

## A Strategic Plan for Inclusion, Respect and Equity (ASPIRE)

### THEME ONE: SUPPORTING STUDENT ACCESS AND EDUCATIONAL SUCCESS

The University community will improve the campus and regional communities' awareness of its active efforts to attract, retain and graduate a student body that is regionally, nationally, and globally diverse, through open and timely communication about access and success of all domestic and international student population groups. (Awareness/Knowledge/Capacity)

#### STRATEGIES

- Promote outreach efforts that communicate the importance of undergraduate and graduate education to individuals, families and regional, national and international communities. Communicate the specific actions and programs that help ensure student success at all levels. (Awareness)
- Improve knowledge across the university community about diversity issues in student access and success, especially among those who engage in outreach and student success efforts. (Knowledge)
- Expand the capacities and abilities of individuals and administrative units that are charged with outreach and student success. Examine current programs and efforts to improve efficiency and effectiveness. (Capacity)

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| <p><b><u>AWARENESS</u></b><br/><b><u>ACTIONS</u></b></p> | <ol style="list-style-type: none"> <li>1. Survey periodically a random sample of households in the Fresno State service region to gauge awareness of educational opportunities available at Fresno State, and of the university's mission as a Hispanic Serving Institution (HSI), Asian American and Native American Pacific Islander Serving Institution (AANAPISI), and Minority Serving Institution (MSI).</li> <li>2. Survey periodically the diverse student body to become aware of changing trends, shifting priorities, and different needs in relation to access and success.</li> <li>3. Inform the campus community about student success gaps (retention, progression, grades and graduation rates) across population groups and promote awareness about existing programs that are designed to narrow these gaps.</li> <li>4. Establish an expectation among all members of the campus community that student success is a shared responsibility of students, faculty, staff and administrators, and that each has a role in ensuring this success.</li> </ol> |
| <p><b><u>KNOWLEDGE</u></b><br/><b><u>ACTIONS</u></b></p> | <ol style="list-style-type: none"> <li>1. Offer multiple opportunities for all members of the campus community to increase their knowledge about effective strategies, formal and informal, to improve outreach and student success outcomes for all population groups.</li> <li>2. Cultivate up-to-date and accurate knowledge about special programs that target historically underrepresented student populations to ensure they achieve equal learning outcomes as other population groups.</li> </ol>   |

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| <p><b>CAPACITY ACTIONS</b></p> | <ol style="list-style-type: none"> <li>1. Review existing domestic outreach programs to identify best practices that attract a diverse pool of applicants, including effective use of cutting-edge technology.</li> <li>2. Establish and improve international outreach programs that include international alumni and Fresno State faculty and staff of international origins, and that utilize cutting-edge technology to increase diversity of the international student population.</li> <li>3. Review outreach practices to identify best practices that reach all student population groups and find ways to streamline and simplify our outreach processes to improve efficiency.</li> <li>4. Establish guidelines to effectively monitor student success and to review progression processes (advising, semester registration, selecting/changing majors, etc.) for an equitable outcome among all student populations. This includes a review of “at-risk” gateway course data across student populations and a request to urge academic units to address the observed inequities.</li> <li>5. Establish a regular check and report cycle about how successful the university is in addressing observed inequalities in student access and success outcomes.</li> </ol> |
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**PROPOSED INDICATORS**

- Greater engagement in diversity, equity and inclusion efforts at various institutional levels.
- Greater knowledge of Fresno state’s unique mission (federal designations: Minority-Serving Institution (MSI), Hispanic-Serving Institution (HSI), and an Asian American and Native American Pacific Islander Serving Institution (AANAPISI) among various constituent groups.
- Greater knowledge of student success gaps across various populations and means and resources to address them.
- Narrower gaps in learning outcomes across various student populations.