

GRADUATION INITIATIVE 2025 TASKFORCE

Meeting Notes

Tuesday, April 9, 2019

Administration Room 101

2:30 p.m. – 4:00 p.m.

Present:

Vikash Lakhani, David Schecter, Kathleen Knutzen, Mike Lukens, Debra Jackson, Steve Bacon, Jim Drnek, Faust Gorham, Kris Krishnan, Denise Romero, Lisa Zuzarte, Deisy Mascarinas (Admin Support).

Absent:

Debbie Boschini, Doreen Anderson-Facile, Nyakundi Michieka, Luis Vega, Liora Gubkin-Malicdem, Jaimi Paschal, Ashley Schmidt, Jennifer McCune.

Action Items:

- Markel Quarles will be invited to the next GI meeting for an update on his work concerning equity gaps.
- V. Lakhani will work with Mike (ITS) on the dashboard to add student groups to track, look at the numbers for accuracy, add the gender, race, and ethnicity information, add school and department-based filters, and the units earned.
- Add late adds and wait list to parking lot for discussion.
- V. Lakhani will look into the funding of NSSE and BCSSE.
- Identify the leads for the additional GI Taskforce sub-committees with the rest of the committee members.

Welcome

- V. Lakhani welcomes the committee as the new Chair. Thereafter, the introduction of all the new and previous committee members.

Items from the Past Meetings

- Equity Gaps data was reviewed on the last meeting in November. Sub-groups were created for Pell, URM, and Gender. V. Lakhani asks for any updates on these items.
- J. Drnek shares that he has committed to participate in the Student Success Network on the issue of equity gaps along with some of the other 23 CSU's. Specifically, they have looked into young men of color and held a system-wide symposium at CSUB with other CSU's. They are leaning towards developing mentoring programs to provide support for students.
- K. Krishnan has been working with Markel Quarles from CECE, and has created data for his mentoring programs. He can share the data with the group.
- V. Lakhani reports that when the second round of graduation initiative was started with the CSU they gave us baseline data for the campus and goals for every CSU campus gap as 0. For us, the baseline data for URM was -2% and Pell gap was 1%. The following report that was done 2 years later, showed that we had 7.8% in URM and an even larger gap for Pell.
- V. Lakhani states that when you look at the current retention rates for us it seems like the gap will continue and there is a gap in the retention rate in itself that matches the gap. The question is whether there was a discrepancy in the data.
- K. Krishnan shares that one of the things that was discovered when we cut the degrees files to submit to the Chancellors office there was a cut-off date to submit the files and there were still degrees awarded after that date. In the last few years that number has grown. V. Harper has addressed this issue with the Registrar's office so that any denials can be corrected within the time span.
 - L. Zuzarte brings up that Q2S had an impact on degree evaluation. Now that we transition to the annual catalog there will be more stability with requirements not being touched and also help with enrollment management and registrar for processing in a timely manner.
- Around early October the Chancellors office releases a progress report. When they look at the gap, they look at the 6-year graduation rate and not the 4-year graduation rate.

- D. Jackson asks about degree programs that have equity gap issues, particularly in the Science programs where the number of URM students is significantly lower and in women. At CSUB because of our population, we do a lot better in certain programs (i.e. Philosophy) than the rest of the nation; there are 50% women and over 50% URM. That will help our discipline as a whole by encouraging students of color and female students to get graduate degrees. Are we working with school-based programs to address that piece or overall grad retention rate issue all together?
 - V. Lakhani responds that it is both. This group will look into campus wide specific areas and K. Krishnan and he will be a part of each of the school-based graduation teams and they will bring this perspective to the team and the team's perspective to this group. Working with these teams will help identify certain departments and areas with challenges. It probably won't be full school based but focused more on certain departments.

Graduation Initiative Dashboard

- V. Lakhani and K. Krishnan are currently working with IT (Brian and Mike) on building a graduation initiative dashboard where we can have access to live data in terms of how its changing and how our rates are updating. The purpose of the dashboard is to support the graduation action teams and school-based teams and to help us estimate what the numbers could be, to do some interventions.
- The dashboard will provide information on the unit load and major of the student. The schools and the departments will be able to identify all the students and whether they've done a grad check, whether they've enrolled in this semester or subsequent semester.
- The dashboard has been developed in blackboard analytics and imported in Tableau and it is still in a rudimentary stage. It doesn't break it down by unit loads and majors yet. Everyone can go into Tableau and go to the graduation initiative folder and view the regular graduation retention rate.
- K. Krishnan shared the Student Statuses as of Spring 2019 data. It shows the full-time first-time freshman cohorts from Fall 2009 to Fall 2018, including the distinct count, enrolled on term (Spring 2019), graduated, discontinued students, no expected grad term and expected grad term.
- V. Lakhani points out that you can change those terms and see the enrollment patterns.
- Students who have left are not accounted for until its been a year that they've been gone. After Fall census year, they will then be considered "discontinued." Students who have been academically dismissed or withdraw themselves can get coded as "discontinued," consequently.
- D. Jackson suggested to view data by initiative cohort. For example, looking at only CA Promise students or only 15 to finish students; that way we can see if those programs are working for the students who are participating.
 - CA Promise was added to the Enrollment Reporting System (ERS) a year ago, so we don't have information in the older cohorts.
 - In Peoplesoft, the data is coded 2 ways one is the CA qualifications and the other is student groups. If a student is in CA promise they are in the qualifications page and tracking page forever but if they are in the student group and get discontinued from the program, they are pulled out of the student group because it determines their registration date. We may need to look at both data groups.
- K. Krishnan mentions that he would like feedback on the dashboard.

