Graduation Initiative Advisory Team
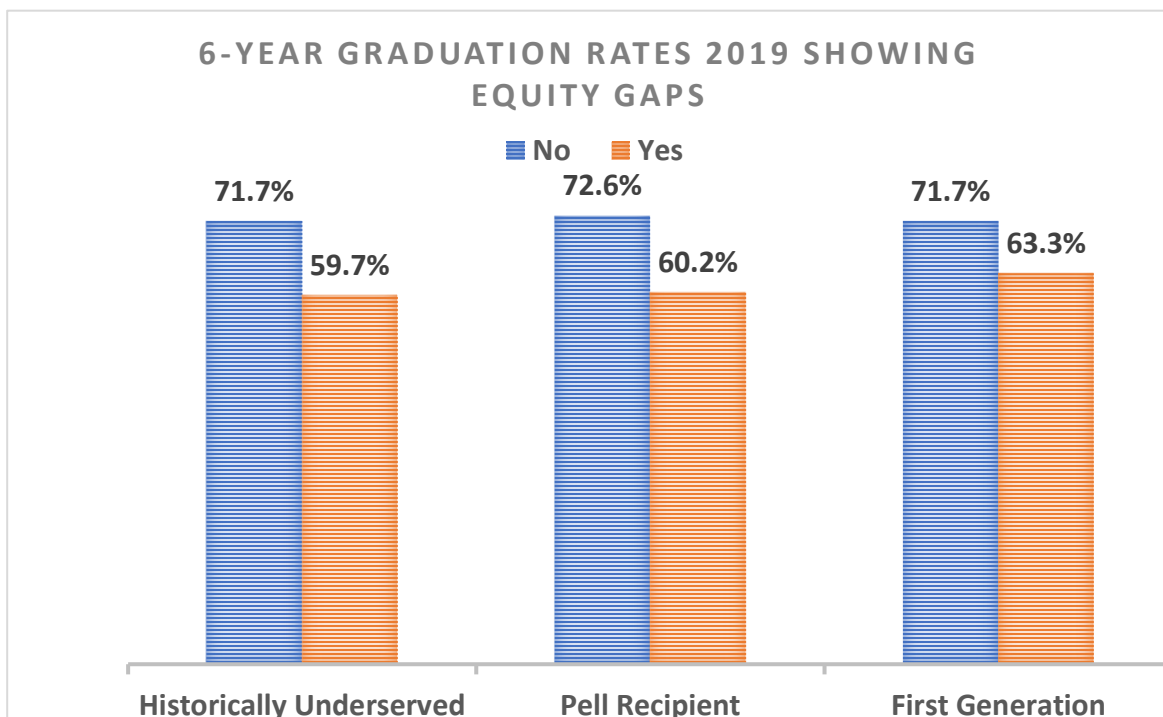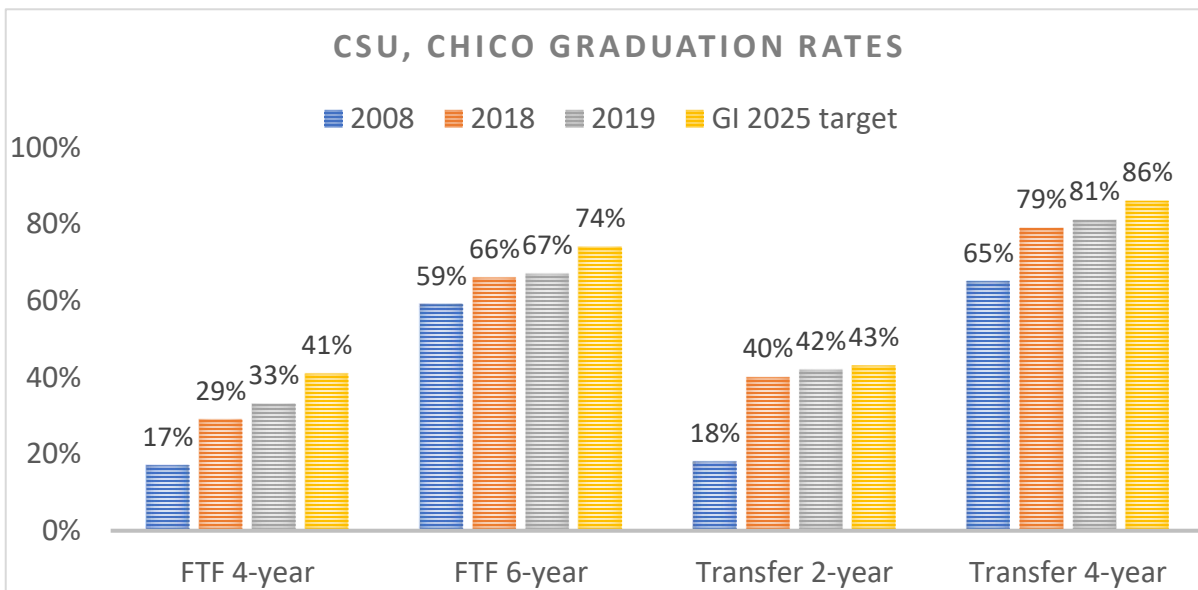## Annual Report to Senate
May 2020

Charge: The Graduation Initiative Advisory Team coordinates and advances campus efforts to serve students in making timely progress to a high quality, meaningful undergraduate degree. We do this through intentional and data-driven efforts to improve learning environments and to identify and remove barriers to student success.

