

Strategic Plan Implementation

YEAR 1- CAMPUS REPORT

Nov 12, 2024 12:00pm-1:00pm



STRATEGIC PLAN 23-28

Today's Overview

1. Welcome
2. Orientation to SP
3. SP Cycle
4. AY 23-24 Progress Report
5. HERI Survey
6. AY SP Priorities
7. Feedback



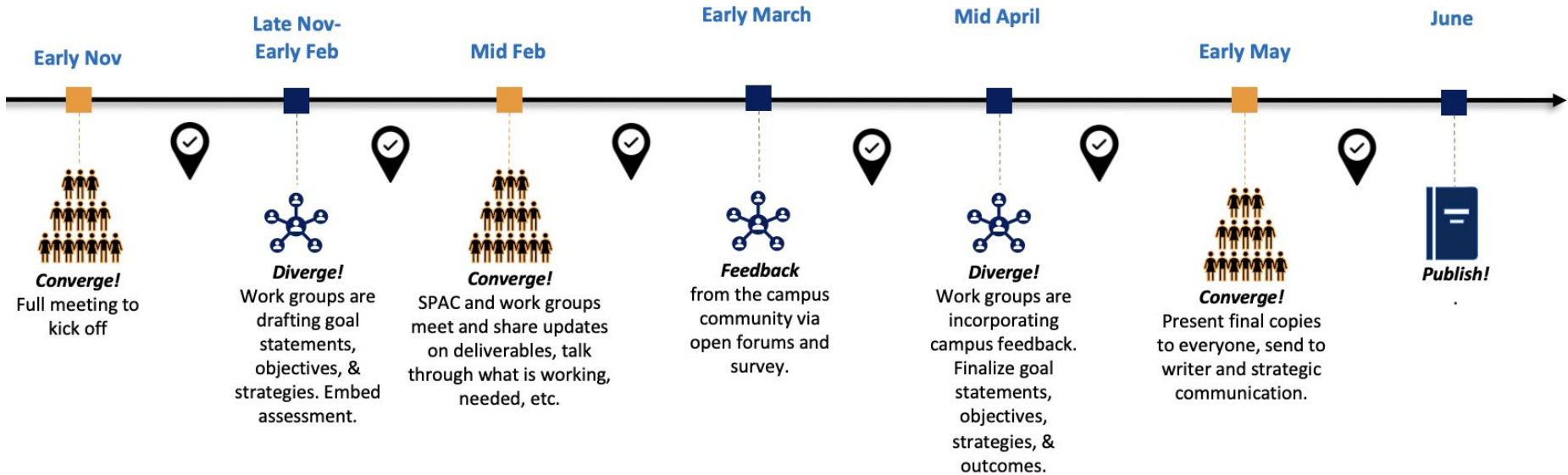
Welcome

- < Kelly Campbell, Vice Provost & Co-Chief Diversity Officer
- < Nicole Dabbs, Faculty Director of Institutional Effectiveness



Strategic Plan Process

Regular cadence of full group (converge), workgroup (diverge), and Cabinet check-ins and website updates.



Strategic Goals

Goal 1: Student Success

Engage every CSUSB student in inclusive experiences that foster their curiosity and transform their lives and communities.



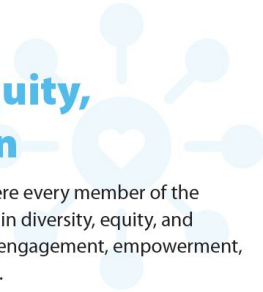
Goal 2: Faculty and Staff Success

Attract outstanding and dedicated staff and faculty and retain them by cultivating a safe environment where they thrive professionally and personally; in which their voices are represented; and which fosters impactful collaborative partnerships.



Goal 3: Diversity, Equity, and Inclusion

Advance an environment where every member of the university plays an active role in diversity, equity, and inclusion excellence through engagement, empowerment, education, and accountability.



Goal 4: Internationalization

Elevate CSUSB as a global institution that provides inclusive and transformative international experiences to its campus.



University Vision, Mission and Core Values

VISION:

CSUSB is a model for transforming lives.

MISSION STATEMENT:

At CSUSB, we promote each other's growth and success and enhance the vitality of our region through active learning, effective mentoring, impactful scholarship, and civic engagement. We cultivate the professional, ethical, and intellectual development of our diverse students, faculty, and staff so they thrive and make positive contributions to our globally connected society.



Core Values: P.A.C.K.

P Progress

Innovation, sustainability and integrity are essential components of our commitment to students, faculty, staff, and community members. We are responsible stewards of the university and the environment and are dedicated to sustainable growth and development.

A Access

We are committed to our student population and fostering their success. We recognize that equitable access to information, research, experiences, and resources is vital to a positive educational environment, thriving athletics, and extracurricular activities. We believe in transparency, eliminating barriers, and empowering each other so everyone may fully participate in gaining knowledge and derive the greatest benefits from university life.

