



CALIFORNIA BLACK-SERVING INSTITUTION APPLICATION

**FINAL SUBMISSION
JUNE 6, 2025**

College/University: California State University, Northridge

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State your institution's commitment to address Black and/or African American student success and explain how your commitment is consistent with your institution's mission. (TEXT BOX)

At California State University, Northridge (CSUN), our mission is to “enable students to realize their educational goals and to contribute actively to the welfare of our community.” This mission is rooted in inclusion, equity, and student success and guides our unwavering commitment to advancing Black and African American student achievement. We view this commitment not only as a moral and social imperative, but as central to CSUN’s identity and institutional purpose.

As a federally designated Hispanic-Serving Institution (HSI) and Minority-Serving Institution (MSI), and aspiring to become a California designated Black-Serving Institution (BSI), we are intentional in our efforts to serve all students equitably, with targeted strategies to address persistent disparities in outcomes. Within the bounds of Proposition 209 and applicable California legislation, CSUN is elevating its commitment to Black student success through identity-based and legally compliant, approaches that address institutional barriers and promote equity for historically underserved communities.

Our dedication to Black student success is grounded in a legacy of advocacy, scholarship, and transformative change. The founding of the Department of Africana Studies in 1969, one of the first in the nation, was born from student activism and remains a cornerstone of our academic and cultural life. More than five decades later, that legacy continues to inform our strategic priorities and is reflected in our efforts to confront systemic inequities and uplift Black student voices.

Guided by *The Road Ahead*, CSUN’s strategic framework for inclusive excellence, and following a recommendation from the CSUN Black Student Success Council, founded in 2018, we launched the Black Student Success Initiative (BSSI) in 2023. This bold, data-informed effort is shaped by the lived experiences of our students and has elevated institutional priorities through open dialogue, deep listening, and critical reflection. These efforts align with the CSU systemwide priorities to eliminate equity gaps and increase educational attainment for Black students.

As part of our comprehensive approach, CSUN is deeply committed to closing racial equity gaps in retention, time to degree completion, and graduation rates. We recognize that persistent disparities in these key metrics are unacceptable and incompatible with our values. As such, we are working to remove institutional barriers, reform policies and practices, and invest in structures that foster academic progress and long-term success for Black students, while we serve all students.

In recent years, CSUN has taken intentional and impactful steps to realize this vision, including:

- Adopted the CSUN Theory of Change Model to support students with low institutional navigation capital—empowering them to develop the knowledge, confidence, and agency needed to succeed.
- Launched the CSUN Black House and Black Resource Center, a culturally affirming space for academic support, belonging, and holistic well-being.
- Developed Black Scholars Matter, a cohort-based program promoting community, accountability, and academic excellence.
- Introduced University 100 – Black Excellence, a first-year seminar designed to support the transition and persistence of Black students.
- Expanded access to mental health services by hiring culturally competent clinicians who reflect and affirm the lived realities of Black students.

These initiatives reflect our belief that Black student success is not the responsibility of a single office or program, but a university-wide commitment requiring sustained investment, collaboration, and accountability. They also embody the core principles of *The Road Ahead*, which centers equity, cultural responsiveness, and institutional transformation as essential drivers of student success.

Our mission compels us to prepare students not only for academic and professional achievement, but also for lives of leadership, service, and meaning in an increasingly complex world. As such, our commitment to Black student success is both a reflection of who we are and a vision for who we must become.

As detailed in this application, we continue to identify key strategies and take bold, equity-driven action. We remain committed in building a more just, inclusive, and empowering future for our Black students and the entire CSUN community. This commitment is grounded in our mission, shaped by our community, and aligned with CSU's systemwide priorities for Black student success.

Please state the percent of the institutions enrolled student population identifying as Black/African American for the current term. (Text Box)

5.6% of undergraduate CSUN students for Fall 2024 identified as Black or African American.

Please state the number of students identifying as Black/African American enrolled at the college or university for the current term. (Text Box)

1,831 of undergraduate CSUN students for Fall 2024 identified as Black or African American.

Describe the academic goals for the institution to achieve within the five-year period in which the initial designation is awarded. The goals described in this section should outline the institution's plans to improve retention, time-to-degree or time-to-certificate completion, and graduation rates of Black and African American students. (Text Box)

In 2023, CSUN began a rigorous review of Black student outcomes of cohort equity data for the entering classes between Fall 2013 and Fall 2017 (n = 64,459 students), a significant part of our Black Student Success Initiative. This initiative had one clear objective: to identify and develop a plan that would eradicate the degree-completion gaps affecting CSUN Black and African American students. Our CSUN equity gap refers to the disparities in educational outcomes for Black students in comparison to our highest performing racial group in retention, time to degree completion, and graduation rates.

The resulting analysis uncovered the disparity in six-year graduation rates—only 42% for first-time (FT) freshman Black students and 4-year graduation rate at 77% for Black transfer students, who graduate at higher rates than white first-time freshmen. The analysis also indicated that Black first-time freshmen cohorts were the most disproportionately impacted, white students graduated at 67%, Asian students at 65%, Latinx students graduated at 51%, and all other students at 56% in six-years. To close this equity gap, we committed to elevating the academic trajectory of first-time freshman Black students, setting a goal to graduate at least 84 additional Black students each year and thereby achieve parity with our highest-performing student group at 67%. To reach this overall goal, various strategies will be identified by this proposal, including professional development, direct student services impacts, and real-time academic interventions.

Expanding culturally relevant training and professional development is central to advancing CSUN's equity goals. Through initiatives such as on-campus anti-racism workshops, national conference participation, and the forthcoming Ethnic Studies Center for RACE, the university is embedding anti-racist principles into the fabric of faculty and staff learning, as well as University administrators' leadership approaches. By increasing engagement in culturally grounded training models, CSUN deepens its commitment to servingness and creates more inclusive learning environments for historically underserved students. Furthermore, integrating culturally responsive frameworks into institutional policies and instructional practices ensures that equity is not just aspirational, but actively practiced across curriculum design, pedagogy, and campus culture.

The Green Zone Framework: A Data Driven Approach to Success

A cornerstone of CSUN's Black Student Success Initiative effort is our adoption of the "Green Zone" framework, which identifies early academic milestones that predict on-time graduation for first-time freshmen based upon the multivariate analyses of five years of cohort data (Williams and Associates, 2024). These two targets are as follows:

- **Milestone 1 Green Zone Goal:** Students earn at least 21 semester credits with a cumulative GPA greater than or equal to 2.5 by the end of the first year (two semesters). **Black students who reach this milestone see their six-year graduation rate rise to 68%.**
- **Milestone 2 Green Zone Goal:** Earn at least 48 semester credits with a cumulative GPA greater than or equal to 2.5 by the end of the second year (four semesters). Achieving this level **boosts Black student graduation rates to 80%.**

By tracking Green Zone attainment figures at the end of years one and two for each cohort, we gain a predictive model of the group's "health" and can deploy targeted advising, academic supports, and culturally responsive interventions during the critical first four semesters on campus.

Success in these milestones is both necessary and sufficient to drive equity. When Black students achieve these Green Zone benchmarks, we effectively eliminate the degree-completion gap at CSUN. This Green Zone framework now underpins our advising overhaul, support programming, and outreach strategies, ensuring that every Black freshman has the foundation they need to thrive at CSUN.

ACADEMIC GOALS 2025-2030

Over the next five academic years, our strategic academic goal is to achieve or exceed parity in first-year retention, on-track credit progression (Green Zone goals), and graduation rates for Black and African American freshmen and transfer students, matching the highest-performing demographic group on campus by race and gender identity. The following retention goals are necessary to achieve parity in academic retention of students. For each goal, we have identified targeted strategies that are currently in pilot stages, and some are new interventions guided by high-impact practices that are included in our Black Student Success framework and positively impacted by our Black-Student Success ecosystem of services.

Academic Goal 1: Full-time Freshman First-Year Retention Goal

By 2029-2030, CSUN will increase the first-year retention rate for Black male students from 63% to 90% and for Black female students from 68% to 94%. These targets reflect our aspiration to reach and surpass the highest retention rates currently observed among any racial/gender subgroup on campus (82.6% for white males and 93.5% for Asian females). To close this gap, CSUN will aim for annual gains of approximately 5.4 percentage points for Black males and 5.2 percentage points for Black females.

Baseline (FTF, Fall 2024)

- Black males: 63%
- Black females: 68%
- Highest-performing cohort by race and gender (comparable in size): 82.6% for white males and 93.5% for Asian females (different cohort outcomes)

Total Gap to Close

- Black males: $90\% - 63\% = 27$ percentage points
- Black females: $94\% - 68\% = 26$ percentage points

Required Annual Gains (over five years)

- Black males: $27 \text{ percentage points} \div 5 \text{ years} = 5.4 \text{ percentage points/year}$
- Black females: $26 \text{ percentage points} \div 5 \text{ years} = 5.2 \text{ percentage points/year}$

Five- Year Benchmarks for Full-Time Freshmen

Year 1 (2025–2026)

- **Retention Goals:**
 - Black Male Students: 69%
 - Black Female Students: 73.2%
- **Key Interventions:**
 - Expand participation in the Black Matador Excellence Experience (BMEE) Summer Program: Scale up outreach and enrollment to ensure more incoming Black students participate in this summer bridge experience focused on academic preparation, cultural affirmation, and community building.
 - Pilot predictive advising: Use institutional data to identify students who may be academically at risk and proactively connect them with advisors for targeted support.
 - Implement Canvas Insights early alert system: Leverage LMS analytics to flag early signs of disengagement (e.g., missing assignments, low grades) and coordinate timely interventions with faculty and support staff.
 - Enroll students in U100 Black Excellence sections: Ensure first-year Black students are enrolled in specially designed University 100 courses that center Black identity, provide culturally relevant support, and foster a sense of belonging. Partner with BMEE Staff to enroll students into U100 Black Excellence sections Fall semester.

Year 2 (2026–2027)

- **Retention Goals:**
 - Black Male Students: 74%
 - Black Female Students: 78.4%
- **Key Interventions:**
 - Fully operational EAB/Canvas Insights alerts: Integrate the early alert system campus-wide to monitor academic engagement and connect students with tailored resources. Currently piloting this approach with various classes and disciplines, this will rollout gradually for all courses.
 - Cohort-based academic coaching: Assign professional and peer coaches to student cohorts to provide consistent academic support, track progress, and troubleshoot challenges.
 - Peer success groups: Facilitate affinity-based peer groups that meet regularly for study support, accountability, and encouragement, fostering community and resilience among Black students.

Year 3 (2027–2028)

- **Retention Goals:**
 - Black Male Students: 80%
 - Black Female Students: 83.6%
- **Key Interventions:**
 - Expand Black Male Student Mentoring Initiative: Increase the number of mentor-mentee pairings and training for mentors, with a focus on career development, identity exploration, and academic persistence.
 - Strengthen family engagement programs: Develop workshops, events, and communication tools to keep families informed and involved, recognizing the critical role of family in student success.

Year 4 (2028–2029)

- **Retention Goals:**
 - Black Male Students: 85%

- Black Female Students: 88.8%
- **Key Interventions:**
 - Integrate peer-to-peer success coaching: Launch a formal peer coaching program where trained upper-division Black students provide ongoing mentorship and academic guidance to first- and second-year students.

