

# CULTIVATING A TRANSFER RECEPTIVE CULTURE: HIGHLIGHTING THE EXPERIENCES OF TRANSFER STUDENTS OF COLOR (TSOC)

A transfer receptive culture recognizes the importance of the receiving institution's commitment to supporting students of color to successfully transfer and adjust to the four-year baccalaureate granting institution (Jain et al., 2011).

## THE STUDY:

Through 268 surveys and 4 focus groups with 20 UCSC TSOC, we learned about the:

- Nuances of TSOC's academic pathways.
- Intersectional lived experiences of TSOC.
- Practices, attitudes, and policies that contribute to or inhibit a transfer receptive culture.
- Relationships TSOC develop with staff, faculty, and peers.

## WHAT ROLE DO RELATIONSHIPS WITH FACULTY, PEERS, AND STAFF HAVE ON TSOC ACADEMIC EXPERIENCES?

### Relationships for Transfer Receptivity

TSOC expressed the importance of the relationships they built with peers, faculty, staff, and family members in order to navigate the transfer culture at UCSC. Established institutional support systems to build relationships with other students were crucial for students.



**"I am very grateful to have found friends at UCSC and, most importantly...we have the same similarities that we came from community college and we realize how hard it is to transfer and, like the new environment so we're all helping each other to overcome that and become used to this new system here at UCSC."**

## TSOC CULTURAL KNOWLEDGE & STRENGTHS



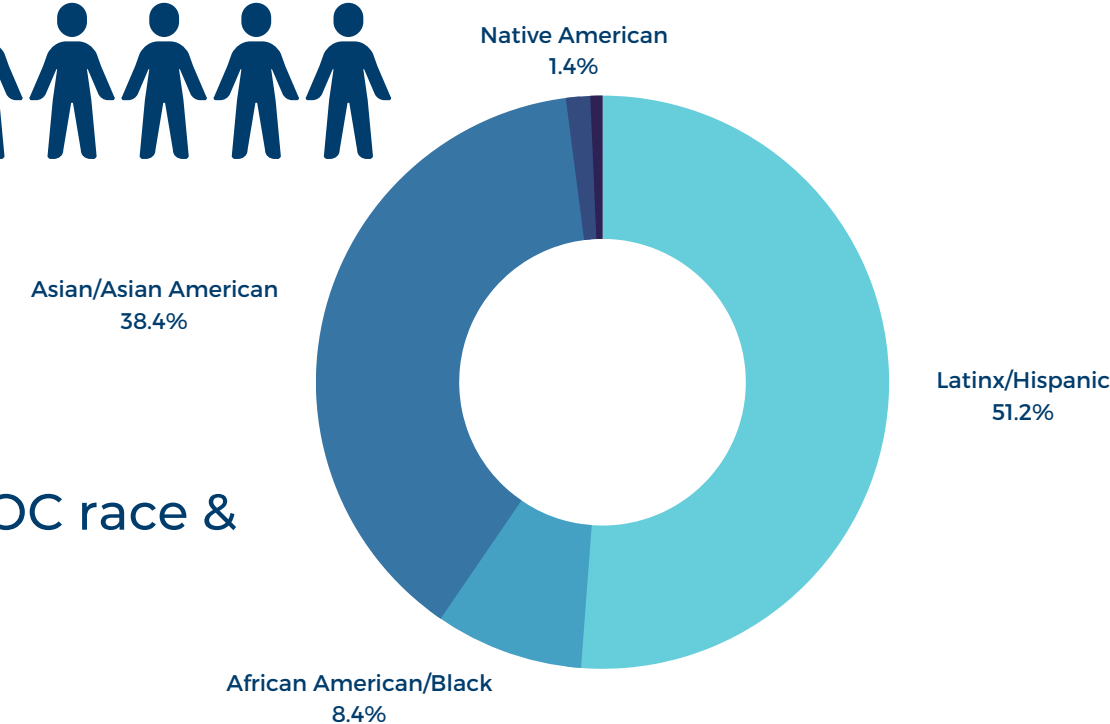
TSOC bring many strengths and knowledge systems with them to the university. They use these assets to navigate the institution and aspire for a better collective future not only for themselves but also for their families.



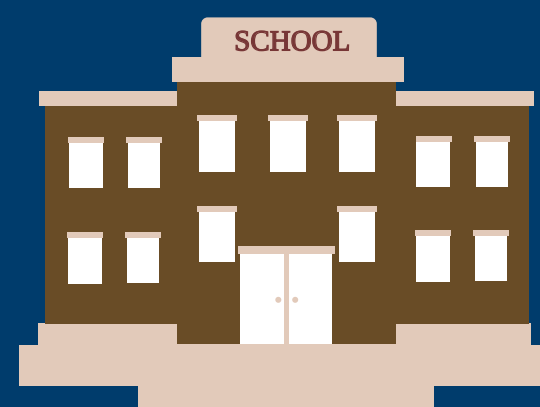
20.5% of undergraduate students are transfer students



2021 Breakdown of TSOC race & ethnicity breakdown



## HOW DO TSOC DESCRIBE AND NAVIGATE THE INSTITUTIONAL TRANSFER LANDSCAPE?



### Structures creating isolating experiences

Sometimes TSOC experience unwelcoming and inaccessible university environments, making them feel isolated and like imposters.

### Transfer Receptive Paradox

TSOC must navigate contradictory assumptions and uninformed demands placed on them due to the limited knowledge the university community has about the transfer experience.



### Institutional Incongruence of Diversity Initiatives

There is a mismatch between the campus' stated commitment to diverse and inclusive practices and the actual enactment and effectiveness of these practices.

## RECOMMENDATIONS FOR THE UNIVERSITY:

- Promote a transfer mindset through professional development opportunities for faculty, staff and administrators.
- Elevate transfer student issues into university strategic plans.
- Initiate, sustain and/or strengthen partnership programs with local community colleges.
- Remove barriers for engagement in research, internship and graduate school preparation opportunities.
- Increase visibility and accessibility for transfer student services.