

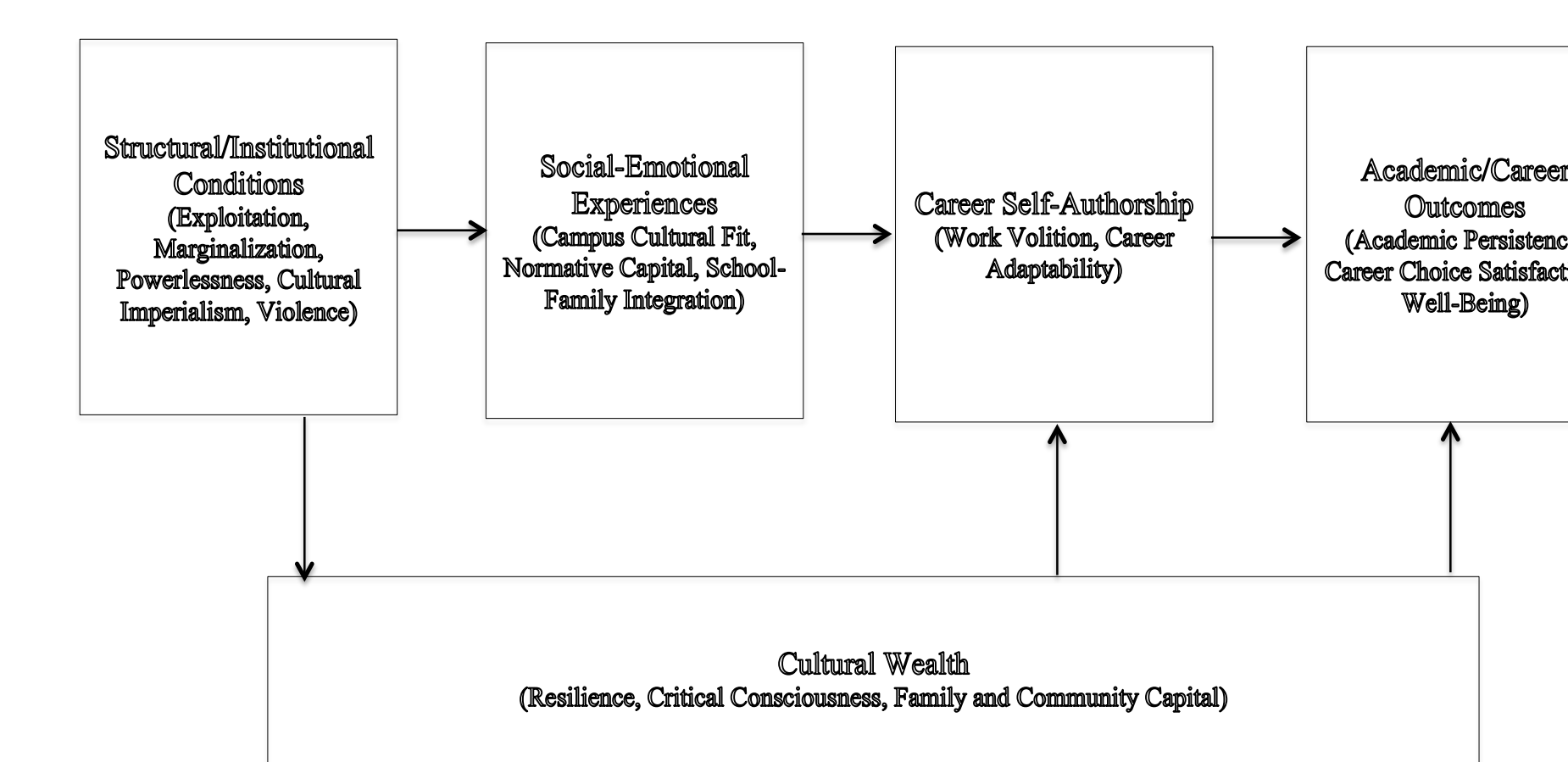
PRESENTERS: Patton O. Garriott
 Shao-Jung “Stella” Ko,
 Mackenzie Jessen, Joey Hsiao,
 Lily Clark, Anne Neuweiler

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

Patton O. Garriott, Rebecca Gaines, Shao-Jung “Stella” Ko, Jeremy Coleman, Mackenzie Jessen, Joey Hsiao, Lily Clark, Aleis Puglia, Ree Ae Jordan, Danielle Ledesma, Claire Furtado, Greg Arbogast, Anne Neuweiler, Mia Kosmiki, Carly Ball

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)



