

CSUEB Student Affairs Assessment Report Template

<i>Name of Dept/Program</i>	SEAS/Sankofa Program
<i>Dept/Program Lead</i>	Jose Padilla
<i>Dept/Program AVP</i>	Martin Castillo

1) DEPT/PROGRAM MISSION

(i.e., what are the goals that the dept/program will achieve?):

Dept/Program Mission Statement

Sankofa is an innovative access and retention program that aims to smooth the process of transition for African American community college transfer students to Cal State East Bay (CSUEB) and increase the baccalaureate degree attainment of program participants.

2) **ASSESSABLE STUDENT/PROGRAM OUTCOMES**

i.e., what measurable impact(s) will students demonstrate/achieve from involvement/interaction with the dept/program? List outcomes as needed.

Student Outcome Statement
<i>Our program exists to Increase retention for African American students.</i>
<i>Increase graduation rates for African American Students.</i>
<i>Increase academic standing in the classroom.</i>
<i>Establishment of a cultural community to enhance a student's sense of belonging</i>

3) **SIGNATURE PROGRAMS/SERVICES**

i.e., what are the dept/program's key programs or services? Assign the relevant outcome(s) from #2 to its corresponding program/service.

Name of Signature Program/Service	<i>Our program exists to Increase retention for African American students.</i>	<i>Increase graduation rates for African American Students.</i>	<i>Increase academic standing in the classroom.</i>	<i>Establishment of a cultural community to enhance a student's sense of belonging</i>
Intrusive academic counseling	x	x	x	
Cultural Engagement	x			x
Cultural Month celebration	x			x

4) ASSESSMENT ACTIVITY/DATA ANALYSIS

i.e., how has the department/program evaluated its effectiveness (e.g., surveys, dashboards, other assessment methods) in meeting the stated outcomes in #2? Please attach or link to the assessment activity/data analysis.

Type of Assessment	<i>Our program exists to Increase retention for African American students.</i>	<i>Increase graduation rates for African American Students.</i>	<i>Increase academic standing in the classroom.</i>	<i>Establishment of a cultural community to enhance a student's sense of belonging</i>
Pioneer Insights	<p><i>Sankofa Scholars exhibit higher retention rates compared to non-Sankofa Black transfer students, notably evidenced by a significant increase of 12.7% in the 2021 cohort compared to 2020 and 2019, attributed to the program being fully staffed. However, in 2022, despite a slight increase, we saw a drop due to program experienced staff losses. On average, Sankofa Scholars also maintain retention rates approximately 10% higher than non-Sankofa Black freshmen students.</i></p>	<p><i>There is significant disparity in the 2-year graduation rates between African American transfer students enrolled in the Sankofa Scholars Program and those not enrolled. Across multiple cohorts, Sankofa Scholars consistently outperform their non-Sankofa counterparts, with the largest difference observed in the 2021 cohort at 29.9%. 4-year graduation rates among African American transfer students enrolled in the Sankofa Scholars Program compared to their non-Sankofa counterparts across multiple cohorts with on average 3-4%.</i></p>	<p><i>Sankofa Scholars exhibit higher academic standing rates compared to non-Sankofa African American transfer students, notably evidenced by a significant increase of 3 to 4% in the Fall 2021/ Spring 2022 cohort compared to Fall 2022 attributed to the program being fully staffed. These findings suggest the need for continued support and interventions to ensure equitable academic success. Frosh Sankofa Scholars continue to exhibit higher academic standings than non-Sankofa African American Students.</i></p>	
<p>Opening year survey (specific to Sankofa Scholars) - student needs (resources they are looking for, financial resources, off-</p>	<p>The survey responses from Sankofa Students overwhelmingly highlighted five primary needs: Time</p>		<p>The survey responses from Sankofa Students overwhelmingly highlighted five primary needs: Time Management, Academic</p>	<p>The survey responses from Sankofa Students overwhelmingly highlighted five primary needs: Time Management, Academic</p>

<p><i>campus support, career goals, student expectations, how to engage with the institution)</i></p>	<p>Management, Academic Advising Support, Communication and Engagement with other students through events and activities, Information on Financial Aid and Scholarships, and Assistance with finding internships and research opportunities.</p>		<p>Advising Support, Communication and Engagement with other students through events and activities, Information on Financial Aid and Scholarships, and Assistance with finding internships and research opportunities</p>	<p>Advising Support, Communication and Engagement with other students through events and activities, Information on Financial Aid and Scholarships, and Assistance with finding internships and research opportunities</p>
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4) **CONTRIBUTION TO DIVERSITY/EQUITY/INCLUSION**

i.e., how does the department/program contribute to enhancing a culture of DEI at CSUEB and what data have been collected/assessed related to advancing DEI?

