

Data-Informed Pathways: Building a Shared Lower-Division Experience for Health Majors

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Cal State East Bay's Back to the Bay

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Overview

Part 1: Context and Rationale

Part 2: Data Analytics Project

Part 3: Creation of Shared Pathway

Part 4: Outcome Measures/Progress

Part 5: Applications & Takeaways

Part 1

Context and Rationale

Founding of College of Health

Announcement that a College of Health would be founded and be operational starting Fall 2025

Brought together five departments that were spread across three colleges

- Kinesiology
- Nursing
- Public Health
- Social Work
- Speech, Language, & Hearing Sciences

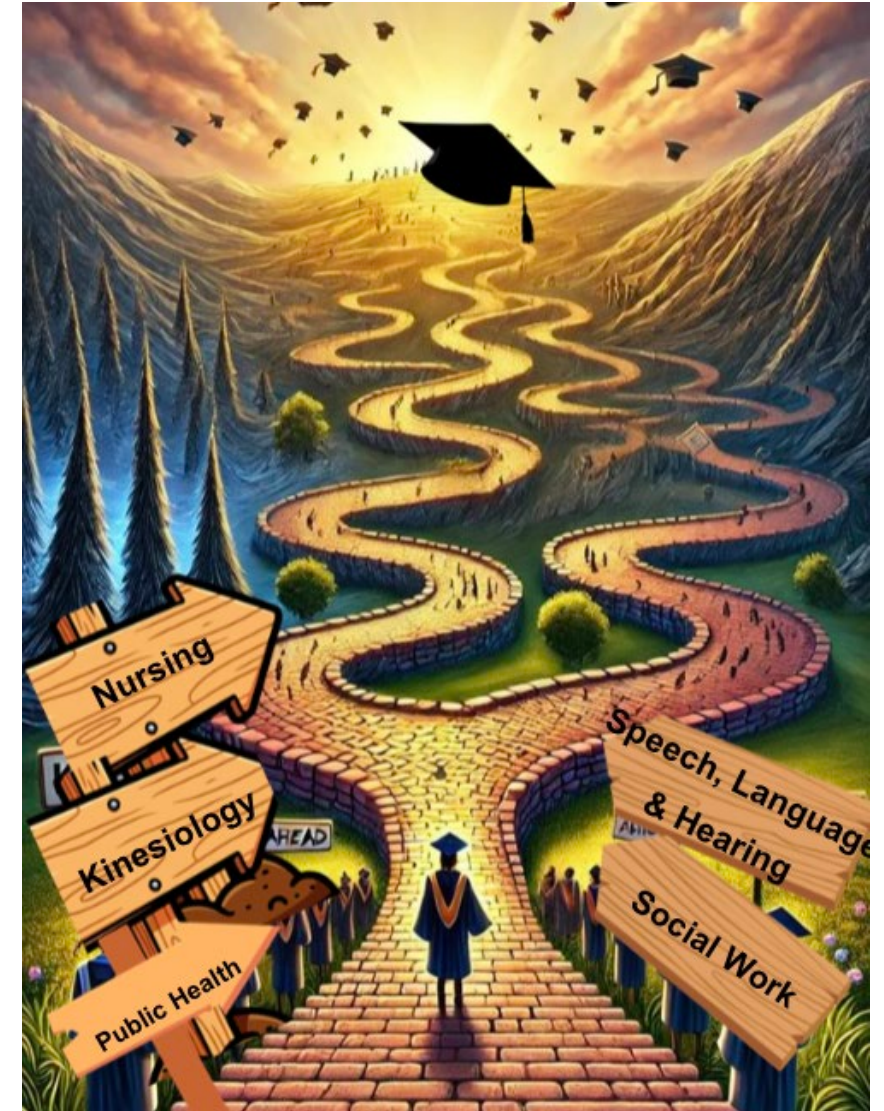
Opportunities for collaborative initiatives

- Supporting "Undeclared, Interest in Nursing" (UIN) students
- [CO Student Success Analytics Certificate](#)

Problem: Student Retention

- Opportunity to engage with the Chancellor's Office Student Success Analytics Project
 - [CSU Student Success Dashboards](#)
 - Identifying a problem and developing a solution
- Retention identified as key to CSUEB institutional health initial impetus
 - Data from the [CSU Dashboards](#) on each program's 2-year retention rates show room for improvement.
 - Data on student migration moving between the COH majors show that a significant number of students leave the university.
 - Many of these students could still achieve their career goals if they remained at East Bay and transitioned to another health-focused major within the college.
- Anecdotal evidence suggests that students are unaware that there are multiple pathways to allied health careers through programs in the college
- Solution: Develop a shared lower division pathway for COH students
 - If students followed a shared pathway regardless of major, migrating would be seamless and should improve retention

