

## GRADUATION INITIATIVE ADVISORY TEAM MEETING

NOVEMBER 13, 2020 1:00 – 2:30 PM

ZOOM LINK: [HTTPS://CSUCHICO.ZOOM.US/J/95731550156?PWD=NmsxUTE0MxRxAxH3TTNiLzR3A0dGZz09](https://csuchico.zoom.us/j/95731550156?pwd=NmsxUTE0MxRxAxH3TTNiLzR3A0dGZz09)

## MINUTES

1. Announcements
  - a. [2019-2020 GI Report to Chancellor's Office](#)
    - i. Summary report was submitted, which included all funding sources.
  - b. FYE & POLS ran a virtual Town Hall last week that was very successful with 637 students participating. Congratulations to everyone who made that happen.
  - c. Sense of Place will be held December 3<sup>rd</sup>. Research on place and belonging for students in virtual learning environments is being led by first-year EOP students. Opportunities for Respondent roles leading Q&A are available.
  - d. Chela Patterson is retiring in December. GI & Tipping Point co-chair TBA.
2. Review Minutes from [October 2](#) and [October 16](#)
  - a. Both were approved and will be posted soon.
3. Data Byte: [Chico's 2019-2020 Outcomes](#)
  - a. This CO summary shows we are making good progress toward our first-time freshman four-year rate and our transfer to four-year rate. The equity gaps remain persistent and large and our 6-year rate for first-time students still needs improvement.
  - b. More in-depth campuswide equity gap analysis would be useful for this committee.
  - c. Spring 2020 and ensuing semesters grade analysis needs to be taken into consideration as well as they may affect our 6-year graduation rate.
  - d. Focusing on students and their success is our campus's focus.
4. University Equity Diversity and Inclusion Strategic Priority investment: Proposals
  - a. The president's office invited proposals from the implementation teams. Proposals were submitted for each of the following topics. Status will be provided mid-December. There may be another proposal coming forward if the request for grace to submit a late proposal is granted.
    - i. Equitable Onboarding and First-Year Support
      1. There are opportunity gaps at the beginning of the process with Orientation. Proper onboarding helps mitigate struggles later on.
      2. Working on proactive outreach for African-American students for on-boarding and help through the first semester, working with the Office of Diversity and the Office of Admissions.
    - ii. Advancing Holistic Advising
      1. Expand the paraprofessional program in advising across the colleges.
      2. Request includes a spring 2022 faculty advising community and a parallel staff advising community.
    - iii. Winter and Summer Completion Grants
      1. Funding to help offset the partial grants available through RCE; would fund the remaining 1/3 of the course fees for a winter or summer course for those close to graduation.
    - iv. EDI Public Art Initiative

1. University Public Engagement (stemming from the UDC subcommittee on campus climate) requested funding for an equity-oriented public art process on campus. A welcoming campus environment contributes to student success.

5. Work Group Updates (leads)

- a. Tipping Point Student Success Summit (Kate and Chela)
  - i. Scheduled for January 20, 2021. Save the date and call for proposals will come from the Provost's Office.
  - ii. Virtual Realities is the theme. Topics are:
    1. Learning
    2. Support
    3. Engagement
    4. EDI
    5. Joy
    6. Failure
    7. Future
  - iii. Presentations will be 15-minutes max, clustered into 75-minute sessions, with 15-minute overall discussion.
  - iv. Students will produce 1-minute videos based on a series of prompts.
  - v. Drive-up lunch from Bacio Catering will be provided.
- b. Faculty Engagement with Grade Data (Daniel)
  - i. Faculty dashboard will be housed in FDEV and there will a presentation at Middle Leadership Academy next week. Data will not be used for RTP purposes and only the individual instructor can access the information.
- c. Communications (Andy)
  - i. Data gathering is almost complete and will begin data analysis next week.
- d. Financial and Administrative Barriers (Michael)
  - i. Testing new Student Center system is happening.
  - ii. In February students will be able to register directly from the class schedule.
- e. Second-Year Retention (Darin)
  - i. Exploring the possibility of teaching the Academic Probation course during the second semester freshmen but are unsure of its effectivity at this point. Students are pretty overwhelmed with their coursework right now.
  - ii. Joining the STAR Center for The League of STARS to bring students together from CSU Chico, Butte College, and three Chico high schools with team captains (faculty/staff, etc.) to check-in with these students throughout the semester.
- f. Campus Integration Analysis (Dawn, Kaitlyn)
  - i. A team of five are participating as a cohort. The goal is to share considering innovations or refinements to institutional effort using campus level data and making connections between traditional and non-traditional advisors. Funded by the Bill Gates Foundation.
- g. Transfer Support (Kate, Kaitlyn) – no report
- h. Priority 3 (Kate)
  - i. Student researchers have the data and are moving through it in a very deliberate and thorough way. Report will be received before Thanksgiving and may provide the opportunity for a late proposal to the President's Office.

6. Regular updates from campus units and relevant initiatives

- a. Academic Advising Programs/Chico State 360

- i. Advising is grateful to everyone who have been plugging all year long. Very pertinent information is being gathered in order to make informed decisions Please enter notes in the system if needed.
  - b. Basic Needs
  - c. Enrollment Management
    - i. Registration for spring is down more than originally anticipated. They are working with IRES to send our first-ever mass text to students. Chico State 360 will allow this better form of communication with students.
  - d. Faculty Development
    - i. There is a scheduled forum for faculty to work with the equity dashboard.
  - e. HSI Initiatives
  - f. Middle Leadership Academy
    - i. They are working on building a resource library to support faculty in closing equity gaps.
  - g. University Diversity Committee
    - i. Increased Workforce Diversity Subcommittee – all faculty members of search committees will be required to attend Avoiding Unconscious Bias in Hiring training and on the staff side the Committee Chair and Hiring Manager have to attend. Eventually all members of search committees will be required to take this training. HR is working on a bank of questions related to diversity to help search committees when thinking about the answers that individuals are giving.
    - ii. Silvana from IR demonstrated a new diversity data dashboard at the last meeting that shows public employee and student diversity information. She is looking for feedback to make the site more user-friendly. Specific reports that are not public-facing can also be created. It would be great to have this demonstrated for this group.
  - h. University Strategic Planning
    - i. Working on submitting proposals.
7. Other
- a. The above workgroups are porous and flexible. Please let a group leader Kate or Chela know if you have questions, would like to know more about what they are doing, or have suggestions about other things they could be working on.

**Next meeting: December 11, 2020, 1:00 PM – 2:30 PM**