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Institutional classism in college impedes academic progress because it is associated with students feeling they are: unwelcomed and undervalued by their institution, less familiar with campus norms and resources, and experience heightened tensions between school and family.

Title: Testing the Critical Cultural Wealth Model of Career Development

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INTRODUCTION

- The critical cultural wealth model of career development (CCWM, see Figure 2) was developed to advance use of career theory with marginalized college students.
- Within the CCWM, social-emotional crossroads are positioned as a key explanatory variable (Garriott, 2019).
- Social-emotional crossroads capture tensions students may experience between their family, home, and academic communities.

METHODS

- A sample ($N = 704$) of undergraduate students at a four-year public university completed an online survey.
- The model was tested using bias-corrected bootstrapping in the PROCESS macro for SPSS.
- 10,000 bootstrap samples with 95% bias-corrected confidence intervals were requested.

RESULTS

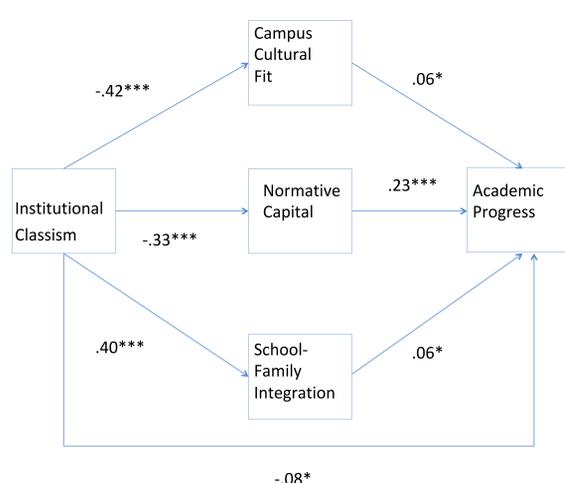
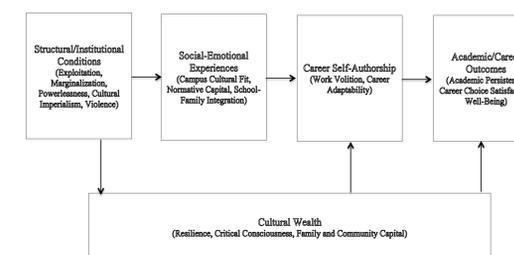


Figure 1. Results of PROCESS model.

DISCUSSION

- Results from this study support key propositions of the CCWM.
- Mediation cannot be inferred, as this study was cross-sectional.
- Students in this study all attended the same institution.

The Critical Cultural Wealth Model (Figure 2)



Variables

Institutional classism: Policies and procedures that exclude based on social class status.
Campus cultural fit: Degree to which a student feels welcomed, valued, and part of a group.
Normative capital: Perceived ability to navigate structures and norms of an institution.
School-family integration: Degree to which a student feels family and school lives are compatible.
Academic progress: Perceived progress toward academic goals.

Effect	Estimate	95% C.I.
Classism → Progress (Total indirect effect)	$b = .07$	(.02, .13)
Classism → CCF → Progress	$b = .02$	(.009, .05)
Classism → NC → Progress	$b = .07$	(.03, .12)
Classism → SFI → Progress	$b = -.02$	(-.05, -.002)



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