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

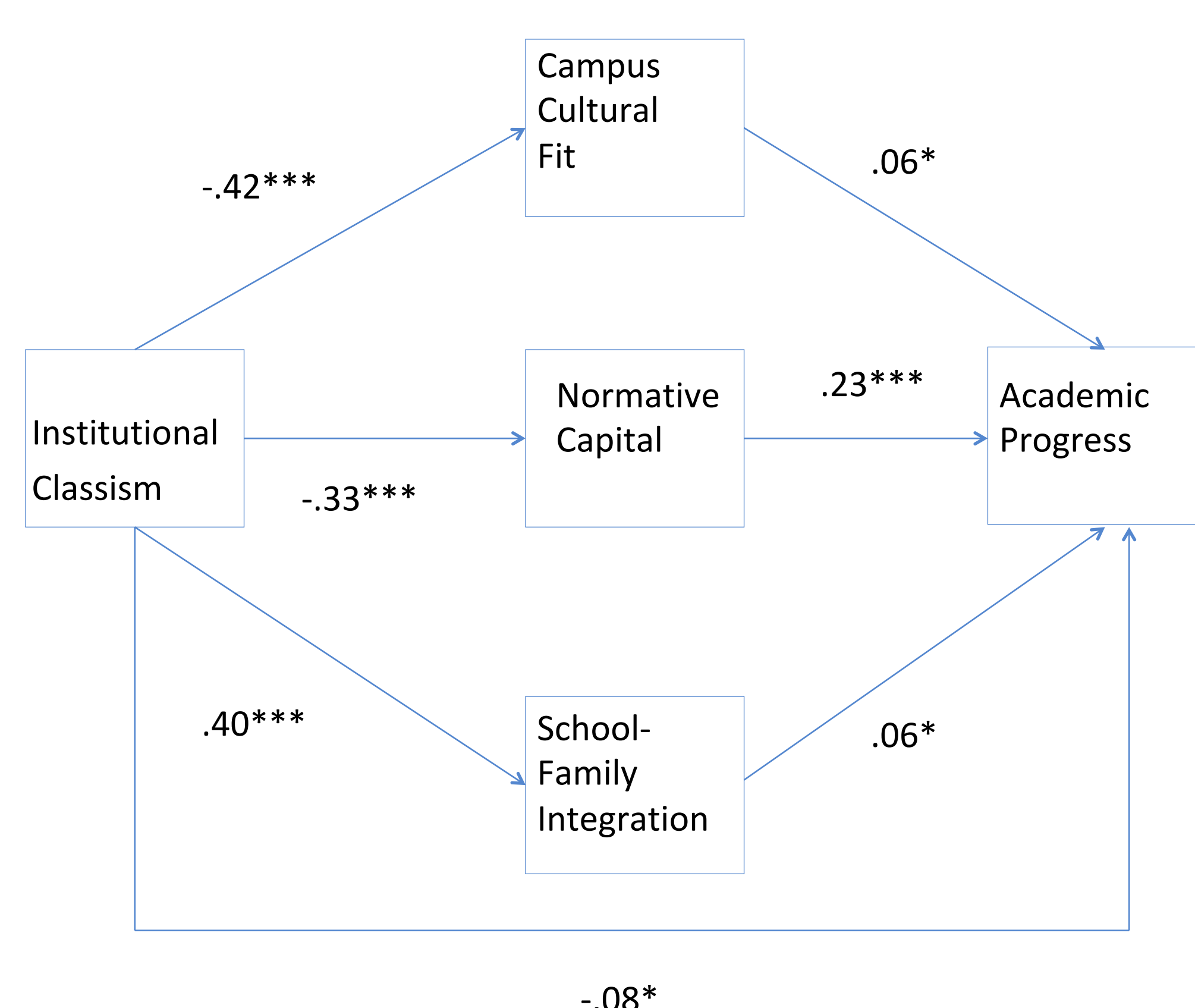
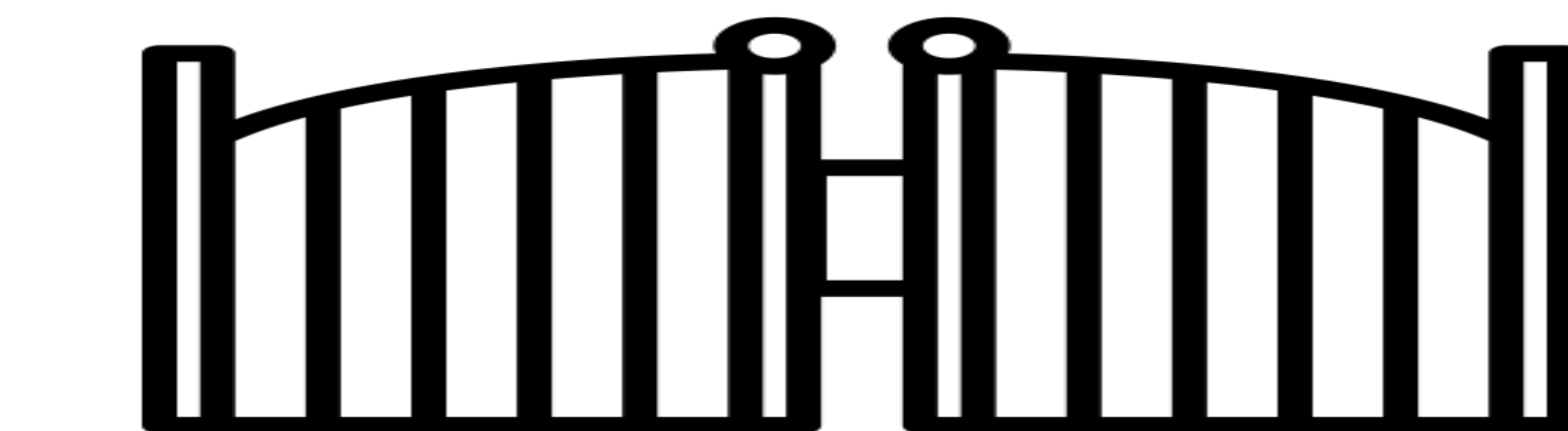


Figure 1. Results of PROCESS model.

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.



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