Year 5 (2029–2030)

- **Retention Goals:**
 - Black Male Students: 90%
 - Black Female Students: 94%
- **Key Interventions:**
 - Achieve retention parity: Reach institutional equity benchmarks by ensuring Black student retention rates align with or exceed campus-wide averages.
 - Establish continuous monitoring and rapid response teams: Form dedicated cross-functional teams to review real-time data, identify at-risk students, and implement immediate interventions to address academic, social, or wellness barriers.

Academic Goal 2: First-time Freshmen On-Track Credit Completion (Green Zone Milestones)

CSUN will increase the number of Black first-time freshmen achieving key academic momentum milestones by the end of their first academic year—ensuring they remain on track for timely degree completion and long-term academic success.

Green Zone Milestones: This goal tracks two predictive benchmarks:

- Milestone 1 (End of Year 1): Completion of 21 credits with a GPA ≥ 2.5
- Milestone 2 (End of Year 2): Completion of 48 credits total

These benchmarks were developed specifically for CSUN’s Black student population and are based on internal research showing that students who meet Milestone 1 have a predicted six-year graduation rate of 68%, and those who meet Milestone 2 reach 80%

By 2029-2030, raise the attainment of Black students reaching Milestone 1 Green Zone to 75% for both Black males and Black females—aiming to match or exceed the rates of the highest-performing student groups.

Baseline (Fall 2024)

- Milestone 1 Green Zone (end of Year 1: ≥ 21 credits with GPA ≥ 2.5):
 - Black males: ~45%
 - Black females: ~55% (combined ~50%)
- Highest-performing comparison group: ~75%

Total Gap to Close

- Black males: $75\% - 45\% = 30$ percentage points
- Black females: $75\% - 55\% = 20$ percentage points

Required Annual Gains (across five years)

- Black males: $30 \text{ percentage points} \div 5 \text{ year} = 6 \text{ percentage points/year}$
- Black females: $20 \text{ percentage points} \div 5 \text{ year} = 4 \text{ percentage points/year}$

Five-Year Green Zone Benchmarks for Black Students

Year 1 (2025–2026)

- **Milestone 1 Green Zone Goals:**
 - Black Male Students: 51%
 - Black Female Students: 58%
- **Strategy Highlights:**
 - Launch course-embedded tutoring: Provide targeted tutoring directly within high-enrollment, high-D/F/W courses to support students where they need it most. Tutors work alongside faculty and attend classes to offer real-time, curriculum-specific support.
 - Academic success bootcamps: Host intensive, skill-building workshops focused on study strategies, time management, exam prep, and foundational knowledge for key gateway courses, particularly before and during the semester.

Year 2 (2026–2027)

- **Milestone 1 Green Zone Goals:**
 - Black Male Students: 57%
 - Black Female Students: 62%
- **Strategy Highlights:**
 - Implement midterm milestone tracking: Use data analytics and instructor feedback to identify students not on track by midterm and provide targeted interventions such as tutoring, advising, or peer support.
 - Credit-recovery mini-courses: Offer condensed courses for students who earned a non-passing grade in key classes, allowing them to quickly regain credits and stay on track toward degree progress.

Year 3 (2027–2028)

- **Milestone 1 Green Zone Goals:**
 - Black Male Students: 63%
 - Black Female Students: 66%
- **Strategy Highlights:**
 - Block scheduling for high-risk gateway courses: Designate blocks of time for students to take multiple required courses together, improving course access, peer support, and scheduling efficiency—particularly in first-year math, English, and STEM courses.

Year 4 (2028–2029)

- **Milestone 1 Green Zone Goals:**
 - Black Male Students: 69%
 - Black Female Students: 70%
- **Strategy Highlights:**
 - Expand summer/winter session credit opportunities: Provide increased access to intersession courses, allowing students to recover credits or advance their progress toward key milestones outside of the traditional academic year.
 - Faculty mentoring in STEM gateway courses: Pair students in gateway STEM classes with faculty mentors who provide content support, motivation, and structured guidance for academic persistence and success.

Year 5 (2029–2030)

- **Milestone 1 Green Zone Goals:**

- Black Male Students: 75%
- Black Female Students: 75%
- **Strategy Highlights:**
 - Achieve full Milestone 1 Green Zone parity: Reach equity benchmarks where Black male and female students meet or exceed success thresholds for Milestone 1.
 - Institutionalize best practices: Sustain and embed the most effective strategies—such as tutoring, faculty mentoring, and milestone tracking—into CSUN’s academic support infrastructure to ensure long-term impact and accountability.

Academic Goal 3: Four-Year Graduation Rates for Full-Time Freshmen

CSUN is committed to significantly increasing the four-year graduation rates for Black and African American first-time, full-time freshmen, closing persistent equity gaps and aligning outcomes with those of the highest-performing racial and gender groups on campus.

By 2029-2030, increase the four-year graduation rate for Black male students to 47% and Black female students to 59%. These targets are benchmarked against the current highest-performing groups at CSUN: 35.2% for white males and 58.9% for white females, with an average of 47% across high-performing groups. CSUN aims to match or exceed these rates.

Baseline (Fall 2024)

- Black males: 10% graduate within four years
- Black females: 26% graduate within four years
- Highest-performing cohort by race and gender (comparable in size): 35.2% for White males and 58.9% for white females. The average is 47%.

Total Gap to Close

- Black males: $47\% - 10\% = 37$ percentage points
- Black females: $59\% - 26\% = 33$ percentage points

Required Annual Gains (across five years)

- Black males: $37 \text{ percentage points} \div 5 = 7.4 \text{ percentage points/year}$
- Black females: $33 \text{ percentage points} \div 5 = 6.6 \text{ percentage points/year}$

Five-Year Benchmarks for Four-Year Full-Time Freshman Graduation

Year 1 (2025–2026)

- **Graduation Rate Goals:**
 - Black Male Students: 17.4%
 - Black Female Students: 32.6%
- **Strategy Highlights:**
 - Mandatory degree roadmaps: Academic advisors will work directly with students to follow personalized, term-by-term graduation plans that outline course requirements, recommended sequencing, and milestones to stay on track.
 - Financial aid navigation workshops: Provide workshops focused on FAFSA completion, scholarship applications, and understanding financial aid packages, helping students avoid registration holds and reduce financial stress.

Year 2 (2026–2027)

- **Graduation Rate Goals:**
 - Black Male Students: 24.8%
 - Black Female Students: 39.2%
- **Strategy Highlights:**
 - Expanded summer acceleration grants: Offer targeted financial aid and enrollment support for summer courses that help students complete critical graduation requirements and stay on pace for 4- or 6-year graduation.

Year 3 (2027–2028)

- **Graduation Rate Goals:**
 - Black Male Students: 32.2%
 - Black Female Students: 45.8%
- **Strategy Highlights:**
 - Faculty mentorship in capstone courses: Pair students in senior-level courses with faculty mentors who provide academic guidance, career preparation, and coaching to support successful degree completion.

Year 4 (2028–2029)

- **Graduation Rate Goals:**
 - Black Male Students: 39.6%
 - Black Female Students: 52.4%
- **Strategy Highlights:**
 - Mid-senior year “graduation push” incentives: Launch targeted campaigns that provide financial, academic, or co-curricular incentives to students nearing completion who commit to a structured graduation plan.

Year 5 (2029–2030)

- **Graduation Rate Goals:**
 - Black Male Students: 47%
 - Black Female Students: 59%
- **Strategy Highlights:**
 - Full “degree sprint” campaigns: Implement comprehensive, equity-centered initiatives that combine academic coaching, financial support, and high-touch advising to help students close out final units—aiming to achieve graduation parity.

Academic Goal 4: Six-Year Graduation Rates for Full-Time Freshmen

Increase six-year graduation for full-time freshmen to 76% for Black males and 85% for Black females—aiming to match or exceed the rates of the highest-performing student groups by 2029 - 2030. Currently, the average six-year graduation rate for full-time freshman among the highest-performing racial/gender groups is 76%. At CSUN, Asian male students have achieved the highest six-year graduation rate among males at 66.5%, while Asian female students have achieved the highest among females at 84.8%.

Baseline (Fall 2024)

- Black males: 39.3% graduate within six years
- Black females: 74.5% graduate within six years
- Highest-performing cohort by race and gender (comparable in size): 66.5% for Asian males and 84.8% for Asian females. The average is 76%.

Total Gap to Close

- Black males: $76\% - 39.3\% = 36.7$ percentage points
- Black females: $85\% - 74.5\% = 10.5$ percentage points

Required Annual Gains (over five years)

- Black males: $36.7 \text{ percentage points} \div 5 = 7.34$ percentage points / year
- Black females: $10.5 \text{ percentage points} \div 5 = 2.1$ percentage points / year

Five-Year Benchmarks for 5-Year Full-Time Freshman Graduation

Year 1 (2025–2026)

- **Six-Year Graduation Rate Goals:**
 - Black Male Students: 46.64%
 - Black Female Students: 76.6%
- **Strategy Highlights:**
 - Launch “Degree Audit Blitz” campaigns: Organize term-based initiatives that provide seniors with rapid degree audit reviews, helping them identify remaining requirements, resolve barriers, and create clear paths to graduation.
 - Proactive senior advising: Deploy targeted, high touch advising for seniors to ensure timely graduation, including reviewing academic progress, scheduling final courses, and connecting students to necessary resources.

Year 2 (2026–2027)

- **Six-Year Graduation Rate Goals:**
 - Black Male Students: 53.98%
 - Black Female Students: 78.7%
- **Strategy Highlights:**
 - Completion scholarships for seniors with fewer than 10 units remaining: Provide need-based micro-grants to remove financial obstacles that often prevent students from enrolling in their final courses and completing their degrees.

Year 3 (2027–2028)

- **Six-Year Graduation Rate Goals:**
 - Black Male Students: 61.32%
 - Black Female Students: 80.8%
- **Strategy Highlights:**
 - Career-linked capstone programming and transition seminars: Integrate career readiness into final-year courses, offering workshops and mentorship focused on job search skills, graduate school preparation, and professional identity development.

Year 4 (2028–2029)

- **Six-Year Graduation Rate Goals:**
 - Black Male Students: 68.66%
 - Black Female Students: 82.9%
- **Strategy Highlights:**
 - Scale Black Scholars Matter program: Expand cohort-based academic and advising models that support Black student retention and timely graduation through structured support, mentoring, and intentional community-building.

- Peer-guided completion cohorts: Organize graduating seniors into guided peer groups that provide accountability, shared resources, and emotional support as students complete final degree requirements together.

Year 5 (2029–2030)

- **Six-Year Graduation Rate Goals:**
 - Black Male Students: 76%
 - Black Female Students: 85%
- **Strategy Highlights:**
 - Attain full six-year parity: Reach equity in six-year graduation rates between Black students and the overall campus population.
 - Sustain with ongoing graduation monitoring: Institutionalize data-informed systems to track students' progress toward graduation, triggering real-time interventions to prevent attrition and support timely degree completion.

