GRADUATION INITIATIVE 2025 TASKFORCE

Meeting Notes
Thursday, October 24, 2019
EDUC Room 123
3:30 p.m. – 5:00 p.m.

Present:
Vikash Lakhani, David Schecter, Debra Jackson, Tanya Boone-Holladay, Luis Vega, and Deisy Mascarinas (Administrative Support).

Absent:
Jaimi Paschal, Deborah Boschini, Doreen Anderson-Facile, Denise Romero, Dwayne Cantrell, Faust Gorham, James Drnek, Jennifer McCune, Kris Krishnan, Liora Gubkin, Lisa Zuzarte, Michael Lukens, Nyakundi Michieka, and Aaron Wan.

Action Items:
- ➢ F. Gorham, D. Cantrell, and K. Krishnan attended the GI Symposium and had a debrief meeting upon returning. We will have updates on that for the next meeting.
- ➢ V. Lakhani will send out the "Call for Proposals" sheet to the group for feedback.
- ➢ D. Schecter will edit the language in the GI "Call for Proposals."

Graduation Initiative Progress Update (report)
- ➢ The freshman goal is still in red, but we are making progress and we are in upper trend. The President is pleased that we are moving in the right direction.
- ➢ We are doing well on the 2 and 4-year transfer goals and have exceeded both goals.
- ➢ Ed Sullivan (IR) and Lauren Badger from the Chancellor's Office had concerns about our 6-year graduation rate not catching up like other campuses.
- ➢ Per V. Harper, a lot of the discussions are based on equity gaps and focusing more closely on that. We were able to close the URM achievement gap and went from 7.8% to 3.7%. The Pell recipients gap stayed the same and we will continue to put resources towards initiatives that will target Pell or under-represented students.
- ➢ It was suggested for this report to have a review of the status of our current GI programs in progress. It would be helpful to know what is working among the current initiatives before we put out a call to start additional ones. Some of the initiatives that have been identified to be working include:
  - o Graduation action teams.
  - o Block Scheduling- A report is being worked on through IRPA and will be going to Senate. Depending on the assessment there will be a decision whether to continue or modify the initiative.
  - o 15 to Finish.
- ➢ We can work on compiling a report on the key initiatives that are working.

Graduation Initiative Mini-Grants
- ➢ T. Boone-Holladay shared her idea to have CSUB Centers or a room in a Library that provides resources to students in outline areas. The idea is to "meet them where they are," as she refers to students who have limited to no access to computers, wi-fi, printers, or have difficulties traveling to Bakersfield. We could arrange on certain times of the month to have Advisors or Tutors present. We could make a great impact on URM students. Suggestions include:
  - o Pilot the idea in Delano because they are a border town and right on the edge of the residency requirement.
  - o Have GE tutors or writing and Math tutors.
  - o BC has satellite campuses in Delano and Arvin and there is a possibility that we can partner with them.
- ➢ The idea behind the call for mini grants is to bring other areas on campus, to energize, and to bring visibility to this committee. V. Harper would like to have more targeted initiatives for URM and Pell recipients.
- ➢ V. Lakhani took recommendations from the URM gap report from the Chancellor's Office and added them to the "Call for Proposals" handout so that the proposals can speak to one or more of those areas. Another reason is

so that folks can look into the CSU success dashboards, as there is a lot of good information on there. If people go into the dashboards and they speak to the dashboards, then they will get extra points.

➢ The call for proposals can be campus wide for anyone to take part in.

➢ V. Lakhani proposes to have a sub-committee from the taskforce in charge of evaluating the proposals. A rubric is shown in the handout given. It can be a blind review with all the names taken out and then we can score them.

➢ A person is allowed to submit multiple grant ideas, unless folks see that as an issue. We encourage as much ideas and participation as we can.

➢ It was suggested to have the announcement for the proposals out in December (Dec 2) and the award would be released the first week of January.

➢ The written report and poster summarizing the project would be presented in a public form the following fall. The provost will review the report because future funding would come from there.

➢ It was suggested to say there is 50k available and we will do 5 proposals so that we have flexibility because some proposals may cost more than others. We can also say "up to 10k" grants.

➢ Is it appropriate for us to use money to hire additional tutors or supplemental Instructors? Some expenses may include reimbursement for travel and hiring people to do work.

➢ It was brought up that it may not be a good idea for spending on Faculty time because of the expense that is associated with it and it is not a good return on an investment. Also, a research project will take long and there is an urgency to have things done now. The freshman class for the 2025, 6-year graduation goal is in classes right now. Therefore, if we take action now to hold on to those students, we may make a positive impact early on.
   o In contrast, some people think a research project can help determine some of the barriers the students are facing. Even though it's a long-term result, it may help the 2020 cohort coming in, including the 4-year and transfer graduation rates, as well as the URM piece.
   o There is an RCU research grant through GRASP that may be more appropriate for research funding.

➢ We can say that the grant can go directly to student services or student experience.

➢ We don't want to put too many restrictions and eliminate some folks from proposing ideas. However, we want to include some guidelines for the proposals.

➢ The budget plan needs to be included in the proposal. The budget would be for direct services and not for administrative costs.

➢ There was a suggestion to not put a cost limit to the call for proposals so that it doesn't limit the ideas. IRA was mentioned as an example of this idea.
   o An example of the way it can be worded is: "While proposals that consume the whole 50k will be considered the goal is to have multiple proposals."

➢ We may need to create a proposal template. Rather than using the scoring piece, we can have those be the headers for each part of the proposal. We can add something in the headers about how the project needs to identify which of the 6 GI 2025 goals it is aiming to address most directly. This way it will allow people to focus on graduation rates for First-time Freshman or Transfer students, or closing the achievement gaps, as we need it to pay off the way we would like to.

GI Taskforce Subgroups
➢ V. Lakhani shared a handout "Sub-Committee Root Cause Analysis, Theory of Action, and Action Plan." The idea is to have each of the GI sub-groups run through this process and come up with some action items.

➢ As the theory of actions and action plans come out, they will be shared with the provost to see how certain areas will be moved forward.

➢ Each group will be asked to identify a problem of practice for this year and that can narrow down what each group wants to focus on. The group will then come up with a theory action statement and then an action plan.

➢ Each sub-committee will be led by someone from the taskforce and it is up to the sub-committee chair to decide who will be in the sub-committee. The sub-committee members don't have to all be a part of the GI taskforce committee.

➢ A sub-committee chair can chair multiple sub-committee groups.

➢ Current Sub-Committee Chairs:

- o Academic Support/Success/Advising: **J. McCune**
- o Academic/Degree Progress/ADT's: **L. Zuzarte and D. Jackson**
- o Administrative/Policy Barriers: **D. Cantrell**
- o Financial Literacy/Well-Being: **N. Michieka and D. Schecter**
- o Health and Wellness: **J. Drnek and D. Boschini**
- o Pell/URM Students: **T. Boone-Holladay and L. Vega**
- o Student Engagement: **V. Lakhani**
- o College Success: **J. Paschal and D. Romero**
- o Data Assessment: **K. Krishnan and F. Gorham**

➢ Meeting adjourned: 4:45 p.m.