

CAL STATE EAST BAY INSTITUTIONAL EXHIBIT #8 FOR WSCUC INSTITUTIONAL REPORT

STUDENT EQUITY AND SUCCESS (SEAS)

EXECUTIVE SUMMARY

Student Equity and Success (SEAS) includes six programs designed to retain and graduate low-income, first generation and historically underrepresented student populations at Cal State East Bay. Approximately 18% of undergraduates are served by SEAS. Resources specific to SEAS students include personalized academic advising, peer mentoring, mental health counseling, cultural programming, and program-specific graduation ceremonies. Participants in SEAS have consistently shown higher retention and graduation rates in comparison to non-participants over multiple cohorts. Areas of growth include developing a plan for financial sustainability of these programs and addressing recent trends of decreasing first-year retention amongst frosh students.

SEAS AT CAL STATE EAST BAY



"My counselor is wonderful. I truly feel cared for as part of this community." – EOP Student

"My advisor has been great, and I always get the answers I need right away when I need help." -GANAS Student

PROGRAMS AND OUTCOMES

Educational Opportunity Program (EOP)



Description: EOP provides support services via academic advising, tutoring, and mentoring to students (both frosh and transfer) from low-income, first-generation backgrounds to help them succeed academically.

Student Enrollment: 788 students (77% URM, 95% first gen) as of fall 2023.

Signature Programs/Events:

EOP End-of-Year Celebration: The EOP's end-of-year event is a celebration honoring the accomplishments of our graduating students. It includes a formal ceremony featuring keynote speakers, awards presentations, and the distribution of graduation cords.

EOP Mentorship Program: The EOP Mentorship Program is designed to support incoming students by pairing students with a current EOP student mentor. Peer Mentors engage in counseling sessions, mentoring sessions, and attend workshops with mentees at least twice a semester to ensure continuous support is available for EOP students.

Noteworthy Outcomes: EOP Frosh have shown higher 6-year graduation rates (1 – 6% higher), and EOP transfers have shown higher 4-year graduation rates (2 – 13% higher) compared to non-participating URM frosh and transfers across the past three graduating years (2020, 2021, 2023).

EXCEL



Description: EXCEL is a TRIO Student Support Services program aimed at increasing the retention and graduation of its participants through academic advising, financial literacy education, and career counseling.

Student Enrollment: 286 students (68% URM, 86% first-gen) as of fall 2023.

Signature Programs/Events:

EXCEL Career Builder: Students learn how to highlight their skills, experiences, and achievements in a way that captures the attention of potential employers.

End-of-Year Celebration: This event is dedicated to recognizing and honoring the hard work, dedication, and accomplishments of EXCEL graduates. Families, friends, and loved ones join in this occasion, where graduates will receive accolades for their successes and contributions to EXCEL.

Noteworthy Outcomes: EXCEL Frosh show higher 6-year graduation rates (2 – 16% higher), and EOP transfers have shown higher 4-year graduation rates (4 – 14% higher) compared to non-participating URM frosh and transfers across the three most recent graduating cohorts.

Gaining Access N' Success Program (GANAS)



Description: GANAS supports the transition and academic success of Latino/a students transferring from community colleges by offering academic advising, mentoring, and cultural enrichment.

Student Enrollment: 111 students (99% URM, 85% first-gen) as of fall 2023.

Signature Programs/Events:

Puente Day: This event provides an opportunity for current Puente students from local community colleges to visit our university and gain a comprehensive understanding of the various programs and resources available to support their academic journey. During this event, students participate in campus tours, attend informational sessions, and engage in discussions with faculty and staff.

Posada Event: The Posada event is a cherished occasion for GANAS members to mark the beginning of the holiday season. This festive gathering includes traditional music, food, and activities that honor the heritage and customs of the participants.

Noteworthy Outcomes: GANAS students have shown higher 4-year graduation rates (6 – 14% higher) compared to non-participating Latinx transfers across the three most recent graduating cohorts (e.g., 91% GANAS 4-year rate vs. 77% for non-participants for the fall 2019 cohort).

Pacific Islander Asian American Program (PIAA)



Description: The Pacific Islander Asian American Program (PIAA) supports Asian American and Pacific Islander students through academic workshops, mentoring, and cultural events.

Student Enrollment: 179 students (7% URM, 54% first-gen) as of fall 2023.

Signature Programs/Events:

Meeting Ourselves in Education (MOTION): This event is an opportunity for community college students to learn more about AA&PI services and community at CSUEB. MOTION is a day dedicated to moving beyond representation and toward understanding what it means for our community to exist and thrive in higher education.

Unstoppable Summit: An immersive cultural and identity empowerment, wellness, and leadership experience where participants build community with other CSUEB students as well as faculty, staff, community leaders.

Noteworthy Outcomes: PIAA transfer students show higher 2-year graduation rates (2-13% higher) compared to non-participating Pacific Islander, Asian American transfer students. PIAA frosh have equal, or slightly lower first-year retention compared to non-participating Pacific Islander, Asian American frosh.

Renaissance Scholars Program



Description: This program supports former foster youth in their transition to and through college.

Student Enrollment: 38 students (68% URM, 74% first-gen) as of fall 2023.

Signature Programs/Events:

Care 2 College: This event serves as an opportunity to connect Bay Area foster kinship caregivers, foster youth, and community members with resources in higher education to strengthen the pipeline from care to college. The end of the year luncheon is an opportunity to celebrate graduating Renaissance students and their families for their accomplishments.

Noteworthy Outcomes: Frosh Renaissance Scholars show higher 6-year graduation rates (20% higher), and Transfer Renaissance Scholars show equal, or higher 4-year graduation rates (4% higher) compared to other foster youth across the three most recent graduating cohorts.

Sankofa Scholars Program



Description: Sankofa supports the academic and personal growth of Black students by providing academic advising, cultural events, and leadership development.

Student Enrollment: 213 students (85% URM, 67% first-gen) as of fall 2023.

Signature Programs/Events:

Umoja Day: This is a special event designed to support Umoja students by connecting them with campus departments and resources at Cal State East Bay. Through interactive sessions, informational booths, and networking opportunities, Umoja Day fosters a sense of belonging among participants.

Black History Month: In partnership with the Black Student Success Center, our Black History Month Celebration is an event dedicated to honoring the heritage and accomplishments of Sankofa students. This celebration includes guest speakers, cultural performances, workshops, and discussions.

Noteworthy Outcomes: Frosh Sankofa Scholars show higher first-year retention (3-21% higher) across the three most recent cohorts, and Transfer Sankofa Scholars show higher 4-year graduation rates (1-4% higher) compared to other non-participating Black transfers across the three most recent graduating cohorts.

FUTURE GROWTH/CHALLENGES

- Some SEAS programs experienced a 1-3% decline in first-year frosh retention rates over the past three cohorts. To ensure consistent impacts on student success, strategies are being developed to reverse these trends.
- Securing long-term and stable funding is essential to ensure consistent and reliable support for all students and meet growing student demand.
- Increased visibility and collaboration with campus partners will expand SEAS' effectiveness and scale programs across CSUEB, while exploring combined events to maintain cultural differentiation.