Academic Goal 5: Full-Time First-Year Transfer Student Retention Goal

The first-year full-time transfer retention goal is set at 92% for Black male students and 91% for Black female students—aiming to match or exceed the rates of the highest-performing student groups, by 2029-2030. Currently, the average first-year retention rate among the highest-performing racial/gender groups is 90.6%. At CSUN, Asian male students have achieved the highest retention rate among males at 92%, while Latinas (female) students have achieved the highest among females at 89.2%.

Starting Baseline (Fall 2024)

- Black males: 69%
- Black females: 81%
- Highest-performing cohort by race and gender (comparable in size): 92% for Asian males and 89.2% for Latinas (females) (different cohort outcomes)

Total Gap to Close

- Black males: $92\% - 69\% = 23$ percentage points
- Black females: $91\% - 81\% = 10$ percentage points

Required Annual Gains (over five years)

- Black males: $23 \text{ percentage points} \div 5 \text{ years} = \sim 4.6$ percentage points per year
- Black females: $10 \text{ percentage points} \div 5 \text{ years} = \sim 2$ percentage points per year

Five-Year Benchmarks for Full-Time Transfer Student

Year 1 (2025–2026)

- **Transfer Retention Rate Goals (Year 1 to Year 2):**
 - Black Male Students: 73.6%
 - Black Female Students: 83%
- **Strategy Highlights:**
 - Expand participation in the Black Matador Excellence Experience Transfer Program: Expand access to the summer bridge program tailored for transfer students, focusing on academic readiness, campus navigation, and identity-affirming community building.
 - Pilot predictive advising: Use data analytics to identify students at risk and proactively connect them with academic support and advising.

- Implement Canvas Insights early alert system: Leverage LMS analytics to flag early signs of disengagement (e.g., missing assignments, low grades) and coordinate timely interventions with faculty and support staff.
- Enroll students in U301 Black Excellence sections: Ensure transfer students are placed in themed University 301 courses designed to support their academic and cultural transition to CSUN.

Year 2 (2026–2027)

- **Transfer Retention Rate Goals:**
 - Black Male Students: 78.2%
 - Black Female Students: 85%
- **Strategy Highlights:**
 - Fully operational EAB/Canvas Insights alerts: Expand the reach and use of coordinated early alert systems to provide timely, targeted interventions.
 - Launch cohort-based academic coaching: Establish structured academic coaching cohorts for transfer students that emphasize accountability, skill-building, and connection to campus resources.

Year 3 (2027–2028)

- **Transfer Retention Rate Goals:**
 - Black Male Students: 82.8%
 - Black Female Students: 87%
- **Strategy Highlights:**
 - Expand Black male student mentoring initiative: Scale peer and professional mentoring programs that connect Black male transfer students to mentors for guidance and support.
 - Roll out family engagement workshops: Host culturally responsive workshops for families of transfer students to strengthen student support networks and reinforce academic goals.

Year 4 (2028–2029)

- **Transfer Retention Rate Goals:**
 - Black Male Students: 87.4%
 - Black Female Students: 89%
- **Strategy Highlights:**
 - Integrate peer-to-peer success coaching: Expand student-led mentoring and coaching models that offer academic support, goal setting, and community-building.
 - Develop targeted retention “check-ins”: Create scheduled outreach points throughout the academic year to monitor student progress, resolve barriers, and maintain momentum toward graduation.

Year 5 (2029–2030)

- **Transfer Retention Rate Goals:**
 - Black Male Students: 92%
 - Black Female Students: 91%
- **Strategy Highlights:**
 - Achieve retention parity: Close equity gaps in retention between Black transfer students and the campus average.
 - Implement continuous monitoring and refinement: Institutionalize data-driven systems to track, evaluate, and adjust retention strategies in real time to sustain success.

Academic Goal 6: Two-Year Graduation Rates for Full-Time Transfer Students

Increase two-year graduation for full-time transfer to 49% for Black males and 56% for Black females—aiming to match or exceed the rates of the highest-performing student groups, by 2029-2030. Currently, the average four-year

graduation rate for full-time transfer among the highest-performing racial/gender groups is 48.9%. At CSUN, white male students have achieved the highest two-year graduation rate among males at 42.4%, while white female students have achieved the highest among females at 55.4%.

Baseline (Fall 2024)

- Black males: 36% graduate within two years
- Black females: 37% graduate within two years
- Highest-performing cohort by race and gender (comparable in size): 42.4% for white males and 55.4% for white females. The average is 48.9%.

Total Gap to Close

- Black males: $49\% - 36\% = 13$ percentage points
- Black females: $56\% - 37\% = 19$ percentage points

Required Annual Gains (over five years)

- Black males: $13 \text{ percentage points} \div 5 = 2.6 \text{ percentage points/year}$
- Black females: $19 \text{ percentage points} \div 5 = 3.8 \text{ percentage points/year}$

Five-Year Benchmarks for 2-Year Full-Time Transfer Student Graduation

Year 1 (2025–2026)

- **Two-Year Transfer Persistence Goals:**
 - Black Male Students: 38.6%
 - Black Female Students: 40.8%
- **Strategy Highlights:**
 - Expand participation in the Black Matador Excellence Experience Transfer Program: Strengthen transfer-specific summer bridge programming focused on academic preparation, cultural affirmation, and peer connection.
 - Pilot predictive advising: Test early-intervention models using academic and engagement data to proactively support transfer students.
 - Implement Canvas Insights early alert system: Leverage LMS analytics to flag early signs of disengagement (e.g., missing assignments, low grades) and coordinate timely interventions with faculty and support staff.
 - Launch U301 Black Excellence “Transfer Success” cohorts: Create themed University 301 courses tailored for transfer students, with a focus on Black student identity, community, and academic integration.

Year 2 (2026–2027)

- **Two-Year Transfer Persistence Goals:**
 - Black Male Students: 41.2%
 - Black Female Students: 44.6%
- **Strategy Highlights:**
 - EAB/Canvas Insights early alerts live: Fully implement institution-wide early alert systems to identify at-risk students and ensure coordinated intervention.
 - Launch cohort-based academic coaching: Establish structured academic coaching groups that support student retention through mentorship, study strategies, and accountability.

Year 3 (2027–2028)

- **Two-Year Transfer Persistence Goals:**
 - Black Male Students: 43.8%
 - Black Female Students: 48.4%
- **Strategy Highlights:**
 - Expand Black male student success mentoring initiative: Scale personalized, identity-affirming mentoring programs to support academic progress and belonging.
 - Deploy family engagement outreach: Launch culturally relevant workshops and communication strategies to involve families in supporting transfer student persistence and success.

Year 4 (2028–2029)

- **Two-Year Transfer Persistence Goals:**
 - Black Male Students: 46.4%
 - Black Female Students: 52.2%
- **Strategy Highlights:**
 - Integrate peer-to-peer success coaching networks: Expand peer coaching models that offer mentorship, community, and guidance from trained student leaders.

Year 5 (2029–2030)

- **Two-Year Transfer Persistence Goals:**
 - Black Male Students: 49%
 - Black Female Students: 56%
- **Strategy Highlights:**
 - Achieve two-year parity: Close the persistence equity gap between Black transfer students and the general transfer student population.
 - Maintain with continuous monitoring and targeted supports: Institutionalize ongoing support systems with real-time data tracking and flexible interventions to sustain gains.

Academic Goal 7: Four-Year Graduation Rates for Full-Time Transfer Students

Increase four-year graduation for full-time transfer to 83% for Black males and 87% for Black females—aiming to match or exceed the rates of the highest-performing student groups, by 2029-2030. Currently, the average four-year graduation rate for full-time transfer among the highest-performing racial/gender groups is 83%. At CSUN, white male students have achieved the highest four-year graduation rate among males at 79.8%, while Asian female students have achieved the highest among females at 86.4%.

Baseline (Fall 2024)

- Black males: 71% four-year graduation rate
- Black females: 70% four-year graduation rate
- Highest-performing cohort by race and gender (comparable in size): 79.8% for white males and 86.4% for Asian females. The average is 83%.

Gap to Close

- Black males: $83\% - 71\% = 12$ percentage points
- Black females: $87\% - 70\% = 17$ percentage points

Required Annual Gains

- Black males: $12 \text{ percentage points} \div 5 \text{ years} = 2.4 \text{ percentage points per year}$
- Black females: $17 \text{ percentage points} \div 5 \text{ years} = 3.4 \text{ percentage points per year}$

Five-Year Benchmarks for 4-Year Full-Time Transfer Student Graduation

Year 1 (2025–2026)

- **Four-Year Transfer Graduation Goals:**
 - Black Male Students: 73.4%
 - Black Female Students: 73.4%
- **Strategy Highlights:**
 - Expand participation in the Black Matador Excellence Experience Transfer Program: Expand the summer bridge experience tailored for transfer students to build academic readiness, cultural affirmation, and peer networks.
 - Pilot predictive advising: Use student data to anticipate academic risks and proactively support transfer student success.
 - Implement Canvas Insights early alert system: Leverage LMS analytics to flag early signs of disengagement (e.g., missing assignments, low grades) and coordinate timely interventions with faculty and support staff.
 - Launch U301 Black Excellence “Transfer Success” sections: Offer themed transfer seminar courses that affirm identity and promote academic integration.

Year 2 (2026–2027)

- **Four-Year Transfer Graduation Goals:**
 - Black Male Students: 75.8%
 - Black Female Students: 76.8%
- **Strategy Highlights:**
 - Scale EAB/Canvas Insights early alert system: Fully implement institution-wide early warning systems to ensure timely, coordinated student support.
 - Cohort-based academic coaching: Provide structured coaching groups that offer academic guidance, accountability, and peer support for transfer students.

Year 3 (2027–2028)

- **Four-Year Transfer Graduation Goals:**
 - Black Male Students: 78.2%
 - Black Female Students: 80.2%
- **Strategy Highlights:**
 - Expand Black Male Mentoring Initiative: Broaden access to identity-affirming mentorship that supports academic persistence and leadership development.
 - Implement family engagement strategies: Foster family involvement through culturally relevant workshops and communication to support student success and persistence.

Year 4 (2028–2029)

- **Four-Year Transfer Graduation Goals:**
 - Black Male Students: 80.6%
 - Black Female Students: 83.6%
- **Strategy Highlights:**
 - Integrate peer-to-peer success coaching across units: Expand peer mentoring networks that connect transfer students with trained student leaders for ongoing support and guidance.

Year 5 (2029–2030)

- **Four-Year Transfer Graduation Goals:**
 - Black Male Students: 83%

- Black Female Students: 87%
- **Strategy Highlights:**
 - Achieve four-year parity: Eliminate the graduation gap between Black transfer students and the overall population.
 - Maintain gains through continuous monitoring and targeted supports: Institutionalize regular data reviews and flexible student support systems to sustain progress.

Together, these seven academic goals form an intentional, equity-centered roadmap to close opportunity gaps and advance the academic success of Black and African American students at CSUN. Key interventions across the seven goals include predictive advising, peer and faculty mentoring, early alert systems using Canvas and EAB, culturally affirming cohort models such as the Black Matador Excellence Experience, and targeted family engagement strategies. Our approach ensures that academic progress is not left to chance but is actively supported through proactive structures designed to close equity gaps and build a culture of belonging and achievement.

