dual-enrollment-institutional-practice-and-policy-considerations/</a>
- Fain, P. (2022, January 6). A lost generation. *The Job Open Campus Newsletter*. https://www.opencampusmedia.org/2022/01/06/a-lost-generation/
- Kineke, L. (2017, June 25). Beyond tolerance. *CBS News*. <a href="https://www.cbsnews.com/video/beyond-tolerance-1/#x">https://www.cbsnews.com/video/beyond-tolerance-1/#x</a>