

## Graduation Initiative 2025 Task Force

Monday, April 13, 2023

Zoom Meeting

3:30 p.m. – 4:30 p.m.

**Present:** Debra Jackson (Chair), Deisy Mascarinas (Admin Support), Denver Fowler, Kristen Watson, Dwayne Cantrell, Luis Vega, Janine Cornelison, Monica Malhotra, Ilaria Pesco, Carson Vollmer

**Absent:** James Rodriguez, Claudia Catota, Jennifer McCune, Jonathan Young, Aaron Hegde, Markel Quarles, Elizabeth Adams, Faust Gorham

**Meeting began at 3:30 p.m.**

### Equity Gap Strategies

The student affairs team has developed strategies to drop equity gaps and they have also collected data on equity gaps. I. Pesco presented the strategies to the group which included the following:

1. **Creating employment opportunities for underrepresented minority (URM) students.** This provides students with work experience, sense of belonging and leadership skills.
  2. **Eliminate or reduce book costs for URM students.** This will be done by a campaign to get all students, when possible, to donate their books to a student in need instead of getting money for the books.
  3. **Creating a sense of belonging and implementing high-impact practices for URM housing students –** develop co-curricular activities which provide students the opportunity to develop skills such as communication, teamwork, problem-solving, time management, and life skills.
  4. **Career engagement –** facilitate career-focused programs that spotlight professionals of color.
  5. **CARE Team –** a network of campus “facilitators” comprising a designated CARE team to provide help and support for students showing signs of distress.
  6. **Hear their story** (gather qualitative data from URM population to help identify institutional and departmental strengths/weaknesses).
  7. **KEG U (2.0)-** providing an academic support program that serves as a bridge for student-athletes to access resources, while serving as liaison for specialized programs like the Student-Athlete Intervention Team (S.A.I.T.) and the guaranteed 4.0.
  8. **Runner Scholars Mentor Program –** providing consistent mentors for each student, giving a hands-on, tailored, and the immediate support to help the students with their retention and persistence.
  9. **CSUB Junior Connect Program –** faculty and staff outreaching to URM juniors and asking a series of questions to determine how the university may help in their progress towards graduation, while also identifying institutional barriers.
  10. **Student Perceptions of Institutional Support –** A Qualitative Study – interviewing students to understand persistence barriers and tailor interventions. Additionally, gather data from URM students who have persisted regarding helpful services, important connections, and other resources to understand the issue on a more holistic level.
- Dr. Fowler mentioned that the *McNair Scholars Program* is something that we should consider bringing back to our campus. A committee may need to be formed to have the reactivation of this program.
  - D. Jackson mentioned that the Graduation Action Team (GAT) has been effective at moving our graduation rates up and identifying specific students. She suggested a group like GAT and call it the Equity GAP Action Team (EGAT) where we can identify who those potential 78 URM students are and provide support. CSUB would be able to close the GAP by graduating an additional 78 URM students beyond the 566 URM students already on track.
  - D. Cantrell shared his thoughts on having an equity mindset and offer something that raises everybody up because if you increase the 78 more but then you add more Non-URM students who are increasing as well, the gap does not lessen.

- I. Pesco shared that when there are targeted programs or scholarships, they see some push back from students, but this does not stop the work that the ASI or student affairs is doing. There is push back about Prop 209, although it was never meant to deal with programs we are doing.
- C. Vollmer shared that he does not believe students are thinking about the strategies that the university is doing and that they are going to care more about what resources they need to be successful.
- D. Jackson would like to continue to have conversations around who the 78 URM students could be and find a way to support them so that we can meet our goals.
- M. Malhotra shared a dashboard on equity gaps and can filter information to get a better sense of what students we are looking for in terms of equity gaps.

### **Academic Probation Workgroup Update**

- The terminology from probation to notice was officially made on February 24, 2023.
- The goals are to edit the academic notice letters, rethink academic notice workshops, implement terminology change in forms, webpages, titles etc., review all academic notice communications, removal of academic notice on unofficial transcripts, and include student voice (ASI) in the process. The changes are expected to be implemented by Fall 2023.
- Academic notice workshops will be offered in high flex modality in the Fall 2023 term.
- They will continually analyze retention data, survey students on academic notice regarding overall experience, and post workshop surveys.
- Although the student success analytics certificate program will go away, they plan to keep the academic notice workgroup together and keep revisiting everything on a semester-by-semester basis.
- Currently there are 3-4 ASI members as part of the workgroup.
- It was suggested to offer academic notice workshops in early January (first week if possible). It may not be feasible due to processing time and only 2 advisors doing the work. This recommendation will get taken to the workgroup.

**Meeting Adjourned: 4:35 p.m.**