Evidence-Based Practices:
Implementing, Replicating, Taking to Scale:
EPOCHS at CSU Fullerton

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CSU Fullerton

- ✓ Regional, comprehensive, state university

- ✓ Hispanic Serving Institution (**HSI**)

- ✓ Fall 2016 headcount: **40,235 total / 5458 graduate**

- ✓ Over **50%** of students are **1st generation** college students

- ✓ 44% on Pell grants

- ✓ No ethnic/race majority: 39% Hispanic, 21.5% White 20.7% Asian (Fall 2016)

- ✓ 55 graduate degrees / 55 Bachelor's degrees

   - ✓ 53 Master's / 2 applied doctorates: EdD and DNP

EPOCHS program

- EPOCHS: "Enhancing Post-Baccalaureate Opportunities at CSUF for Hispanic Students"

- Established 2010

- Funded by U.S. Dept. of Education, Title V, part B, PPOHA (Promoting Post-Baccalaureate Opportunities for Hispanic Americans) to 2016

EPOCHS

Enhancing Postbaccalaureate Opportunities at
Cal State Fullerton for Hispanic Students
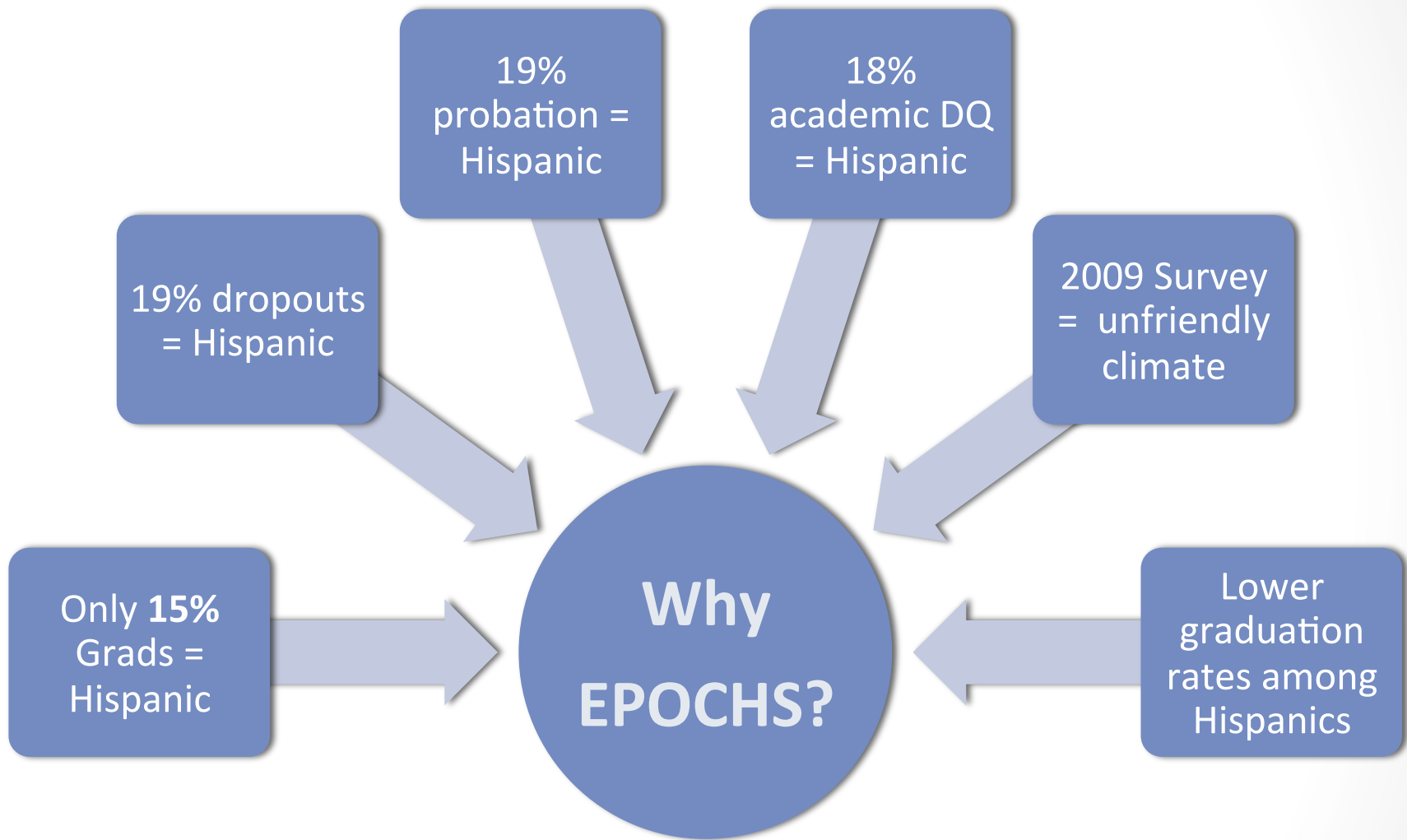
EPOCHS' Four Activity Areas

1. Community Engagement

- Annual "Welcome to CSU Fullerton Day" for potential graduate students
- Bilingual printed and web-based outreach materials
- Promote graduate education at community events
- Graduate Admissions Coordinator

2. Academic Services

- Orientation programs for new students
- Graduate student handbook
- Academic skills assistance (1:1): writing, stats, etc.
- Workshops (academic, graduate student life, etc.)

