College of Education
Student Success, Outcomes, and Retention (SSOAR) Committee
10/30/14; Minutes

In attendance – Margarita Berta-Avila, Francisco Reveles, Harold Murai, Sheri Hembree, Ravin Pan, Amber Gonzalez, Kathe Goodwin, and Ashley

1) Welcome new members

2) Discussion of changes to charge
   - Consulting student outcome data, faculty/program input, and campus-wide initiatives, identify priority areas and college wide policies related to student outcomes.
   - Recommend graduation speakers (faculty nominate, chairs recommend, Dean selects)
     How will this affect branches? Should this be taken on by each branch?
   - Develop & monitor student recruitment plan (conducted program by program and by staff)
   - House Student Scholarship Subcommittee (1 faculty rep per branch, 1 Ed Eq rep, 1 student scholarship staff rep) whose charge includes: evaluate scholarship applications and make recommendations about awards per award guidelines (ad-hoc group led by External Programs Staff and Development Associate)
     Questions were raised about how scholarships are advertised and recipients selected.
   - House Student Issues Subcommittee (2 faculty reps per branch, 1 student support staff rep, 1 rep from each of the approved subject matter programs) whose charge includes: appeals related to credential, graduate and undergraduate program policies, grade appeals, student discipline issues, special actions, and student grievances. Regularly scheduled meetings for the week before the semester begins and the last week of the semester (2 per semester) and as needed. (Credential Appeals Committee, grade appeals and student grievance committees established as needed)

Focus of SSOAR should be on recruitment and data collection and analysis related to student recruitment and retention. We should not duplicate efforts, such as scholarships and graduation speakers. Grade appeals should be held in branch.

Motion to amend SSOAR charge. Delete the selection of graduate speaker, student scholarships, and student appeals from SSOAR’s charge.

Motion carried

Sheri will inform constituents.
3) Discussion of recruitment plan

Concern Raised

- Of the estimated 110 Single Subject Teaching Credential Students, 20-30 are Students of Color. This disproportion is not reflective of the community we are serving. We need to make a concerted effort to recruit Students of Color. There was a recent paper discussing “Teachers for Social Justice” and recruitment strategies. Margarita will share some of these findings at the next meeting.

- We need to address why do students come into programs and how are they retained? Some are financial concerns (exam fees), are there ways to pay (supplement costs) for these exams? What about our graduate programs, some of them are dwindling...how do we think of them? Pipeline? Intentional pipeline?

- Credential recruitment -- financial, is there a real focus on recruitment?

- Recruitment starts at high school and middle school? And we also have alumni?

- How are we going to compete against these online programs (SCOE, Brandon, and National)

- How are Students of Color getting advising? What is advising to these students?

- Majority of our students are coming from Sac State...

Some immediate solutions:

- Students who are bilingual in Spanish or Hmong should be sent to Harold for advising.
- Students with Urban background should be sent to Harold for advising.
- Recruitment events should be put on AERA calendar for 401 staff

Some future solutions:

- Structure needs to be developed and implemented to facilitate equity role be a central role, not only on one individual.
- Review the vision/mission statement of COE. How is social justice, diversity, and equity addressed? → This should be the argument as to why we need such a structure and a FULL TIME Equity Director with a staff (including but not limited to peer mentors). See graphic (i.e. Margarita’s drawing)
- Stakeholder meeting -- use as a recruitment tool
- All subject matter advising be done in the college by college faculty including liberal studies.

Need for more strategic recruitment plan that reflects our principles. What additional principles should guide recruitment? (For future discussion)

- Focus on recruitment of students of color in credential program (above discussion)
- Personal contact with faculty as means for recruitment
  - need to carve out “personal time” - structure that gives assistance – how does it thread through all the programs?
  - Provide opportunities to meet with faculty for information about programs
• Quality vs. quantity – recruiting students who are likely to succeed – and setting up for success
• Room for program specific recruitment
• Connecting with Stakeholders in the community
• Need for budgetary resources devoted to recruitment
• Connecting recruitment with retention

4) Graduation with distinction award -- tabled

5) Plan for data collection for student outcomes -- tabled