A. Current GI 2025 Metrics: Rising Graduation Rates and Persistent Equity Gaps:

CSU, CHICO GRADUATION RATES

Legend: ■ 2008 ■ 2018 ■ 2019 ■ GI 2025 target

Category	2008	2018	2019	GI 2025 target
FTF 4-year	17%	29%	33%	41%
FTF 6-year	59%	66%	67%	74%
Transfer 2-year	18%	40%	42%	43%
Transfer 4-year	65%	79%	81%	86%

6-YEAR GRADUATION RATES 2019 SHOWING EQUITY GAPS

Legend: ■ No ■ Yes

Category	No	Yes
Historically Underserved	71.7%	59.7%
Pell Recipient	72.6%	60.2%
First Generation	71.7%	63.3%

B. **Strategic Priorities 2019-2020**

1. Continue to **support and track effective interventions** to reduce time to degree for all students.
2. **Effectively use campus data** to understand and improve student retention, engagement, and equitable academic success.
3. **Improve advising practices** to maximize coordination and the assurance that each student experiences meaningful "touchpoints" at critical milestones.

To advance these priorities, the Graduation Initiative Advisory Team meets in full every other week and working groups meet in the interim on their specific projects. The Steering Committee meets over summer to prepare for the following academic year.

C. **2019-2020 Working Groups**
1. **Tipping Point Student Success Summit**
   The second annual Tipping Point Summit focused on the theme of "Equity, Engagement, Resilience" in support of the University's new strategic plan. The event was attended by over 300 faculty and staff and was comprised of 12 interactive sessions as well as an opening plenary conversation between President Hutchinson and Dr. James Minor, CSU Assistant Vice Chancellor/Senior Strategist, Academic Success and Inclusive Excellence. New this year, Spring 2020 Lunchtime Learning Labs followed up on conference themes throughout the semester.
2. **Student Success Awards**
   The team allocated $303,664 to Student Success Awards across six colleges, the First Year Experience Program, International Education and Global Engagement and ESL Support Services, and Student Financial Services through a campus-wide proposal process. A complete list of awards is liked above, and project assessment reports will be posted in January 2021.
3. **Equity-Minded Programs Initiative**
   Facilitated by GI Team member and FYE Director Ellie Ertle, teams from six academic programs are engaged in a semester-long analysis of student success and equity data for their programs, supported by IR Faculty Fellow Jeff Bell and an external expert. Teams will produce data-driven improvement plans at the end of the program.
4. **Financial and Administrative Barriers**
   This group identifies and works to remove barriers to timely graduation related to cost and administrative processes. This year's efforts include improved Financial Aid processes and a Student Financial Services text messaging campaign aimed at reducing registration holds. In addition, recognizing that inability to buy books is often a cause of poor academic performance, the library secured SLF support for textbooks associated with courses that have high DFW rates.
5. **Student Success Centers Alignment**
   In alignment with the Chico State 360 initiative to expand professional advising capacity in the colleges, this group has audited the various success centers across campus to identify best practices, develop common position descriptions, and explore shared training programs.

6. **Equity Action/Middle Leadership Academy**
   Chico sent a second cohort to the Middle Leadership Academy offered by the CSU Student Success Network in 2019-2020. Continuing last year's cohort's focus on equity (and in support of the new strategic priority), this year's team is focused on inequitable knowledge of and access to student support services among students of color. In collaboration with IR, they have developed a needs assessment survey that will be administered in early fall through partnerships with campus affinity groups. Findings from the survey will guide recommendations for improved services and accompanying publicity.

7. **Faculty Engagement with Grade Data**
   In response to the 2019 academic senate resolution on grading inequity, this group, in collaboration with members of FASP, is working on guidelines for access to and use of faculty grade data. While that work is ongoing, IR has developed a model faculty grade dashboard that could launch as early as Fall 2020.

8. **Second Year Retention Pilot**
   This group designed and implemented a 1-unit retention support course in spring 2020 (UNIV 198) for first-year students on Academic Probation following Fall 2019. Pending successful outcomes, this group will seek funding to repeat or expand the program. They have also planned a "Sophomore Launch" event for early Fall 2020 (majors showcase with career options, support resource fair, and opportunities to connect with advanced students in various disciplines).

Year-end reports for each working group are due May 8, 2020.