New EM/Admissions Process

- K. Knutzen presented a Proposed Fall 2020 Admission Timeline for Undergrad FTF and Transfers.
- Enrollment Management is working on improving the admissions process and trying to shorten the grad check exit piece. The proposed hard admission timeline will help with better processing timelines for things that have to be done over the course of the year.
- Across the CSU system most schools have firm admission dates and they close their admissions on November 30. We have kept our admissions open until March 1 and its always been a soft date. We've enrolled students a week before school starts and that has created a year-round of processing admissions. Thereafter, the grad check process and transfer evals begin and everything gets mixed up.
- The timeline will help compartmentalize the activities of enrollment management to better serve the campus.

- What is being proposed is that for the students applying for the Fall 2020 cohort is to open up admissions on October 1 and close admissions on January 6, about a month later than when the CSU's usually close admissions. The admissions will then be processed.
- We expect the intent to enroll date to be May 1 (national date). By May-June we will know the number of students that we will have for the next year and be able to provide the departments with information about the population of students.
- In our current cycle, 90% of students get their admissions processed between October and December. The remaining students come in through the course of the year and create a lot of work.
- It has been well received by many groups. To launch this timeline there is a communication plan created where we will go out to our schools in the Spring and have meetings with the school districts and counselors to make sure we are going to have a firm date for next year.
- There will be an Appeals process for students who missed the application date. There are a few exceptions including for athletes and international students to process their applications at a later date. There is an appeals committee form and a cabinet gave good suggestions to add a couple of people to the appeals committee and one person to the communication plan.
- A communication will be sent out to the students when they are admitted, and we will try and encourage them to send their intent to enroll because we package their financial aid.
- K. Knutzen is working with B. Perlado on tracking data per department using a historical model, to have the most accurate prediction of how many students are expected in each class. They will also be able to predict transfers, Freshman, etc.
- The Chancellor's office has predicted that we will have 450 freshman students that will be redirected to us that were not accepted in other CSU's but are CSU eligible, and live about 0-75 miles from Bakersfield. By May we will know all of our redirects as well as other applicants.

Updates on Current Efforts

a. Graduation Action Team: Group of academic advisors from each school and evaluators are working together on the dashboard and identifying students in 3-4 categories. The students who applied for Spring graduation (242 students), Summer graduation, Fall graduation 100 plus units (24 students), and students who have not applied but could graduate in the Spring and have 105 plus units (130 students), are being contacted by this group and the students are given a plan to graduate. The Provost is leading the effort. There is a live grid that is showing the weekly updates and the students that can graduate.

b. Summer Completion Grants: There will be a financial incentive offered to the students that can graduate in the summer instead of fall. There will be 50k allocated and V. Lakhani is working with financial aid to come up with a process for the summer completion grants (Roadrunner Completion Grants). The number of students still need to be reviewed and based on that we will know what the maximum amount is that the students can apply for. It will run through financial aid first looking at any potential aid they can get first, and then anything that is a gap we can provide the supplemental funding.

c. School Based Graduation and Retention Plans: V. Harper had lunch with every school faculty and he's working with the Deans to identify 3-4 faculty and then K. Krishnan and V. Lakhani will provide support for that team. The idea is to get together in the summer and work on school-based graduation and retention plans. There will be certain areas they will focus on, one being Math. There may be a Calculus or Pre-Calculus bootcamp. The plan will be developed in the summer and present it in the fall and work on the funding to fund the action items or initiatives for this group.

d. Fall to Fall Retention Initiative: Working on getting the Fall to Fall retention rates up. The dashboards will show us what students are not registering for the next term. We will look at the Fall 18 cohort and as soon as registration opens, we will be tracking how many of those Fall 18 students are not registering for Fall 19 and start meeting with those students right away. We are allocating funding to hire graduate students to help and V. Lakhani will be working with the Associate Deans to identify if there is a graduate student in their area that they would like to bring on and also working with the advisors. There will be targeted intervention efforts like email, phone call, etc. Hopefully this has an impact on fall to fall retention and we will assess it at Fall census and if it improves we can allocate more permanent funding to that initiative.

Structure/Goals of GI Taskforce

- V. Lakhani wants a discussion with the group in terms of how they want to move forward. He suggests to break down the committee into sub-groups and focus on different areas and those sub-groups can invite other members from campus to be a part of that and report on what is going on in their areas.
- **Sub-committees:**
 - ❖ **Academic Support/Success:** S. Bacon (Lead)/ K. Knutzen input on EOP and CAMP.
 - Tutoring, Supplemental Instruction, EOP, CAMP, Athletics
 - (Add) Academic Advising and Academic Engagement
 - ❖ **Academic/Degree Progress:** D. Jackson (Lead) /L. Zuzarte (Co-Lead)/ K. Knutzen input on Degree Audit.
 - Satisfactory Academic Progress, Degree Audit, Academic Standing, EO 1110
 - ❖ **Administrative/Policy Barriers:** K. Knutzen input on Holds.
 - Holds, Major Declaration/Change of Major (when to allow)
 - ❖ **Financial Literacy/Well Being**
 - Financial Aid, Financial Literacy
 - ❖ **Health and Wellness**
 - ❖ **Pell/URM Students**
 - Support Services, Targeted Interventions
 - ❖ **Student Engagement**
 - Student Affairs, Housing, Student Activities, ASI
 - ❖ **College Success**
 - Mentoring, Academic Coaching, Counseling
 - ❖ **Data/Assessment:** K. Krishnan and F. Gorham (Lead)
 - Data/Assessment Support