EPOCHS' Four Activity Areas

3. Enrichment

- Graduate assistantships as experiential learning
- Research and travel grants
- Faculty/student mentoring program
- Counseling (bilingual) services (1:1 and workshops)
- Newsletter
- Expanded website informs of opportunities

4. Faculty and Staff Development

- Faculty workshops: cultural competency, inclusiveness, directed to:
  - Faculty advisors
  - Faculty Mentors in the Mentoring Program
- Workshops for staff: inclusiveness

Critical Strategies

- Scale up from the start:
  - EPOCHS' activities/services available to <u>all</u> students
    - Services framed, designed and target-marketed to Hispanic

- Integration:
  - Project staff fully integrated into existing OGS office
  - OGS office receive training on cultural competency and embrace project goals and strategies

- Campus-wide effort:
  - Leverage existing campus efforts
  - Support and/or partner with University Offices
    - Share successes

Over the Years....

Increased faculty involvement, at all levels

Learning Communities = effective faculty development tool

Grad Assistants perform much of the project work

Community Outreach effective GA development

Gradual institutionalization

Integrated assessment and evaluation into everyday office functions

Hiccups along the way....

Initial hiring challenges

Meeting the target audience?

Avoid "turf wars": develop support everywhere

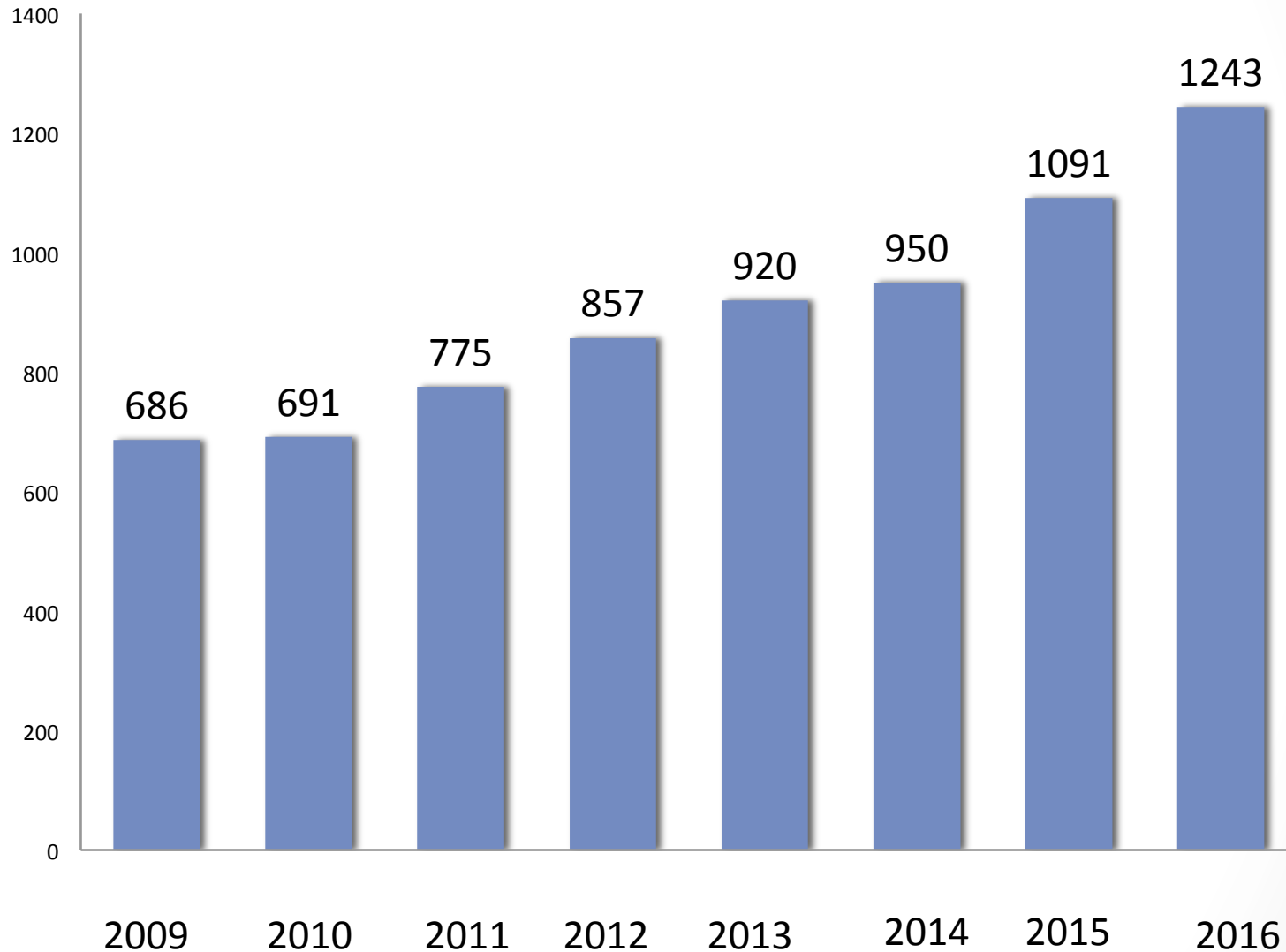CSU focus on UG's: marginalizes Grads

Obtaining useful data

Obtaining new funding
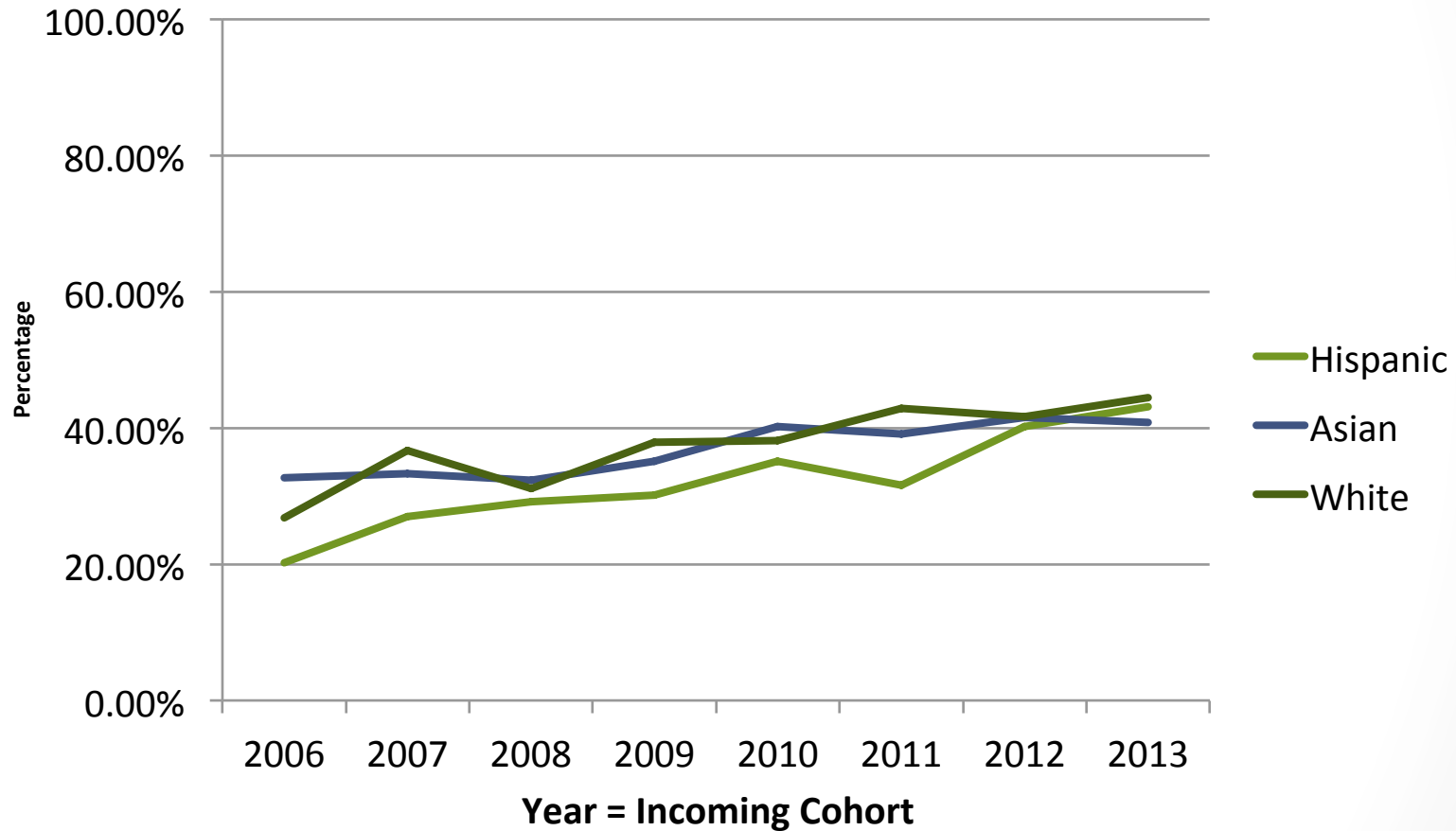
Performance Metrics