D. **Funding Allocations:**

New this year, Academic Affairs and Student Affairs worked in collaboration to identify priorities for GI spending. The cross-divisional GI Team made recommendations to the Provost and Vice President for Student Affairs, who jointly determined the following allocations.

1. **Total campus GI 2025 allocation: $2,866,000**
   a. **Base allocation: $1,631,000**
      - 4 tenure-track faculty hires
      - Expanded Academic Advising in colleges
      - Associate Director for new Student Transition and Retention (STAR) Center
      - Transfer articulation and curriculum analyst
      - Base support for successful retention programs
      - Student Services Professional in Tribal Relations Office
      - Foster Youth Advisor
      - Veterans Affairs Advisor
   b. **One-time allocation: $1,235,000**
      - Housing grants
      - Additional course sections to relieve bottlenecks and reduce class sizes
      - Pilot second-year retention and transfer support programs

- EO 1110 support (curriculum development, additional sections)
- Tipping Point Student Success Summit
- Additional tutors in Student Learning Center
- Equity-Minded Programs initiative
- Summer completion grants
- Additional support for HSI initiatives, LSAMP, Career Center, Student Rights and Responsibilities, Accessibility Resource Center
- Student Success Awards

Summary:

The GI Team continues to be an effective and nimble cross-divisional group. Collaboration between Academic Affairs, Student Affairs, and Business and Finance allow us to address student success in a holistic way. The collegiality and flexibility of the team was especially evident in April 2020 when it quickly mobilized to re-allocate one-time GI 2025 funding to respond to the COVID-19 crisis. Funded projects that were interrupted by the stay-home order agreed to the re-allocation of unspent funds which were redirected to (1) making the virtual Summer Orientation program cost-free for incoming students, and (2) supporting the summer Go Virtual teaching institute to help faculty maximize student success in the new environment.

The GI Team faithfully stewards the resources entrusted to it to increase equitable student success. We recognize that the COVID-19 crisis has made issues of equity more visible than ever and are prepared to turn our attention to new solutions needed in this environment.

Respectfully submitted,

Kate McCarthy, Dean of Undergraduate Education

Graduation Initiative Advisory Team Co-Chair

(2019-2020 membership roster appears on the following page)

Executive Leadership
Debra S. Larson, Provost and Vice President for Academic Affairs
Sandy Parsons-Ellis, Interim Vice President for Student Affairs, Dean of Students

Co-Chairs (selected from committee membership)
Provost's Designee (2019-2020: Kate McCarthy, Dean of Undergraduate Education)
Vice President for Student Affairs' Designee (2019-2020: Chela Mendoza Patterson, AVP for Student Life, Acting Chief Diversity Officer)

Members

Academic Leadership
Daniel Grassian, Vice Provost for Academic Programs
Kate McCarthy, Dean, Undergraduate Education (Co-Chair)
Chiara Ferrari, Chair of the Academic Senate

Enrollment Management and Business Processes
Barbara Fortin, Associate Vice President for Enrollment Management
Kaitlyn Baumgartner Lee, Assistant Vice President for University Advisement
Dan Reed, Director, Financial Aid and Scholarships
Anna Magaña, Director of Student Financial Services

University Diversity Committee (selected by the University Diversity Committee, two members, may serve as both the UDC rep and in another role on the Team)
Teresita Curiel, Director, Latinx Equity and Success, Dream Center, Office of Diversity and Inclusion
Chela Mendoza Patterson, Associate Vice President for Student Life, Acting Chief Diversity Officer

Faculty (appointed by college chairs)
Betsy Boyd, College of Agriculture
Darin Haerle, College of Behavioral and Social Sciences
Mitch Casselman, College of Business
Deborah Summers, College of Communication and Education
Ben Juliano, College of Engineering, Computer Science, and Construction Management
Erin Kelly, College of Humanities and Fine Arts
Jeff Bell, College of Natural Sciences
William Cuthbertson, Meriam Library

Academic Dean (appointed by the Provost)
Eddie Vela, Dean, College of Behavioral and Social Sciences

Student Life
Chela Mendoza Patterson, Associate Vice President for Student Life, Acting Chief Diversity Officer
Sandy Parsons-Ellis, Interim Vice President for Student Affairs, Dean of Students
Mary Wallmark, Director, Student Life and Leadership or designee

Shawn Ryan, Program Coordinator for Orientation and New Student Programs, Student Life and Leadership

Academic Support and Innovation
Ellie Ertle, Director, First-Year Experience program
Josh Trout, Director of Faculty Development
Dawn Frank, Director, Student Learning Center
Cecilia Santillan-Robles, Director, Early Outreach and Support Programs
Gary McMahon, Director, Chico Student Success Center or designee

Data and Institutional Research
Andy Miller, Associate Vice Provost for Information Resources
Thomas Rosenow, Interim Director of Institutional Research

Budget
Jennifer Mays, Interim Associate Vice Provost for Budget and Academic Resources

Two Students (appointed by VPSA)
Damian Arceo
Samantha Ezratty