



Sonoma State University
Points of Evidence: Line of Inquiry V - Diversity
February - October 2017

Note to WASC Team: These Points of Evidence are designed to demonstrate the work accomplished on this Line of Inquiry since February 2017, when the *Institutional Report* was submitted. The speed of change on campus makes these Points of Evidence useful.

GI 2025 Structures and Staff Positions Supporting Diversity Initiatives

- GI 2025 - Creation of Center for Transfer and Transition Programs (Summer 2017)
 - Director, CTPP hired Fall 2017
 - Responsible for California Promise Program (program for AB 1440 - Associate Degrees for Transfer to ensure graduation in 2 years)
 - Responsible for non-financial aid related veterans affairs (.5 FTE base budget-funded position created to address needs of veterans)
 - Responsible for creating initiatives to ensure success and timely graduation of underrepresented transfer students (advising position created to address the needs of these students, along with other transfer populations)
- GI 2025 - Creation of Center for Educational Access (Fall 2017)
 - Director, CEA Hiring process Fall 2017
 - Combine current low-income, first generation programs on campus (Educational Opportunity Program, SeaWolf Scholars Foster Youth, UndocuResource Services, Multilingual Achievers Program, and United for Success) to provide a one-stop academic services shop for our students.
 - Allow staff members from these programs to better collaborate on best practices when assisting low-income, first generation students.
- GI 2025 - Creation of UndocuResource Services
 - Search underway for Coordinator (Fall 2017)
 - Institutional and system responses to changes in DACA (Fall 2017)
 - Responsible for creating initiatives to ensure success and timely graduation of undocumented students and students from mixed-status families.
- GI 2025 - Expansion of Educational Opportunity Program
 - Expansion of program from 125 to 200 first-time freshmen by Fall 2021
 - Hiring of 7 FTE advisors and staff to ensure adequate support for students and address previous staffing shortages
 - Included is a .5 FTE position to coordinate the Seawolf Scholars program (Foster Youth Program) (this is the first time the coordinator's position will be fully funded in the base budget)
 - Expanded summer bridge program (expanded to 2 weeks; partially funded by a donation from Graton Rancheria; involves Center for Environmental Inquiry and includes activities that highlight Native American traditions and culture)

- GI 2025 - Expansion of staffing to address needs of underrepresented students, particularly black student population (hiring will commence Fall 2017)

[See **GI 2025 Allocation Plan Budget and Narrative Summary in WSCUC Box Folder for Line of Inquiry V - Diversity**]

Policies and Procedures

- Revision of policies related to academic disqualification in progress, especially those related to compliance with taking of admissions tests for math and English (EPT and ELM) and those related to first-semester GPA for freshmen, which disproportionately affect underrepresented students (Spring 2017)

Hispanic-Serving Institution

- Successful funding of \$ 2.5 million Title V project entitled PUERTA (School of Education and Student Affairs - September, 2017) [See **Points of Evidence - Line of Inquiry I - Identity/Distinctiveness for more details**]
- Campus participation in Hispanic Association of Colleges and Universities
- Enhancement of Bilingual Teacher Pathways (Sonoma State Authorization for Bilingual Education-Summer 2017)

Advancement Initiatives

- **Kalmanovitz Charitable Foundation** – \$1.7 million over five years, with much of the money funding \$10,000, four-year scholarships for new EOP students. Grants will be administered through SSU’s existing Wine Industry Scholars Program, which was established in February by the University’s Wine Business Institute in the School of Business and Economics. The program extends EOP services to reach more widely into the local agricultural communities, providing college funds for the children of vineyard and other winery workers. It also brings expanded support in order to serve more of SSU’s first-generation and economically disadvantaged students, including programs for juniors and seniors in addition to freshmen and sophomores, as well as help with both academic and career readiness.
- The money will also fund hiring an additional full-time EOP advisor to support students and one part-time “entrepreneur-in-residence” to develop new curricula focused on real-world skill development and hands-on, project-based learning.
- **Federated Indians of Graton Rancheria** – \$270,000 gift to support the university’s Summer Bridge orientation program for incoming EOP freshmen. Held in June, the mandatory, week-long session helps students prepare for academic and other challenges that can come with being away from home and living on a college campus.
- **Rodney Strong Vineyards** - \$250,000 donated last December to create the Rodney Strong Pathways Program, supporting existing EOP services to students.
- **Cooperages 1912** – \$50,000 over five years for scholarships through the University's Wine Industry Scholars Program. Cooperages 1912 will support the education of children with parents who work in the wine industry.
- The new financial support means EOP students, many of whom work two or more jobs to make ends meet, can spend more time studying and participating in campus activities.

Support for Diversity in Faculty Hiring and Retention

- Faculty searches for Fall 2018 cohort reorganized by Provost and Deans to maximize the possibility for diverse hires

- Faculty hires based solely on academic mission including diversity for Fall 2018
- Revision of faculty hiring position template to emphasize diversity and increase likelihood of obtaining diverse pools (Fall 2017)
- Faculty development around diversity in faculty hiring - AVP for Faculty Affairs and Faculty Center (Spring and Fall 2017)
- Enhanced Search Committee training on unconscious bias in diversity hiring
- Enhanced funding for advertising in publications aimed at diverse audiences (Fall 2017)
- New advocacy group of Latino faculty, staff, *Alianza for Equity*, to make recommendations and develop action plans to enhance diverse faculty hiring, staff advancement, and support activities aligned with the success of Latino/a students at SSU
- Development of Faculty/Staff of Color brown-bag lunches on a monthly basis
- Monthly new faculty seminars to support faculty life and all areas of RTP

Housing and Residence Life

- Space for students who wish to live with peers of similar race/ethnicity in development for Fall 2018

Student Governance

- The Black Student Union put forward a series of demands to address climate issues and student success issues for black students (Spring 2017)
- President Sakaki and other administrators met with BSU members to develop a formal institutional response to the concerns

Strategic Planning Process

- Plan to develop an institutional learning outcome around diversity
- Plan to incorporate diversity in multiple ways in campus Strategic Plan