The Opportunity: Craft a shared lower-division pathway to health careers



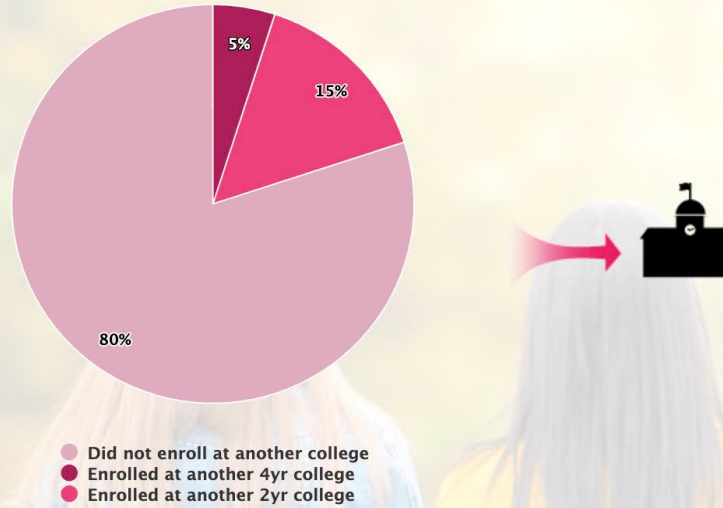
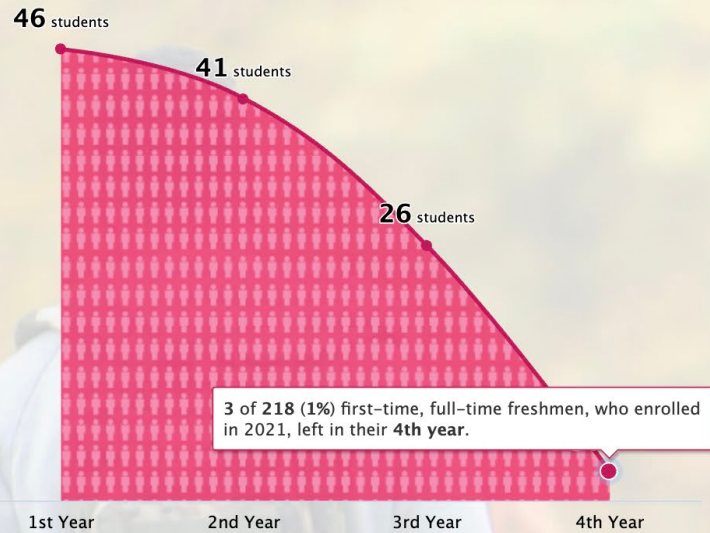
Part 2

Data Analytics Project:
CSU Student Success
Dashboards

Retention Data

1 75% (87 of 116 Students) Left Within 2 Years

2 20% Enrolled At Another 2-Year or 4-Year University



The number of students enrolling at another 2- or 4-year institution can increase substantially over the first 4-5 years after leaving.

3 Pre-Nursing Majors Left By The Largest Count

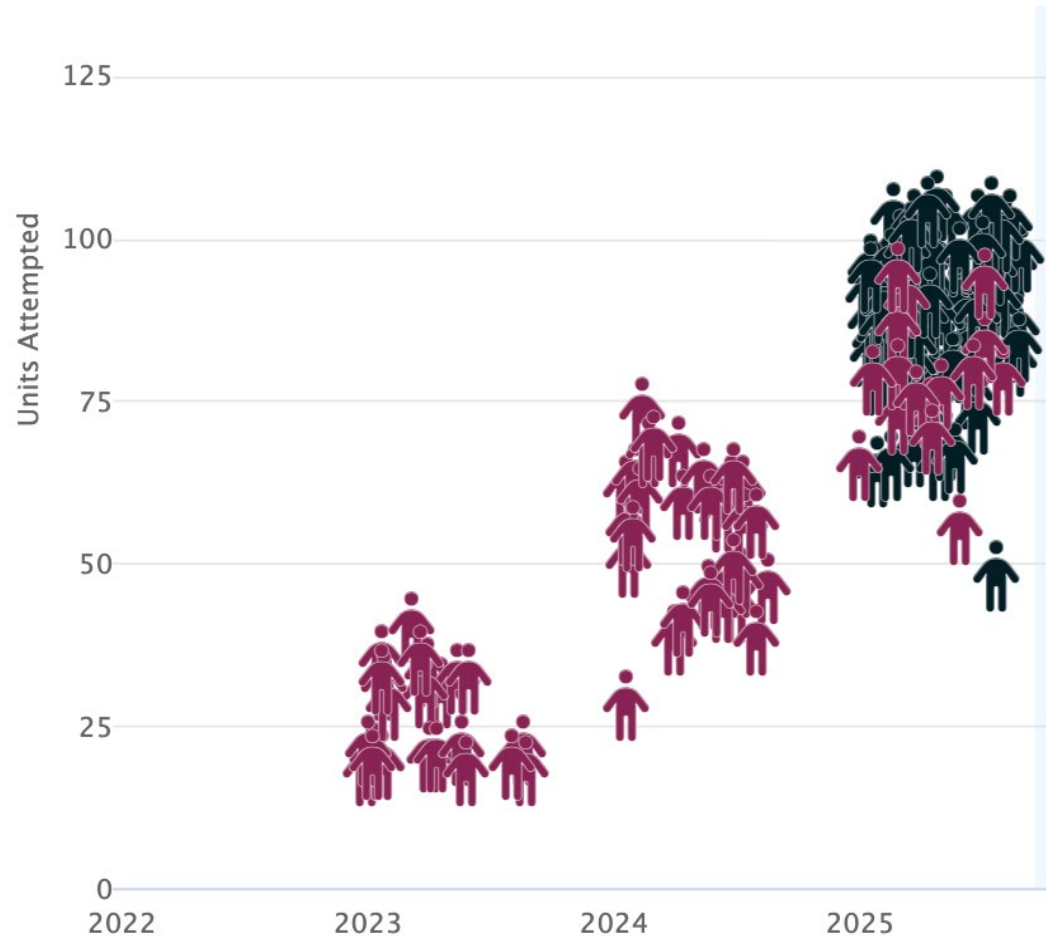
Students Whose Major Was Pre-Nursing At Entry Left By The Largest Count