Hispanic student participation in EPOCHS' services = greater than targets

- Tutoring sessions
- Workshops
- Orientation
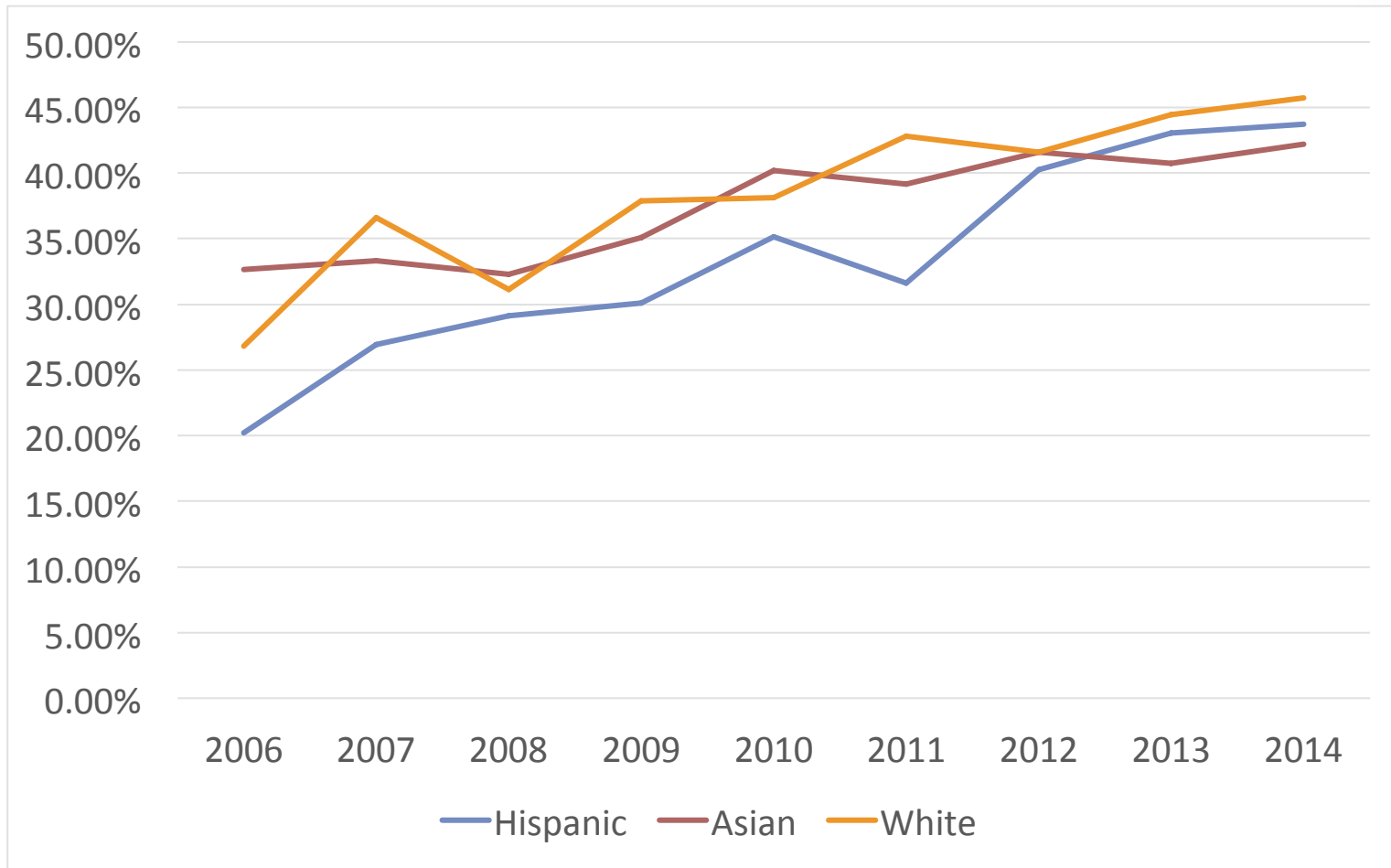- Mentoring
- Research grants

Increase in Hispanic graduate students, 2009-2016

Improved 2-year Grad Rates

3-Year Completion Rates

Year = Incoming Cohort