These goals are grounded in data-informed comparisons based on racial and gender identity cohorts, ensuring that equity is measured not only by overall improvement, but by the elimination of disparities relative to the institution's highest-performing groups. By targeting key momentum points—first-year retention, credit accumulation, and timely graduation—CSUN is employing predictive analytics, culturally responsive strategies, and comprehensive student support systems to ensure that Black students are not only retained but fully empowered to thrive. Aligned with *The Road Ahead*, CSUN's Strategic Enrollment Plan, and the California State University's Graduation Initiative 2025, this work reflects a deep institutional commitment to dismantling systemic barriers, accelerating degree completion, and fostering an inclusive academic environment where all students can achieve. Over the next five years, CSUN will pursue this vision through collaboration, transparency, and measurable progress—affirming its role as a leader in advancing racial equity and academic excellence.

Describe the academic equity goals your institution aims to achieve within the five-year period of the initial designation as a California Black-Serving Institution. Specifically, outline how these goals will improve academic equity gaps in retention, time-to-degree or time-to-certificate completion, and graduation rates between your Black and African American students and the overall student population. Provide data-driven benchmarks and strategies for achieving these objectives. (Text Box)

ACADEMIC EQUITY GOALS 2025-2030

While CSUN academic goals focus on improving absolute outcomes for Black students, our equity goals specifically address the disparities in retention, time-to-degree completion, and graduation rates between Black students and CSUN's highest-performing racial identity groups. These equity gaps reflect long-standing structural barriers that require intentional, sustained, and data-driven institutional responses. Over the next five years, CSUN aims to eliminate these academic equity gaps entirely, ensuring that Black students achieve outcomes that are not only improved in isolation but equitably aligned with the success of their peers. This work is grounded in our mission, informed by institutional research, and aligned with *The Road Ahead*, CSUN's strategic plan for inclusive excellence and equity-driven student success.

Academic Equity Goal 1: Academic Equity Gap in Retention

By 2029- 2030, close the first-year retention gap and raise the retention rate to an aspirational goal of 90% for Black students—2.4 percentage points higher than the current highest retention rate achieved by any racial group at CSUN (87.6%, Asian American students).

Baseline Gap (Fall 2024)

- Black students: 65% first-year retention
- Highest-performing group: 87.6% for Asian American students
- Gap: 90% - 65% = 25 percentage points

Five-Year Benchmarks and Strategies

To advance racial equity in student persistence, CSUN will implement a suite of intrusive advising interventions and predictive tools that allow for timely, proactive engagement with Black students. These strategies align with the Road Map's commitment to data-informed equity and institutional accountability.

- **Year 1 (2025–26):**
 - Launch intrusive advising protocols for all first-year Black students.
 - Activate the Black Student Canvas Analytics early alert system for real-time academic engagement and performance monitoring.
 - Increase enrollment in *University 100* (Freshmen Seminar) and *U301* (Transfer Seminar) Black Excellence sections to embed identity-affirming content and peer support from day one.
- **Year 2 (2026–27):**
 - Launch dedicated early alert dashboards for Black Student Success Coaches to support real-time outreach and case management.
- **Year 3 (2027–28):**
 - Scale and institutionalize mentoring ecosystems that include structured peer, faculty, and staff mentoring to foster a sense of belonging and support.
- **Year 4 (2028–29):**
 - Create first-year learning communities linked with University 100 and U301 Black Excellence sections, reinforcing cohort-based belonging and integrated support.
- **Year 5 (2029–30):**
 - Achieve 90% retention parity for Black students through fully scaled implementation and continuous improvement of these integrated systems.

Academic Equity Goal 2: Equity Gap in Time-to-Degree Completion

By 2029–2030, raise Milestone 1 Green Zone attainment to 75% for Black students.

Baseline Gap (2024)

- Black students reaching Milestone 1 Green Zone (21 credits + GPA 2.5): 50%
- Highest-performing group: 75%
- Gap: $75\% - 50\% = 25$ percentage points

Five-Year Benchmarks and Strategies

This equity goal is rooted in CSUN's commitment to eliminating racial disparities in credit accumulation and course progression—particularly in high-risk gateway courses. These strategies reflect the Road Map's emphasis on timely graduation, student-centered design, and equity-minded support structures.

- **Year 1 (2025–26):**
 - Launch mandatory *Green Zone* advising checkpoints to ensure all Black students receive proactive, milestone-based academic guidance at critical points in their academic journey.
- **Year 2 (2026–27):**
 - Implement targeted supplemental instruction in gateway math, science, and writing courses.
 - Recruit and train culturally responsive student tutors to support academic skill development and create inclusive learning environments. Currently piloting approach with the Black Scholars Matter program providing support for BSM students, and wanting to expand across all Black students
- **Year 3 (2027–28):**
 - Develop and launch academic recovery programs designed for “at-promise” students who need structured support to regain academic momentum.
- **Year 4 (2028–29):**
 - Expand access to winter and summer intersession courses to accelerate credit accumulation and reduce time to degree.
- **Year 5 (2029–30):**

- Achieve 75% Green Zone achievement for Black students, ensuring the majority are on track with their credit milestones and academic standing.

Academic Equity Goal 3: Equity Gap in Six-Year Graduation Rates

By 2029- 2030, increase six-year graduation to 80% for Black first-time freshmen.

Baseline Gap (Cohorts 2013–2017)

- Black first-time freshmen: 42% six-year graduation
- Highest-performing group: 80%
- Gap: $80\% - 42\% = 38$ percentage points

Five-Year Benchmarks and Strategies

- **Year 1 (2025–26):**
 - Launch degree milestone audits beginning in the sophomore year to identify course completion gaps and accelerate on-time degree progress for Black students.
- **Year 2 (2026–27):**
 - Provide completion grants for seniors facing financial barriers that threaten their ability to finish their degrees.
- **Year 3 (2027–28):**
 - Embed career-readiness internships into senior-year courses, ensuring academic work aligns with students' professional goals and increasing engagement during the final year.
- **Year 4 (2028–29):**
 - Establish graduation coaching teams dedicated to Black students, providing individualized support, accountability, and resource navigation throughout their final academic year.
- **Year 5 (2029–30):**
 - Achieve 80% six-year graduation parity for Black first-time freshmen, closing a long-standing equity gap through sustained, culturally responsive institutional efforts.

Identify institutional memberships, charters, or affiliations to organizations dedicated to the advancement of Black and or African American Students. (Text Box)

CSUN actively cultivates partnerships with a wide range of local, state, and national organizations that reflect our sustained commitment to advancing Black student success, equity, and community empowerment. These affiliations span academic departments, student affairs, career services, community engagement, health equity, and cultural programming, ensuring that our institutional efforts are informed by, and connected to, broader movements for justice, representation, and holistic student well-being.

- **Afrikan Black Coalition**
Supports the liberation of all Afrikan people by organizing intellectual and economic resources to improve Black life quality.
- **Association of Black Psychologists**
Advocates for the liberation of the African mind and spirit through culturally grounded psychological work and empowerment.
- **Association for the Study of African American Life and History (ASALH®)**
Promotes global scholarship, research, and dissemination of African American history and culture.
- **African American Infant and Maternal Mortality Initiative (AAIMM)**
Offers internships addressing racial health inequities, particularly in Black maternal and infant health outcomes.
- **Black College Success**
Facilitates college access and career pathways for Black students from South Los Angeles.
- **Blacks in Technology – Los Angeles Chapter**
Provides community, resources, and advocacy for Black professionals and students in technology fields.
- **Black Therapists Rock**
Connects Black mental health professionals to advance healing, community support, and social justice in mental health care.
- **Black Thumb Farm (HERE Center)**
Trains BIPOC youth in sustainable agriculture, food sovereignty, and environmental justice leadership.
- **California Black Women's Health Project (CABWHP)**
Advocates for improved health outcomes for Black women and girls through education and policy change.
- **CSUN African American Music Association (A2MA)**
Uplifts and educates about African American musical heritage through performance and scholarship.
- **CSUN Black Alumni Association**
Engages Black alumni to support student mentoring, scholarships, and community building.
- **Greater Los Angeles African American Chamber of Commerce (GLAAACC)**
Promotes Black business ownership and economic advancement through policy advocacy and partnerships.
- **Journal of Blacks in Higher Education**
Tracks progress and highlights the achievements of Black scholars and institutions in higher education.
- **LA Promise: Black Success Network**
Connects Black students to mentorship, college, and career opportunities across Los Angeles.

- **Mission City Community Network: Black Infant Health**
Offers culturally responsive health care services to underserved families, emphasizing maternal and child health.
- **Museum of Social Justice**
Educates the public on the struggles and victories of marginalized groups, highlighting advocacy and resistance.
- **NASPA: Student Affairs Administrators in Higher Education**
Provides professional development for student affairs practitioners, including the Black Diaspora Knowledge Community.
- **National Association of Colleges and Employers (NACE) – People of Color Affinity Group**
Offers resources for equity-driven career development professionals and employer partners.
- **National Association of Black Social Workers (NABSW)**
Promotes human services delivery and research that serve and uplift Black communities.
- **National Career Development Association (NCDA) and California Career Development Association (CCDA)**
Support career counseling professionals serving diverse populations, with emphasis on equity and inclusion.
- **National Council for Black Studies (NCBS)**
Advances the discipline of Africana/Black Studies and connects scholars across institutions.
- **National Society of Black Engineers (NSBE)**
Increases the number of academically excellent, professionally successful, and socially responsible Black engineers.
- **San Fernando Valley African American Infant and Maternal Mortality Initiative (SFV AAIMM)**
Community-based effort to eliminate racial disparities in maternal and infant health outcomes.
- **The African Bridge Project**
Helps African and skilled immigrants navigate U.S. professional systems to leverage their expertise and credentials.
- **Valley Economic Alliance**
Partners with CSUN to stimulate economic and community development in the San Fernando Valley region.

Attach your institution's strategic plan to address the academic goals and academic equity goals your institution aims to achieve within the five-year period of the initial designation as a California Black-Serving Institution. The strategic plan should include, but not be limited to, all the following: (A) a mission statement that addresses the applicant's commitment to serve Black and or African American students; (B) outreach services to potential Black and or African American students; (C) existing and/or proposed academic or basic needs support services to assist in the academic success of Black and/or African American students. Support services described in this section may include campus affinity centers, coursework, activities or events; (D) an outline of the planned allocation of resources during the five-year period in which the initial designation awarded; (E) an outline of how the institution is using or will use existing resources to provide culturally relevant professional development for the applicant's faculty and staff in pursuit of Black Serving Institution goals. (ATTACHMENT)

CSUN PHILOSOPHY OF BLACK STUDENT SUCCESS

Fully embracing our identity as a Black-Serving Institution is essential to achieving our university's highest potential. CSUN recognizes that our current outcomes for Black and African American students have not yet met our institutional aspirations. This application demonstrates our commitment and highlights the tangible progress made

over recent years in measuring those outcomes, establishing robust infrastructure, and implementing a data-driven strategy aimed at transformative change.

Our comprehensive Black Student Success Initiative (BSSI) stands grounded in a rigorous, year-long self-study and institutional reflection process that began in 2023. It has been designed to strategically address systemic barriers explicitly identified within our *Theory of Change Model* (Figure 2), aligning closely with our institutional mission of Inclusive Excellence.

