Sonoma State University
Graduation Initiative Group (GIG)

Monday, May 7, 2018
3:00 to 4:30 pm
Academic Affairs Conference Room

MINUTES

Members present: Vic Liptak, Karen Moranski, Katie Musick, Alvin Nguyen, Natalie Sanchez, Lynn Stauffer, Thaine Stearns, Michael Visser

Staff: Cory Oates

Agenda

1. Action Groups and Implementation Plan
   a. 0% Achievement Gap Report – Implementing Inclusive Environment
   b. Other Summer Implementation Plans
2. Taking GI 2025 to the Campus
   a. Broaden knowledge and use of dashboards
   b. Broaden awareness of best practices
3. Student Success Analytics Certificate Program

3:00pm – AVP Karen Moranski called meeting to order 3:05 pm. Introductions made for new members.

1. Action Groups and Implementation Plan
   a. 0% Achievement Gap Report – Implementing Inclusive Environment
      i. Still finalizing action group reports.
      ii. Moranski will be working with Greg Sawyer to move “Implementing Inclusive Environment” into summer and fall.
      1. Student Affairs’ Committee discussed bringing consultants to campus to help create inclusive environments, specifically Terrell Strayhorn. Also important to make use of talents already on campus.
      2. Additions to RTP policy that include inclusivity language.
      3. Three-tiered, whole-campus inclusive program with positive measurable outcome.
   iii. 0% Achievement Gap coalesces with WASC request to develop a comprehensive diversity plan (faculty, staff, students), as well as other committees on campus, such as President’s Diversity Council and Senate Diversity Committee.
      1. Karen Schneider is taking an interim lead role on PDC to move that initiative forward.

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2. 0%AG should dovetail with other committees and make sure diversity is a whole campus initiative.
   b. Other Summer Implementation Plans
      i. Implement school-level task groups to increase visibility to faculty.

2. Taking GI 2025 to the Campus
   a. Broaden knowledge and use of dashboards
      i. Program reviews show that there is an unevenness in use of CSU dashboards by departments/programs.
         1. Develop a program to encourage use that would be implemented at school level.
         2. Develop a workshop that demonstrates effectiveness in dashboards to departments.
         3. Mandatory vs. voluntary: which is more effective?
      ii. Moving forward: connect dashboards to move data into a template that can be easily accessed and shared.
      iii. Need a more pervasive strategy to build competency and interest.
      iv. Would the Student Success Collaborative be a better place to house this dashboard?
   b. Broaden awareness of best practices
      i. Include staff who may not be connected to resources available to faculty.
      ii. Raise awareness of what’s available, what can be requested and how to request it.
      iii. The work of these 4 distinct action groups don’t necessarily lend well to workshops; mode of delivery with best impact might be through GE reform effort.
      iv. Broad work needs to be knitted back together.
         1. Coalesce a central idea. GIG has to tie these actions together to show how these multiple pieces are indeed working on/toward the same thing.
         2. Make it compelling.
      v. Consistent messaging and communications.
      vi. Have mandatory development days (one Friday a month), like other CSU campuses.
    vii. Less concerned with having the GI label on it and more concerned with an actual culture change—paying attention to these metrics is part of our job.
    viii. Next year, the plan is to have schools and departments engage in strategic planning. Perhaps in that process, this GI work can get folded in.
         1. What are the questions that every department/division should address?
            a. How are we creating inclusive excellence?
    ix. We have 3 of 4 reports. Moranski’s group’s report is forthcoming.
    x. How can we routinize best practices?
       1. Reports that can be shared with schools/department.
       2. Have a calendar/schedule (and show how this fits in with the Academic Calendar) and provide instructions.
       3. Consider this part of what a department does and create a support structure for departments.

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Meeting adjourned: 4:28 pm; minutes prepared by Cory Oates.