Community

We are actively engaged in contributing to our region and committed to the social mobility of our students and community members. We value justice and equity in all that we do, and work collaboratively to be inclusive in achieving collective and individual goals.

Kindness

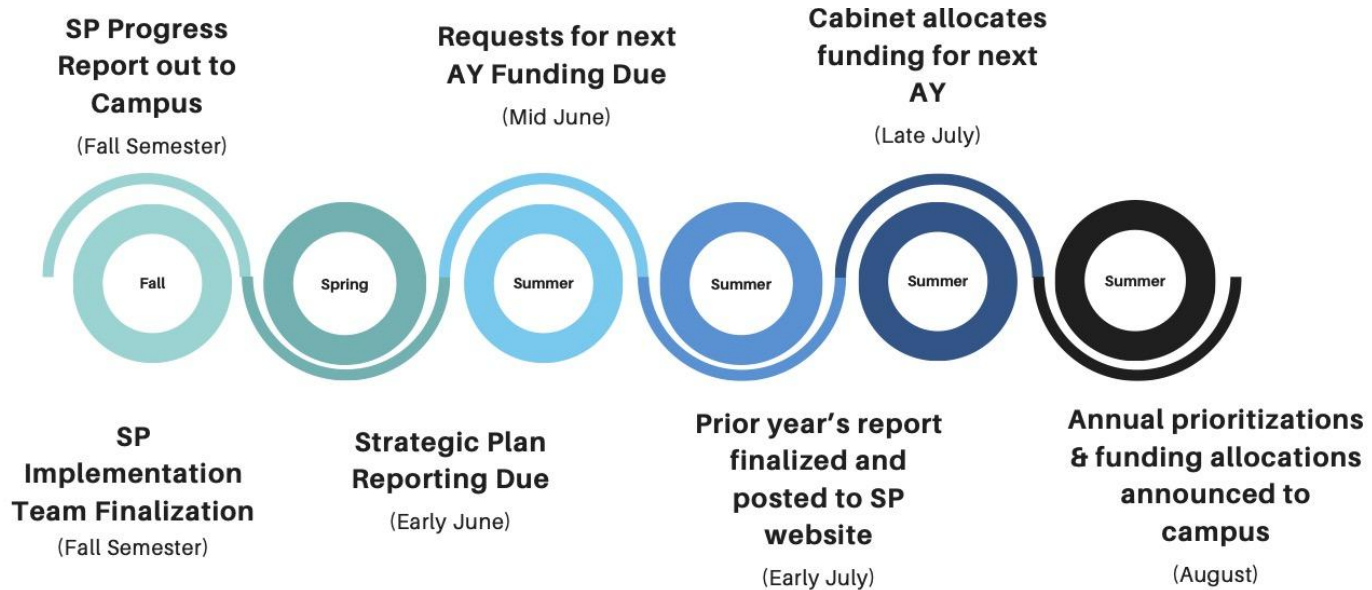
We recognize, respect, and value each member of the campus community, and treat everyone with kindness and compassion. We are invested in the academic, economic, social, emotional, psychological, and physical well-being of our students and campus colleagues. We believe a healthy university is one in which we all thrive.

Strategic Plan Implementation Team

- Team of volunteers for each goal
- Meet once/month throughout the year
- Annual tracking & progress reporting



Strategic Plan Cycle



23/24 Annual Report: Goal 1

- < 10 of 22 **student success** strategies were initiated in AY 23/24
- < Gardner Institute, Bill & Melinda Gates foundation, & CO funding:
FYE redesign, advising NACADA review, Biology & Math gateways to completion, Communication 1006, Ethnic Studies 1000, & Math 2210 redesign for equity gap & DFW reduction, & 50 faculty trained on institutional data and dashboard interpretations to enhance student success and equity
- < ASUA secured \$1.5 million in external funding, launched Academic Intervention Report (AIR), expanded embedded supports to 2,900 students (up 1000 students from 22/23), increased tutoring center usage by 35%, and re-enrolled 1,553 students
- < myCoyote redesigned interface is more streamlined and user-friendly
- < CSUSB received an \$800,000 Coyote BLUE grant to support the Inland Empire Regional K-16 Education Collaborative Center for Educational and Community Outreach Programs (CECOP)
- < "Our Defining Moment" campaign raised over \$200k in scholarships for historically underserved students

23/24 Annual Report: Goal 2

- < 6 of 17 **faculty & staff success** strategies were initiated in AY 23/24
- < Gathered PI input to provide better support in post-award processes
- < Continued our research assigned time and CiRIS Program for faculty
- < Mental Wellness Faculty Fellow established; held 6 workshops and developed a resource document for campus
- < Spot awards established for staff
- < Established the Staff Enrichment Center