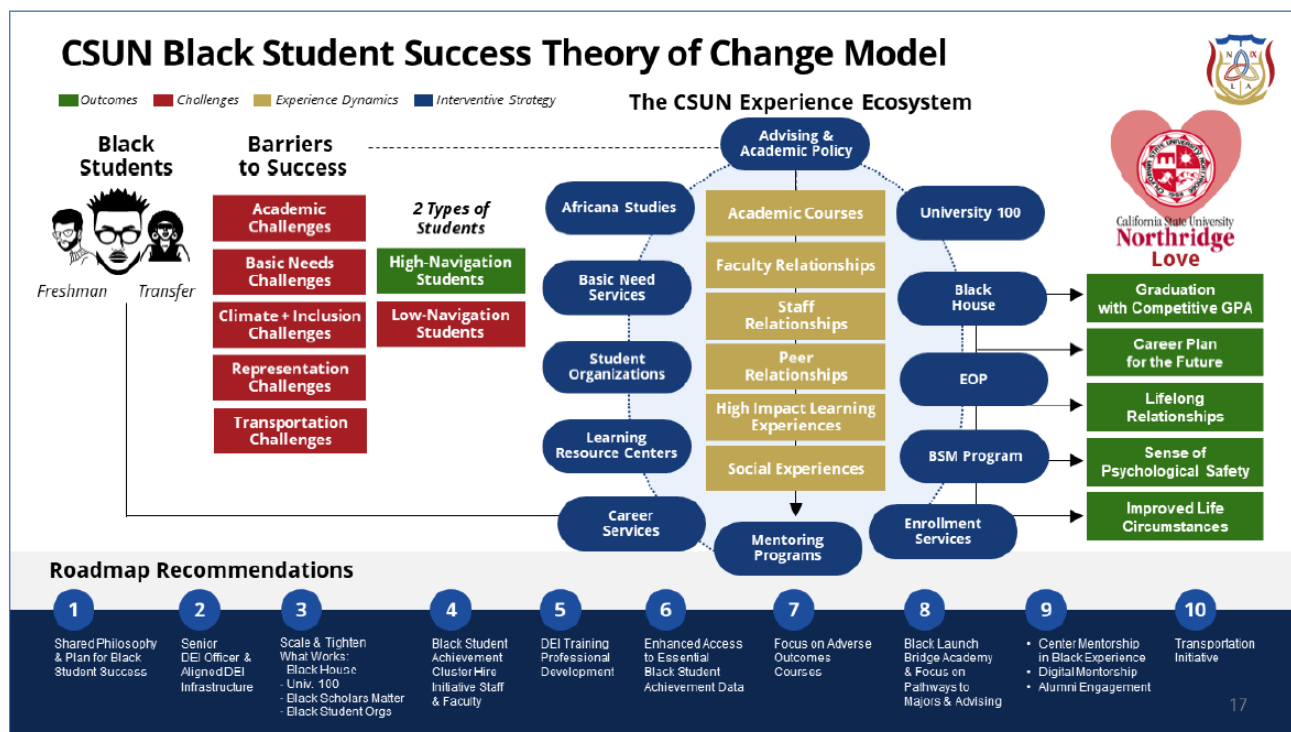


Figure 2. Black Student Success Initiative Theory of Change

“CSUN Love”

As depicted in Figure 2, our vision for Black Student Success is encapsulated as “CSUN Love.” It aspires for students to graduate within four to six years, achieving competitive GPAs, clear career pathways, lifelong relationships, psychological safety, and improved life circumstances. Central to achieving this vision are our efforts directly addressing equity challenges that disproportionately impact Black first-time freshmen and transfer students—barriers including academic hurdles, basic needs, campus climate, representation, and transportation.

Empowering High-Navigation Students

Our Theory of Change Model emphasizes developing all students into “high-navigation students” who adeptly manage the variety of challenges and opportunities they encounter at CSUN. These students benefit from robust, psychologically affirming relationships and comprehensive support networks. Our strategy integrates predictive analytics, proactive advising, culturally responsive mentorship, and targeted, high-impact interventions to significantly enhance student retention, academic performance, and timely graduation.

An Integrated Experience Ecosystem

CSUN’s existing Experience Ecosystem incorporates culturally relevant interventions tailored specifically to enhance Black students’ campus experiences. Dedicated resources such as the Black House, specialized Black Excellence sections in our University 100 course, and Africana Studies, are complemented by broader campus services, including basic needs structures, mentoring, wellness initiatives, career planning, and academic advising.

Our ecosystem operates according to these core principles:

- **Every Student Can Succeed:** All CSUN students possess the potential to succeed.
- **Reaching the Green Zone Is Essential:** Early achievement of academic benchmarks is predictive of long-term student success.
- **Targeted Support in High-Disparity Courses:** Strategic allocation of resources to historically challenging courses significantly enhances student outcomes.
- **Mentoring and Psychological Safety:** Strong mentorship relationships are critical for student well-being and academic achievement.
- **Career-Aligned Academic Endeavors:** Integrating career planning early within academic pathways enhances long-term student success.
- **Addressing Basic Needs and Transportation:** Providing essential support for fundamental needs and reliable transportation is foundational to student success.
- **Culture and Identity Are Central:** Affirmation of students' cultural identities facilitates successful navigation of campus life.
- **Campus-Wide Student Success Leadership and Engagement:** Every faculty member, staff, and administrator play a critical role in fostering student success.

Equity-Driven Institutional Infrastructure

Our equity-driven approach includes dedicated senior leadership roles that ensure accountability and strategic alignment across the institution. Comprehensive diversity, equity, and inclusion (DEI) training, culturally responsive hiring practices using Faculty A, and ongoing professional development systematically dismantle anti-Black practices and foster an inclusive, antiracist campus environment.

Data-Informed Strategic Action

A robust, equity-focused data strategy enables precise interventions, ongoing tracking and evaluation, and effective scaling of successful initiatives. Regular analysis of disaggregated data helps us continuously refine programs to effectively address equity gaps.

A Shared Vision for Lasting Change

Ultimately, elevating educational outcomes for all CSUN students begins with intentionally addressing the needs of those most disproportionately impacted. By centering Black student success, we enhance institutional practices that benefit the entire campus community. This holistic, equity-driven approach defines our identity as a Black-Serving Institution and underscores our unwavering dedication to educational justice and inclusive excellence. We recognize the unique strength of our homegrown faculty and staff, CSUN alumni who have chosen to stay to grow professionally and serve our current students. Their personal journeys exemplify resilience, representation, and a deep-rooted commitment to uplifting future generations. Aligned with our institutional road map, we are committed to dismantling systemic barriers and co-creating pathways where Black students thrive academically, socially, and personally. Through accountability, innovation, and collective action, we move closer to realizing our aspiration of closing equity gaps and ensuring success for every student.

OUTREACH STRATEGIES

CSUN’s outreach strategy is intentionally designed to engage and support prospective Black and African American students from across the region. Each year, these efforts foster college readiness, promote a strong sense of belonging, and encourage enrollment through culturally affirming and community-centered engagement. This intentional outreach not only increases access and enrollment opportunities, it also enhances the richness and inclusivity of the overall campus environment. As part of CSUN’s Strategic Enrollment Plan, this work reflects the university’s deep institutional commitment to inclusive excellence and to the academic and personal success of Black and African American students.

CSUN actively cultivates partnerships with K–12 schools, nonprofit and community organizations, and community colleges to foster academic and college readiness—particularly among historically underrepresented students. One notable initiative is Super Sunday, part of a systemwide effort launched by the California State University (CSU) Chancellor’s Office. Through this initiative, CSUN collaborates with a local Black church to provide critical information about CSU admissions and academic opportunities. During this event, representatives from the Office of Student Outreach and Recruitment (SOAR) visits a local church annually, sharing resources and guidance. CSUN President Erika D. Beck delivers remarks, reinforcing the university's commitment to equity and access.

In recent years, CSUN has expanded its community college outreach by partnering with UMOJA programs to strengthen recruitment pipelines and increase Black transfer student enrollment. These efforts include strategic meetings and relationship-building with local community college leaders and students involved in UMOJA. In addition, CSUN conducts on-site Admissions Days at local community colleges, providing on-site admissions decisions for community college students aspiring to continuing their education at CSUN.

Additionally, for over 15 years prior to the COVID-19 pandemic, SOAR organized the Harambee Conference, which welcomed Black high school students from across Los Angeles to CSUN for a full day of programming. The conference included admissions presentations, cultural identity workshops, and campus tour led by Black faculty, staff, and student leaders. SOAR is currently evaluating how best to reimagine and relaunch this important event to meet the evolving needs of prospective students and their communities. During this transition period, CSUN continues to work with local schools to provide a “Black Cultural Experience tour”, which was done for Green Dot Public Schools with 150 Black and African American students. The table below outlines selected signature programs, and their annual impact on our strategic CSUN recruitment and outreach efforts of Black and African American students.

Selected CSUN Targeted Outreach Programs

Program	Description	Annual Impact
Department of Student Outreach & Recruitment		
Black Student Outreach Counselor	Outreach counselor facilitates the recruitment pipeline from local high schools and community colleges.	30,000+ K-12 & Community College students participate in presentations, tours and college fairs.
Black College Expo	College fair hosted in Los Angeles highlighting CSUN to Black high school students and their families. CSUN recruiters, Admissions and Black House staff attend to support student engagement.	~3,000 students
Black Student Reception at Admitted Matador Day	Campus event connecting admitted students to faculty, staff, and cultural resources during CSUN Admitted Matador Day	~235 students

Program	Description	Annual Impact
CSUN Days at Community Colleges	Partnership between CSUN SOAR, Black House and CSUN Admissions, these information sessions are held at local community colleges supporting prospective Black transfer students.	~250 students
Oakland Unified School District Fair	CSU Chancellor-led initiative increasing Black student applications from Oakland.	~700 students
Super Sunday	CSU Chancellor-led, faith-based community outreach providing college preparation resources.	50–75 students and families
Welcome Pre-Reception	Reception promoting community and belonging among incoming students in specific California regions (San Bernardino & Sacramento/San Francisco).	~65 students and families
Young Black Scholars College Fair	Community fair extending outreach to students beyond typical recruitment areas.	~500 students
Black House & Black Resource Center		
Black Matador Excellence Experience (BMEE)	Partnership with various campus entities, summer Pre-college experience program focusing on identity, college readiness, and resource awareness of first-time freshmen and transfer students.	~ 56 – 100 admitted students
High School Site-Visits	Green Dot Public Schools annual CSUN “Black Cultural Tour” to 10 th & 11 th graders to encourage College participation. Partnership with SOAR.	~ 150 students
Additional Programs & Services		
Black Scholars Matter (BSM)	On-going targeted outreach to three participating local high schools (Hamilton, Birmingham Charter High School and Taft Charter High School) with CSUN BSM recruitment and admissions presentations. Provide CSUN Black Cultural Tour annually.	~100 Black seniors
BroSE Summer Leadership Program	Summer program for high school males promoting leadership and college readiness.	~30 participants
Delta Sigma Theta College Fair	Direct engagement fair targeting prospective Black students.	Varies

ACADEMIC AND BASIC NEEDS SUPPORT SERVICES FOR BLACK AND AFRICAN AMERICAN STUDENT SUCCESS

CSUN provides comprehensive academic and basic needs support services designed to enhance the success and well-being of all students, including Black and African American students. These services address multiple aspects of the student experience and foster a supportive ecosystem aimed at closing equity gaps and promoting holistic student achievement. Our multi-pronged, data-informed strategy prioritizes retention and persistence, with a specific focus on advancing equity for Black students and other historically underserved populations.