<p>Contribution to/Impact on DEI</p>	<p><i>Data/Evidence of contribution/impact</i></p>
<p>The Sankofa Scholars Program remains a pivotal contributor to the enrollment of transfer African American students at CSU East Bay. With its rich cultural programming, the initiative endeavors to establish a profound connection for student participants with their African American heritage.</p>	<p><i>Over 10% 968 of the Campus population are made up of African American students. About 22% or more participate in the Sankofa Scholars program.</i></p>
<p>The Sankofa Scholars Program has expanded its programming beyond its participating students to encompass the entire campus community through collaborations with the Diversity and Inclusion Center and Black Student Resource Center. This partnership aims to raise awareness of African American culture throughout the campus community.</p>	<p><i>Ten engagement programs through the 22/23 academic year. Five collaborations with other campus entities and outside sources. Over 500 students in attendance through all the engagement events.</i></p>
<p>The Sankofa Scholars Program persists in enhancing support for African American students by fostering engagement and academic success, aligning with CSU East Bay’s strategic plan for equitable student success.</p>	<p><i>Sankofa Scholars exhibit higher retention rates compared to non-Sankofa Black transfer students, notably evidenced by a significant increase of 12.7% in the 2021 cohort compared to 2020 and 2019, attributed to the program being fully staffed. However, in 2022, despite a slight increase, we saw a drop due to program experienced staff losses. On average, Sankofa Scholars also maintain retention rates approximately 10% higher than non-Sankofa Black freshmen students.</i></p> <p><i>Sankofa Scholars exhibit higher academic standing rates compared to non-Sankofa African American transfer students, notably evidenced by a significant increase of 3 to 4% in the Fall 2021/ Spring 2022 cohort compared to Fall 2022 attributed to the program being fully staffed. These findings suggest the need for continued support and interventions to ensure equitable academic success.</i></p> <p><i>Frosh Sankofa Scholars continue to exhibit higher academic standings than non-Sankofa African American Students.</i></p>

5) **EVIDENCE OF EFFECTIVENESS/AREAS OF GROWTH** (i.e., what have your assessment results/findings showed re: departmental/program effectiveness, or what have your assessment results indicated about the ways that you can improve/enhance departmental/program effectiveness?). List at least 3 takeaways related to effectiveness/areas of growth and identify what next steps (e.g., actions, audiences to share findings, etc.) you would like to take related to your takeaways.

Key Takeaways	Assessment findings that justify effectiveness/area of growth	Implications for practice/Next steps
<p><i>The Sankofa Scholars Program has provided unwavering support to African American students by deliberately cultivating spaces of belonging, where authenticity thrives. Through events celebrating African American culture, the program strengthens students' connections to their heritage and empowers them to share their narratives. By dismantling barriers, the program addresses persistent challenges faced by many African American students.</i></p>	<p><i>Students and counselor testimonial, attendance number of events offered,</i></p>	<p>Creating an assessment process at the beginning and end of the first year of the cohort to understand the students needs and measure if those needs were met.</p>
<p><i>By having staff and faculty who possess a profound understanding of African American students, encompassing both academic and cultural aspects, it enriches their educational journey, rendering it more meaningful and impactful. Simultaneously, a fully staffed program bolsters the initiative to ensure that Sankofa students receive comprehensive support.</i></p>	<p><i>Sankofa Scholars exhibit higher retention rates compared to non-Sankofa Black transfer students, notably evidenced by a significant increase of 12.7% in the 2021 cohort compared to 2020 and 2019, attributed to the program being fully staffed. However, in 2022, despite a slight increase, we saw a drop due to program experienced staff losses. On average, Sankofa Scholars also maintain retention rates approximately 10% higher than non-Sankofa Black freshmen students.</i></p>	<p>Offering the opportunity for students to asses the staff and faculty that have supported them through the participation in the program. This will allow us to address any gaps needed to better serve the students.</p>
<p>Retention and academic standing among Sankofa Scholars demonstrate higher levels compared to non-Sankofa Black students. However, recent data indicates a slight decline in both areas, attributed to the program's high turnover rate and understaffing.</p>	<p><i>Sankofa Scholars exhibit higher retention rates compared to non-Sankofa Black transfer students, notably evidenced by a significant increase of 12.7% in the 2021 cohort compared to 2020 and 2019, attributed to the program being fully staffed. However, in 2022, despite a slight increase, we saw a drop due to program experienced staff losses. On average, Sankofa Scholars also maintain retention</i></p>	<p>Overall, addressing staff turnover, maintaining comprehensive staffing, enhancing support structures, and strengthening program sustainability are essential steps for ensuring continued success and retention of Transfer Sankofa and Frosh students. By prioritizing these areas, programs can effectively support students in navigating the challenges of higher education and achieving their academic goals.</p>

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Frosh Sankofa Scholars continue to exhibit higher academic standings than non-Sankofa African American Students.