23/24 Annual Report: Goal 3

- < 7 of 16 **DEI** strategies were initiated in AY 23/24
- < Equity Web Scan, Equity Walk tools, & inclusive language guide were used to review & revise course titles and descriptions and CSUSB webpages
- < Added five new all-gender restrooms and one lactation room
- < Library resources were greatly diversified
- < Held inaugural CSUSB Inclusion Day focused on improving DEI competencies among staff and faculty through interactive workshops
- < Established inaugural Faculty Inclusion Fellow for Disability, Difference, and Accommodation
- < 85 faculty completed Equity Minded Teaching/Pedagogy programs
- < Over 100 DEI events were held with 4,170 attendees (students, staff, faculty, and community members)

23/24 Annual Report: Goal 4

- < 5 of 15 **internationalization** strategies were initiated in AY 23/24
- < Increased funding for students' international research & DEI related travel
- < Awareness campaigns: services & resources available for our international students
- < Education Abroad programs centralized to the Center for International Studies and Programs (CISP) = streamlined operations and improved support
- < High percentage of Gilman Scholarship recipients & \$1000 scholarships for study abroad travel
- < CEGE developed partnerships & articulation agreements with several international universities

SP Dashboard



Strategic Plan 2023-2028 Progress Report: Year 1-2



Goal 1: Student Success

Objective 1.1.

Acknowledge and value students' cultural, linguistic, and social identities.



Objective 1.2.

Transform students' understanding of self as agents in a global society.



Objective 1.3.

Empower students to apply competencies that enrich their communities.



Goal 2: Faculty and Staff Success

Objective 2.1.

Ensure equitable and efficient work.



Objective 2.2.

Promote a culture of trust and safety that values and integrates human differences and cares for the holistic well-being of staff and faculty.



Objective 2.3.

Enhance pathways and guidance for professional advancement.



Goal 3: Diversity, Equity, and Inclusion

Objective 3.1.

Uphold an unwavering commitment to an enduring diverse, equitable, and inclusive environment.



Objective 3.2.

Strengthen our culture of belonging, acceptance, and appreciation for the unique characteristics and contributions of all students, alumni, faculty, staff, and



Objective 3.3.

Promote and support a campus environment that values and affirms human rights and protections for all members of our community.



Goal 4: Internationalization

Objective 4.1. Enhance global learning opportunities for the campus community.



Objective 4.2. Expand student, faculty, and staff participation in education abroad programs.



Objective 4.3. Grow, diversify, and engage the international student body.



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HERI Survey

- < Full results available on the Institutional Research & SP sites
- < Data for Strategic Plan progress tracking: Assess in Years 1 & 5
 - WSCUC requirement
 - DEI variables (sense of belonging) & Cozen progress tracking
- < February event to unpack HERI data with DEI officers:
 - Thursday, February 20th from 12-1 in the staff enrichment center; <https://csusb.zoom.us/j/81310438670>

24/25 AY HERI-Related Initiatives

- < Civility Campaign
- < Culture of Thriving
- < Photovoice & DEI board initiatives (e.g., Home Away from Home sense of belonging social media campaign)
- < Civility Awards
- < DEI officer info sessions (e.g., anti-discrimination policy)


Academic Year Priorities

Goal 1: Student Success:

Engage every CSUSB student in inclusive experiences that foster their curiosity and transform their lives

Objective	Strategy	Year 1: 23/24	Year 2: 24/25
Objective 1.1. Acknowledge and value students' cultural, linguistic, and social identities.	Review institutional practices and procedures to identify those that create barriers, including expanding work with the Gardner Institute to review curricular complexity.		
	Implement the strategic enrollment management plan.		
	Redesign online interface for easier student awareness and access to relevant university resources.		
	Provide targeted "college basics" instruction opportunities for first-year and incoming transfer students.		
	Enhance mental health support and increase access.		
	Provide students with library materials that speak to their identities.		
	Scale up summer credit opportunity Funding.		
	Scale up embedded mentoring and supportive pathways programs in first-term classes outside of GE math, English and first year seminar courses.		
Objective 1.2. Transform students' understanding of self as agents in a global society.	Strengthen cross-divisional collaborative partnerships to provide students with holistic and supportive experiences.		
	Enhance the collaboration between department and institutional level advising.		
	Support the authentic implementation of and equitable student participation in High Impact Practices (HIPs).		
	Augment partnerships between students and community-based organizations.		
	Support regular meaningful assessment of student learning outcomes (SLOs) and co-curricular experiences across the university.		
	Increase co-enrollment (dual enrollment) partnerships with community colleges and high schools.		
Continue to grow culturally responsive and data informed tutoring, mentoring, and writing support strategies.			

Questions?

Share Your Voice 



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