Equity Gap Analysis and Course-Level Interventions

In Spring 2023, CSUN expanded faculty access to disaggregated course-level equity gap data. These data illuminate disparities in student success by race, gender, and other key identities empowering faculty to identify and address gaps in course performance, particularly for Black students.

To support these efforts, the Office of Faculty Development curated a suite of tools under the *Closing Equity Gaps* initiative, aligned with the goals of Graduation Initiative 2025. Faculty, departments, and colleges are encouraged to use these tools to enhance equity-minded teaching and learning.

In Fall 2024, CSUN launched Canvas Insights, a real-time analytics platform that allows faculty to monitor equity gaps throughout the term and directly engage students who are missing assignments or falling behind. Led by the AVPs for Academic Technology and Undergraduate Studies, Canvas Insights provides visibility into student performance by course, assignment, and assessment. This work is complemented by CSUN's EAB platform, which enables academic advisors and Graduate Retention Specialists (GRS) to intervene early by reaching out to students flagged for missed classes or coursework facilitating timely support while the term is still in progress.

Advising Innovations for Real-Time Student Support

CSUN's Matador Achievement Center (MAC), the academic support hub for NCAA Division I student-athletes, pioneered a Canvas-integrated dashboard that enables real-time progress monitoring. Advisors can proactively identify academic challenges and intervene earlier than traditional midterm progress reporting allows. This approach currently supports 90 Black and African American student-athletes, representing 26% of CSUN's Division I athletic population.

Building on MAC's success, CSUN is working to fully integrate Canvas and EAB Navigate for broader use by all academic advisors, ensuring real-time academic insights across the university and further reducing barriers to persistence.

Strategic Re-Enrollment and Student Return Campaigns

In 2021, CSUN established the Strategic Re-Enrollment Working Group (RWG) to re-engage students who had stopped out in good academic standing. In partnership with Academic Advising and Enrollment Services, the RWG developed a campus-wide framework for outreach and re-entry support.

Between Spring and Fall 2023, these efforts led to a 76.5% increase in returning student enrollment, a gain of 306 students. In parallel, the Black Student Success Council (BSSC) launched a targeted campaign in Spring 2022 to re-enroll Black students who left CSUN in good standing. Of 95 eligible students contacted, 13 (14%) re-enrolled for Fall 2023. In recognition of its success, the BSSC received a 2023–2024 CSUN Diversity & Equity Innovation Grant to expand re-enrollment programming. Working with the Black House/Black Resource Center and other partners, the BSSC enhanced community-based support to improve student re-engagement and academic reintegration.

Together, these efforts illustrate CSUN's strategic and student-centered approach to advancing equity, persistence, and degree completion. Through data analytics, culturally responsive programming, and innovative advising, CSUN continues to uphold its mission of inclusive excellence.

Basic Needs Services

In addition to academic support, CSUN has significantly expanded its basic needs services to promote student well-being, belonging, and persistence. Currently, these services are dispersed across various departments and campus locations, creating barriers to access and limiting coordination. To address this, CSUN will open The Valera NEST in Spring 2026, a centralized, student-centered hub designed to integrate and elevate essential support services under one roof. The NEST will house the Basic Needs Team and offer coordinated access to housing stability resources, emergency financial assistance through the MataCare Grant, food pantry services, professional clothing through Matty's Closet, CalFresh application support, and other vital services. By consolidating these efforts into a single, collaborative space, CSUN aims to ensure that every student can more easily connect with the resources they need to thrive and persist toward graduation.

The following table summarizes academic and basic needs key programs, descriptions, and their impacts.

Selected CSUN Academic and Basic Needs Services

Service	Description	Student Reach/Outcomes
Academic Support		
Africana Studies Writing Center	Supplemental writing assistance, tutoring, and culturally compatible courses enhancing writing and research skills.	Over 200 students received tutoring and writing support
Black Scholars Matter (BSM)	Holistic merit-based program fostering academic excellence, mentorship, leadership, cultural enrichment, community service, and professional development.	Currently serving 23 students with retention and high navigation services
Canvas Insights	Canvas Insights allows instructors to send messaging to students who are missing class/assignments. Faculty will then provide notice on EAB to allow academic advisors and GRS to follow-up with students.	Pilot launched Fall 2024, robust implementation in 2026-2027, as noted in application academic goal. Direct reach to students from Faculty.
Caseload Model Academic Advising	Personalized advising approach tailored to individual academic, social, and cultural needs of students, fostering meaningful advisor-student relationships.	Students now have dedicated advisor during their time at CSUN.
DuBois-Hamer Institute for Academic Achievement	Institute dedicated to recruitment, retention, and academic success for students from economically disadvantaged communities.	~209 middle and high school students served in 2024/25 AY (15 graduating seniors). Comprehensive academic success support for Black students.
EAB	The EAB platform allows CSUN Academic Advisors and Graduate Retention Specialists (GRS) reach out to students that the course instructor identifies as missing class/assignments.	Pilot launched Fall 2024, robust implementation in 2026-2027, as noted in application academic goal.
Educational Opportunity Program (EOP)	Services targeting historically low-income, first-generation college students, providing academic and personal support.	Broad student impact across campus.
Ethnic Studies (RACE) Center	Supports ethnic studies education, community empowerment, activism, and scholarly development aligned with AB 1460.	Broad student engagement in Ethnic Studies.
Learning Resource Center (LRC)	Culturally relevant tutoring, workshops, and supplemental instruction programs designed to enhance academic performance across all disciplines on campus.	In Fall 2024, STEM support tutoring (6%, 128 students) identified as Black, writing support 6.2% (314 students) identified as Black, and 83 Black students (9.1%) participated in academic coaching workshops.
University 100 & U301 Black Excellence (BE)	Cohort-based first-year seminar promoting cultural awareness, academic success, and personal growth among Black students.	~114 students enrolled
Basic Needs Support		
Black House & Black Resource Center	Campus affinity center offering basic needs resources, academic support, and community events tailored to Black students and open to all students. Including, peer-career coaches, University Counseling Services Let's Talk	In 2023-2024, CSUN directly served 22% of all Black CSUN students in over 2,044 visits and program attendance.

	Program and partnership with Basic Needs programming (CalFresh Screening).	
CSUN with a HEART & Basic Needs Team	Comprehensive support for housing stability, food security, and emergency financial assistance (MataCare Grant), specifically serving a significant proportion of Black students.	18–22% of recipients are Black students.
Device Loaner Program	Affordable access to essential technology supporting academic success.	Broad availability to Black students.
Matty’s Closet (Career Center)	Free professional clothing closet improving career readiness, partnered directly with Black Scholars Matter and related groups.	5% of participants (~37 Black students).
Student- Black Alumni Association Mentorship Program	Pilot program pairing Black alumni mentors with new students to boost retention and success.	~6 students are partnered with Black Alumni
University Counseling Services (UCS)	Culturally competent mental health counseling, workshops, and outreach programs specifically supporting Black students’ psychological wellbeing and success.	8.4% of counseling recipients are Black students

OUTLINE OF PLANNED ALLOCATION OF RESOURCES DURING 5-YEAR PERIOD

CSUN has developed a five-year resource allocation plan rooted in the university’s mission and aligned with our academic and equity goals, as well as our designation as a Black-Serving Institution. This comprehensive investment strategy—totaling more than \$5 million—prioritizes student success through targeted outreach, retention initiatives, academic excellence, and culturally responsive support services.

Outreach and Recruitment

Grounded in CSUN’s Strategic Enrollment Plan and equity mission, the university will dedicate \$143,788 annually to outreach and recruitment initiatives designed to attract and engage prospective Black students. This includes funding for a dedicated Staff Recruiter and participation in high-impact events such as the SOAR Pre-Admissions Reception, Black College Expo Fair, and Young Black Scholars Fair.

Retention, Graduation, and Academic Excellence

Reflecting CSUN’s academic priorities and commitment to disrupting systemic inequities, the budget includes consistent investment in faculty leadership, culturally affirming programming, and academic support:

- A Senior Faculty Strategist for Black Student Success receives reassigned time to lead retention and graduation strategies (\$29,861/year),
- The Black Matador Excellence Experience Program supports first-year student engagement (\$50,000 in Year 1, increasing to \$75,000 annually),
- U-100 Black Excellence Courses (\$46,200/year) introduce students to academic success strategies within a culturally relevant framework,
- The Black House/Black Resource Center provides peer-to-peer coaching, cohort-based academic support, mentorship, and holistic services aligned with CSUN’s strategic priorities to foster inclusive excellence and student well-being (programming ranges from \$104,840 to \$150,000)

annually by Year 3). Staffing includes a Senior Coordinator (\$142,422/year) and Program Coordinator (\$94,956/year) to support long-term institutional capacity and programming delivery.

- Black Scholars Matter (BSM), as a signature effort supporting CSUN’s Black student success and equity goals, BSM receives robust annual funding to provide scholarships (\$125,000/year), operational support, and program staffing, including a Faculty Director (\$63,117/year) and Program Assistant (\$75,063/year). This program strengthens pathways to degree completion for participants.
- Consulting and Framework Development, supported BSSI consultants who helped CSUN assess campus conditions, co-create a strategic framework, and lay the foundation for sustainable Black student success aligned with institutional transformation goals.

Use of Existing Resources for Culturally Relevant Professional Development

In alignment with CSUN’s mission to advance academic excellence and its strategic priorities to disrupt systemic inequities and facilitate holistic student success, the institution uses existing resources to implement culturally relevant professional development for faculty and staff.

- Black Student Success Council: Funded at \$5,000 in Year 1 and \$10,000 in subsequent years, the Council leads professional learning and campus-wide initiatives that equip employees with the tools to better support Black students through an equity-minded and culturally relevant lens.
- Institutionally Funded Training: Additional professional development—including anti-racism training by the Ethnic Studies Center for RACE and redesign of academic advising—is supported through existing university resources. These efforts are not itemized by population but are intentionally structured to improve outcomes for Black students as part of the BSI’s five-year academic and equity goals.
- Cross-Departmental Collaboration: CSUN’s Africana Studies department, University Counseling Services, and academic resource centers provide faculty and staff development focused on inclusive teaching practices, racial equity, and culturally affirming pedagogy. Faculty in initiatives such as U-100 and mentoring programs also receive targeted support to embed these principles into their work with students.

Through the strategic use of both new and existing resources, CSUN demonstrates a deep institutional commitment to fulfilling its BSI designation and advancing transformative, culturally responsive education for Black students. The comprehensive budget can be seen below:

CSUN Black-Serving Institution Outline of Planned Allocation of Resources						
Budget Description	CSUN Road Map & Black-Serving Institution Goal Alignment	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
Outreach & Recruitment	CSUN Strategic Enrollment Plan Priority Goal					
Student Outreach & Recruitment, Staff Recruiter	CSUN Strategic Enrollment Plan Priority Goal	\$103,788	\$103,788	\$103,788	\$103,788	\$103,788
Strategic Enrollment Plan for Black Student Enrollment (SOAR Pre-Admissions Reception, Black College Expo Fair, Young Black Scholars Fair, etc.)	CSUN Strategic Enrollment Plan Priority Goal	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000
Retention, Time to Degree & Graduation Goals						

Senior Faculty Strategist for Black Student Success (6 Units Release Time/Semester)	Black Student Success Initiative Goal; Campus Strategic Priority: Advance Academic Excellence	\$29,861	\$29,861	\$29,861	\$29,861	\$29,861
Black Matador Excellence Experience Program (First-Time Freshman)	Academic Goal Black Student Success Initiative; Campus Strategic Priorities: Advance Academic Excellence & Disrupt Systemic Inequities	\$50,000	\$75,000	\$75,000	\$75,000	\$75,000
U-100 Black Excellence Courses (6 lecturers Fall & 1 lecturer Spring)	Academic Goal Black Student Success Initiative; Campus Strategic Priorities: Advance Academic Excellence & Disrupt Systemic Inequities	\$46,200	\$46,200	\$46,200	\$46,200	\$46,200
Black House/Black Resource Center Programming & Partnerships (Black House Collaborative & Programmatic Support (Peer to Peer Academic Success Coaching (implemented Year 2), U100 partnership and cohort success coaching (Implemented Year 2), Student Mentoring WISDOM, BSM & Minority Male Mentoring, University Counseling Services, Career Peer Educator Programming)	Black Student Success Initiative; Black-Serving Institution 5-Year Academic & Equity Goals; Campus Strategic Priorities: Honor our History and Aspire to a More Equitable Future; Advance Academic Excellence; Disrupt Systemic Inequities; Facilitate Holistic Student Success; Enhance Community Connections; Strengthen Capacity for Institutional Transformation	\$104,840	\$140,000	\$150,000	\$150,000	\$150,000
<i>Black House/Black Resource Center Senior Coordinator</i>		\$142,422	\$142,422	\$142,422	\$142,422	\$142,422
<i>Black House/Black Resource Center Program Coordinator</i>		\$94,956	\$94,956	\$94,956	\$94,956	\$94,956
Additional Academic & Retention Goal & Course Specific Efforts (Mid-term Milestone tracking, credit tracking to completion, course embedded tutoring, credit recovery, Academic Support (Learning Resource Center & Africana Studies Writing Center, Degree Completion Initiatives (Expand Winter & Summer Credit Acceleration, Completion Grants for seniors, Final-year coaching teams for Black Students) - <i>These services and programs are funded institutionally and not independently itemized on impact for specific populations</i>	Black Student Success Initiative; Black-Serving Institution 5-Year Academic & Equity Goals; Campus Strategic Priorities: Honor our History and Aspire to a More Equitable Future; Advance Academic Excellence; Disrupt Systemic Inequities; Facilitate Holistic Student Success; Enhance Community Connections; Strengthen Capacity for Institutional Transformation					
CSU Black Student Success Initiative Consultants (BSSI Consultants have worked with CSUN since 2023 to assess and create framework for Black student success at CSUN)	Black Student Success Initiative; Disrupt Systemic Inequities	\$128,000				

Black Scholars Matter (BSM)	Black Student Success Initiative; Black-Serving Institution 5-Year Academic & Equity Goals; Campus Strategic Priorities: Honor our History and Aspire to a More Equitable Future; Advance Academic Excellence; Disrupt Systemic Inequities; Facilitate Holistic Student Success; Enhance Community Connections; Strengthen Capacity for Institutional Transformation					
<i>BSM Faculty Director</i>		\$63,117	\$63,117	\$63,117	\$63,117	\$63,117
<i>BSM Administrative Support-Program Assistant</i>		\$75,063	\$75,063	\$75,063	\$75,063	\$75,063
<i>Program Operational Expenses</i>		\$57,100	\$57,100	\$57,100	\$57,100	\$57,100
<i>BSM Scholarships</i>		\$125,000	\$125,000	\$125,000	\$125,000	\$125,000
Culturally Relevant Professional Development						
Black Student Success Council	Black Student Success Initiative; Disrupt Systemic Inequities	\$5,000	\$10,000	\$10,000	\$10,000	\$10,000
Additional Black Student Success Professional Development: Ethnic Studies Center for RACE: Anti-Racism Training, Academic Advising Redesign & Professional Development Initiative: <i>These services and programs are funded institutionally and not independently itemized on impact for specific populations</i>	Black Student Success Initiative; Black-Serving Institution 5-Year Academic & Equity Goals; Campus Strategic Priorities: Honor our History and Aspire to a More Equitable Future; Advance Academic Excellence; Disrupt Systemic Inequities; Facilitate Holistic Student Success; Enhance Community Connections; Strengthen Capacity for Institutional Transformation					
Total		\$1,065,347	\$1,002,507	\$1,012,507	\$1,012,507	\$1,012,507

Note: Year 2- Year 5 funding could increase based on salary increases, overall programming needs and scaling services for student

CULTURALLY-RELEVANT PROFESSIONAL DEVELOPMENT FOR CSUN FACULTY AND STAFF

CSUN provides culturally relevant professional development (PD) for faculty and staff, equipping them to effectively support the success of Black and African American students. These existing resources aim to foster Inclusive Excellence through targeted training, reflective practices, and evidence-based teaching strategies.

While CSUN does not currently mandate a universal faculty development program focused on serving diverse student populations, due in part to Collective Bargaining Agreement (CBA) regulations, it offers a robust portfolio of voluntary, equity-centered professional development opportunities through various offices, including the Office of Faculty Development and CSUN Human Resources. These programs empower faculty to adopt inclusive, equity-minded practices in the classroom and foster student success, particularly for historically underserved groups and for staff to understand how to effectively work with our diverse student body.

Key Initiatives Supporting Inclusive Teaching

Office of Faculty Development

Housed within Undergraduate Studies, this office supports tenured, tenure-track, and lecturer faculty through a range of workshops, institutes, and resources. Notable offerings include:

- **Institute for Transformative Teaching and Learning:** A cohort-based program that equips faculty with research-based strategies to reduce racial equity gaps in student outcomes.

- **Unconscious Bias Training:** A self-paced course focused on identifying and addressing racial/ethnic bias in teaching and learning environments.
- **Equity-Minded Grading Series:** A workshop series designed to challenge traditional grading practices and introduce more equitable, bias-resistant assessment strategies.
- **Equity-Minded Syllabus Series:** Helps faculty craft syllabi that foster inclusive learning environments using tools from the Center for Urban Education.
- **eLearning Institute and Online/HyFlex Teaching Series:** These programs offer pedagogical and technical support for designing inclusive online and hybrid courses using the CSU Quality Learning and Teaching (QLT) framework.
- **Faculty Writing Communities:** Builds a supportive scholarly community to help faculty make progress on writing and research goals.
- **Transparent Assignments:** Teaches how to design assignments with clear expectations and supports, reducing performance gaps for first-generation and underrepresented students.
- **ACUE's Effective Classroom Teaching Practices:** A yearlong course offering faculty a comprehensive set of research-backed instructional strategies.

New Faculty Programming

CSUN also emphasizes support for incoming faculty through a suite of programs that foster equity-minded teaching and institutional belonging:

- **New Faculty Orientation:** Introduces new tenure-track and lecturer faculty to key campus resources, DEI initiatives, and professional support networks.
- **New Faculty Handbook:** A comprehensive guide to relocating, working, and thriving at CSUN—academically and personally.
- **New Faculty Academy:** A yearlong program with monthly gatherings focused on pedagogy, research, service, and inclusive excellence.
- **New Faculty Reconnection:** A midyear session that deepens community bonds and continues critical conversations around identity, inclusion, and student success.

Opportunities to Expand Culturally Relevant Training and Professional Development

- **Anti-Racism Training and Pedagogy:** Host on-campus anti-racism workshops, sponsor faculty and staff to attend national conferences, and embed anti-racist practices into professional development. The Ethnic Studies Center for RACE will launch in Fall 2025 in a purpose-built facility designed to anchor this work.
- **Culturally Relevant Development:** Broaden engagement in culturally grounded training models that advance servingness and affirm diverse student identities.
- **Policy and Instructional Integration:** Embed culturally responsive frameworks into institutional policies, course design, and classroom instruction to ensure alignment with equity goals across curriculum and practice.

This network of faculty development offerings reinforces CSUN's institutional mission to center equity, enhance teaching excellence, and support the academic success of its diverse student population. Faculty are encouraged and supported to integrate culturally relevant pedagogies and practices into their work through these innovative and evolving professional learning opportunities.

Additional CSUN Culturally Relevant Professional Development Programs

Program	Description and Activities	Goals and Objectives
Academic Advising Redesign and Professional Development Initiative	Structured Professional Development initiative embedding cultural humility, systemic barrier awareness, and equity in academic advising.	Develop advisors' capacity to proactively support Black students

Building Capacity for Student Belonging Workshops	Interactive workshops focused on inclusive classroom strategies to enhance student belonging and engagement.	Strengthen faculty skills in creating inclusive learning environments
Black Faculty and Staff Association (BFSA)	Association providing support, advocacy, and professional development opportunities for Black faculty and staff.	Strengthen community; advocate for Black campus stakeholders
CSUN Connects	Initiative creating opportunities for identity-based connections among faculty, staff, and students.	Enhance belonging, recognition, and community-building campus-wide
CSUN Engage	CSUN Engage, a cohort-based program led by the CSUN President's Office, commits to staff and faculty success.	Cultivate and strengthen relationships between Divisions; Illustrate how each area supports the University Mission
CSU Learn	Comprehensive LMS offering mandatory diversity training and extensive professional development resources.	Provide continuous access to equity training and compliance
CSUN Human Resources Professional Development Programs	The Professional & Personal Development Program provides Online discussions, training workshops, and development sessions available to all Faculty and Staff	Engage, inspire, and develop staff to better support student success
Ethnic Studies Center for RACE (Launching Fall 2024)	Promotes ethnic studies scholarship and professional development to implement AB 1460 and support student equity.	Foster ethnic studies expertise; build culturally literate faculty
LinkedIn Learning	Online library of courses available to faculty/staff to enhance professional skills, including DEI competencies.	Support ongoing professional and equity-based skill development
NCORE@CSUN Racial Equity in Higher Education Workshop	Workshops led by faculty attendees of NCORE, sharing best practices in racial equity in higher education.	Disseminate cutting-edge racial equity strategies campus wide
Provost's Equity in Faculty Hiring Initiative	Tools and training ensuring equitable hiring processes across departments.	Diversify faculty through inclusive recruitment and hiring
Faculty Equity and Compliance Representatives (FECRs)	College-level representatives trained to ensure equitable hiring practices aligned with EEO guidelines.	Embed equity in all faculty hiring processes
University Counseling Services	To maintain and deepen cultural humility and responsiveness, UCS offers frequent continuing education (CE) for staff. Recent CE sessions have focused on themes such as: • <i>Difficult Conversations Around Anti-Blackness,</i> • <i>Mental Health Considerations for African American Males</i>	All UCS Counselors attended training to support and broaden their understanding and capacity.

	<i>The Womanist Model for Effective Therapeutic Outcomes with African American/Black Women</i>	
Unconscious Bias and Deep Dive Program	Self-paced online course exploring unconscious bias related to race and ethnicity, followed by group discussion.	Equip faculty with skills to recognize and interrupt unconscious bias

(A) Submit graduation rates for the previous three academic years for all students within the normal time and up to 150 percent of the normal time to degree completion. (B) Submit graduation rates for Black and African American students, within the normal time and up to 150 percent of the normal time to degree completion.

Describe the campus resources available to promote equity and inclusion for Black and African American students. Include details on academic support programs, cultural centers, mentorship opportunities, student organizations, financial aid initiatives, and any other institutional efforts designed to foster an inclusive and supportive campus environment. (Text Box)

CAMPUS RESOURCES TO PROMOTE EQUITY AND INCLUSION FOR BLACK AND AFRICAN AMERICAN STUDENTS

CSUN continues to demonstrate a deep commitment to Black student success through a broad range of identity-affirming programs, services, and dedicated campus spaces.

In Fall 2022, CSUN launched the Black Resource Center within the historic Black House—an initiative made possible through collaboration between the Division of Student Affairs, the Division of Academic Affairs, and the College of Social and Behavioral Sciences, home to the Department of Africana Studies. Staffed by two full-time professionals, the Black House open to all students serves as a vibrant hub where Black students can build community, access holistic support, and participate in culturally relevant programming. Strategic partnerships with University Counseling Services, the Learning Resource Center, Africana Studies, and the Career Center ensure students benefit from coordinated academic and personal development resources.

This initiative is part of a larger, campus-wide effort to establish a centralized cluster of Identity-Based Resource Centers. One of these will become the new home of the Black Resource Center. These efforts were detailed in CSUN's Spring 2022 *Identity-Based Resource Center* report and align with the *CSUN Road Ahead* strategic plan, which centers Inclusive Excellence and the university's core values of inclusion, equity, and belonging. As part of this long-term vision, CSUN will break ground this summer on the Matador Success & Inclusion Center, which will house the Identity-Based Resource Centers, including the Black Resource Center. The new facility—scheduled to open during the 2027–2028 academic year—will provide enhanced infrastructure to better support the diversity of the CSUN community and centralize academic resources to further improve student retention.

The Black House leads and collaborates on numerous programs and initiatives that uplift and support Black students. Select examples include:

- Black History Month Programming: A robust schedule of more than 30 campus-wide events that educate, support, and celebrate Black students, faculty, and staff.
- WISDOM (Women Inspired to Succeed and Discover Opportunities through Mentoring): A mentoring program pairing participating students with Black faculty and staff.
- Black Male Scholars (BMS): A community-centered program offering mentorship, personal development workshops, and “Barber Shop Talks” to empower participating students.
- Weekly “Let’s Talk” Sessions: Drop-in mental health conversations hosted at the Black House in partnership with University Counseling Services, creating stigma-free, accessible support for students.
- Peer Career Coaching: In collaboration with the Career Center, Black House participants receive tailored support for career exploration and professional development.
- Intersectional Programming and Partnerships with the DREAM Center, Pride Center (serving then 5.8% of LGBTQIA+ students who identify as Black), Veterans Resource Center (which serves a population that is 8.5% Black), and the Women’s Research & Resource Center. These partnerships have produced:
 - *Celebrating Undocu-Black Excellence*
 - *Undocu-Activism* led by Black undocumented immigrant rights advocates
 - *Black and Queer: Reclaiming Identity*, including student attendance at the Creating Change Conference
 - *Buffalo Soldier Brunch* honoring Black student veterans

In addition to programming, CSUN offers spaces across campus that reinforce Black student belonging and academic success. The Department of Africana Studies maintains a dedicated space for its curriculum and community engagement efforts, while the Africana Studies Writing Center provides culturally affirming academic writing support. The Black Scholars Matter program has been granted its own space to foster student retention and graduation

through a cohort-based model. Most recently, the DuBois-Hamer Institute for Academic Achievement, which empowers Black men and other students of color, secured a permanent physical location on campus.

CSUN also prioritizes mental health and wellness through University Counseling Services (UCS), which delivers culturally responsive care. UCS employs a racially and professionally diverse staff, with 15% identifying as Black or African American. Several counselors serve as liaisons to Black students, offering both individual therapy and culturally grounded programming. These professionals also support students through committee service, campus-wide initiatives, and participation in cultural events.

Together, these structural, spatial, and relational strategies reflect CSUN's holistic and evolving approach to supporting Black student identity, well-being, and academic achievement. The university remains deeply committed to creating an inclusive, equitable environment through a range of initiatives, including mentorship programs, student organizations, financial aid opportunities, and academic support systems.

Finally, CSUN is one of the nation's leading institutions in enrolling Pell Grant-eligible students—a reflection of its commitment to educational access and equity. In Fall 2024, 61% of all undergraduate students were Pell-eligible, compared to 70% of Black students, highlighting the intersection of race and economic need. Over the past five years, CSUN has awarded more than \$1.3 billion in grants and scholarships.

The following section outlines these key resources and their impacts.

Selected CSUN Equity and Inclusion Programs

Campus Programs and Resources Supporting Black Student Success

- **Office of Community Engagement**
Facilitates community-based learning, service projects, and partnerships with local organizations to enhance experiential learning and deepen student involvement in community transformation.
- **Department of Africana Studies**
A historic academic unit advancing the holistic knowledge of Black people globally through a culturally relevant lens. The department prepares the next generation of culturally competent student-scholars who embody academic excellence, social responsibility, and a commitment to uplifting the global Africana community.
- **Africana Studies Writing Center**
Offers tailored writing support for students in Africana Studies and across the university to enhance academic writing and research skills, supporting student success in coursework and scholarship.
- **Black Scholars Matter Program**
Provides holistic support addressing academic achievement, mental health, mentoring, and leadership development to promote student well-being, academic success, and cultural empowerment.
- **Freshman (UNIV 100) Seminar: Black Excellence Sections**
This first-year seminar fosters a strong sense of belonging, academic skill development, cultural identity exploration, and integration with campus resources to improve retention, GPA, and timely graduation.
- **Office of Undergraduate Research**
Offers workshops, mentorship, paid research positions, and travel scholarships, with targeted support for Black student participation to increase engagement and success in undergraduate research.
- **Transfer (UNIV 301) Seminar: Black Excellence Sections**
A transfer student seminar designed to support academic integration, career readiness, and personal growth, facilitating successful transitions into CSUN's academic and social environment.

Faculty and Staff Resources

- **Black Faculty and Staff Association (BFSA)**
Builds a strong support network for Black faculty and staff through mentoring, advocacy, and resource sharing to foster equity, belonging, and professional advancement.
- **Black Student Success Council (BSSC)**
A cross-campus committee focused on closing opportunity gaps and improving recruitment, retention, and graduation rates for Black students by coordinating strategic, equity-minded efforts.

Mentoring and Academic Support Programs

- **Black House/Black Resource Center**
Serves as a cultural and academic hub offering tutoring, mentoring, workshops, internships, and events to promote cultural affirmation, belonging, and academic success.
- **Black House Career Peer Educator Program**
Delivers career preparation and professional networking opportunities designed to improve career readiness and increase access to career pathways for Black House participants.
- **Career Counselor, Black House Liaison**
Provides dedicated career counseling and mentoring tailored for Black House participants to improve career planning, professional outcomes, and post-graduate success.
- **DuBois-Hamer Institute for Academic Achievement**
Supports marginalized students with a focus on education, mentoring, and civic engagement to increase academic success and community involvement.
- **Game Changers Unleashed & Legacy of Labor Athlete Panels**
These panels create space for Black student-athletes to share reflections on mental health, identity, and activism—linking past and present civil rights movements and expanding dialogue on NIL rights and college sports reform.

Community, Belonging, and Cultural Engagement

- **National Pan-Hellenic Council (NPHC)**
CSUN hosts seven of the nine historic Black fraternities and sororities, which provide cultural identity formation, academic accountability, service learning, and lifelong community-building opportunities.
- **Minority Male Mentoring (M3)**
Offers targeted mentorship and supportive community spaces for male students of color, aiming to improve graduation rates, reduce stress, and build stronger campus belonging.
- **Student Organizations Supporting Black Students**
With over 250 student organizations, CSUN features many that specifically affirm Black identity and leadership, including the Black Student Union, National Society of Black Engineers, Black Signers Club, Black Student-Athlete Association, CSUN Black Social Work Caucus, East African Student Association, and Nigerian Student Association. These groups offer space for advocacy, leadership, and community-building.
- **Welcome Black**
Biannual cultural welcome events (Fall and Spring) that provide networking, community-building, and cultural affirmation opportunities for new and returning Black students.
- **WISDOM (Women Inspired to Succeed and Discover Opportunities through Mentoring)**
A mentoring initiative pairing Black female students with faculty/staff mentors to support their academic journey, personal growth, and professional development.

Alumni Engagement

- **Ask-A-Matador: Black Matadors Connect**

An online platform connecting current students with Black alumni mentors to foster professional development and create lasting mentorship relationships.

- **Black Matador Connections – Alumni Mentorship**

Matches students with engaged alumni to enhance academic performance, provide career guidance, and strengthen the sense of community across generations.

Include any additional information that the governing board should consider in evaluating your institution's readiness to be identified as a Black Serving Institution.

As we submit this application to be recognized as a Black Serving Institution, we do so not simply to affirm our past accomplishments, but to underscore our commitment to a transformative future, one that places the success, well-being, and identity of Black students at the very center of institutional life. This application reflects a decades-long continuum of student activism, community investment, and culturally rooted programming designed to affirm Black excellence and belonging. From the Black House to the DuBois-Hamer Institute, to our Identity-Based Resource Center initiative and culturally responsive mental health services, CSUN has built a holistic, student-centered infrastructure that reflects not just who our students are, but who they are becoming.

Through this application, we also wish to convey that CSUN is a cultural asset in California, an institution with deep, longstanding programs that resonate across historically underserved communities. When President Beck arrived in 2021, she prioritized building an inclusive future by launching a university-wide Road Map process, designed to engage the campus in reflection and strategic visioning. That process ultimately led to the development of *The Road Ahead*, CSUN's institutional strategic plan, which formally established equity, inclusion, and belonging as core values. It was through this framework that CSUN launched the Black Student Success Initiative (BSSI) in 2023, a cross-divisional, equity-driven effort to coordinate and elevate institutional support for Black students.

The BSSI represents a key operational strategy aligned with our long-term institutional goals. It has unified existing and emerging efforts, academic support, mental health services, identity-affirming programming, mentorship, and leadership development, into a strategic, accountable structure. This initiative is the embodiment of decades of foundational work, now formalized and resourced as a university priority. It is both a reflection of our legacy and a clear indicator of our readiness to serve as a national model for Black student success.

We thank the governing board for the opportunity to share our story and affirm that this application is more than a proposal, it reflects our values, our planning, and our collective impact. We are proud of the intentional and strategic work we have undertaken and look forward to joining a community of institutions committed to advancing Black student success through purpose-driven action and institutional accountability. CSUN is ready for this designation, more importantly, we are ready to do the work it requires, now and in the years ahead.