Pre-Nursing
82

Undeclared
34

- Above graphs show all undeclared students' departure from EB; only 20% enrolled elsewhere
- "Undeclared, Interest in Nursing" (UIN) students is a large segment of first-year students (formerly "pre-nursing")

Nearly half of UIN students leave CSUEB before graduating



Summary

2022 Pre-Nursing

156 Enrolled Students

54% 3-yr Persistence

46% Left the University

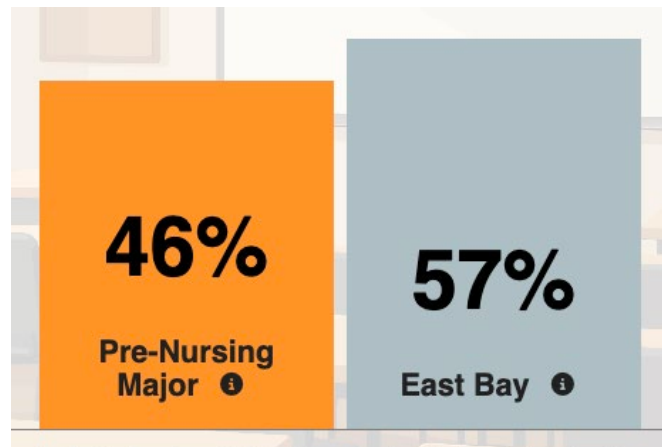
- 34% of these (24 out of 71) happened in the first year.
- The average total units attempted of all students who left the university was 44 units .

 1 student who left this university went on to graduate from another university.

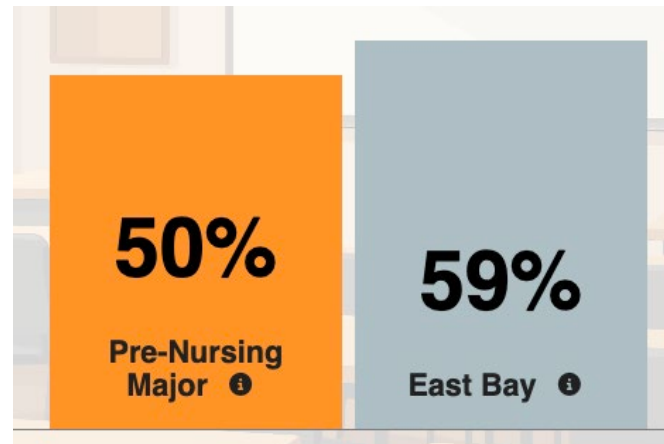
Retention (aka Persistence)

Historic 3rd and 4th year persistence rates for students starting as Pre-Nursing/UIN majors

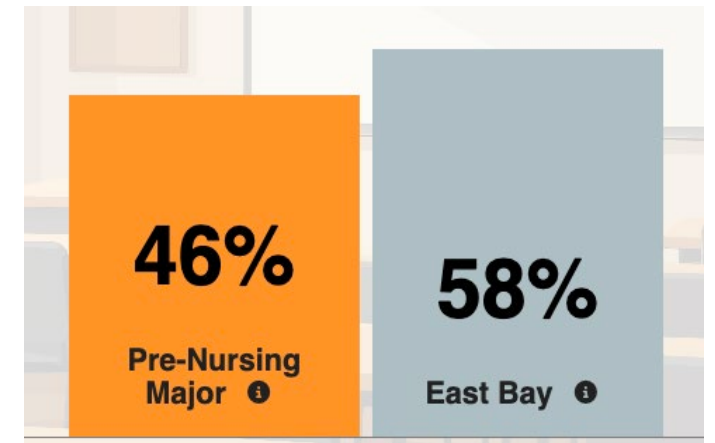
2019



2020



2021



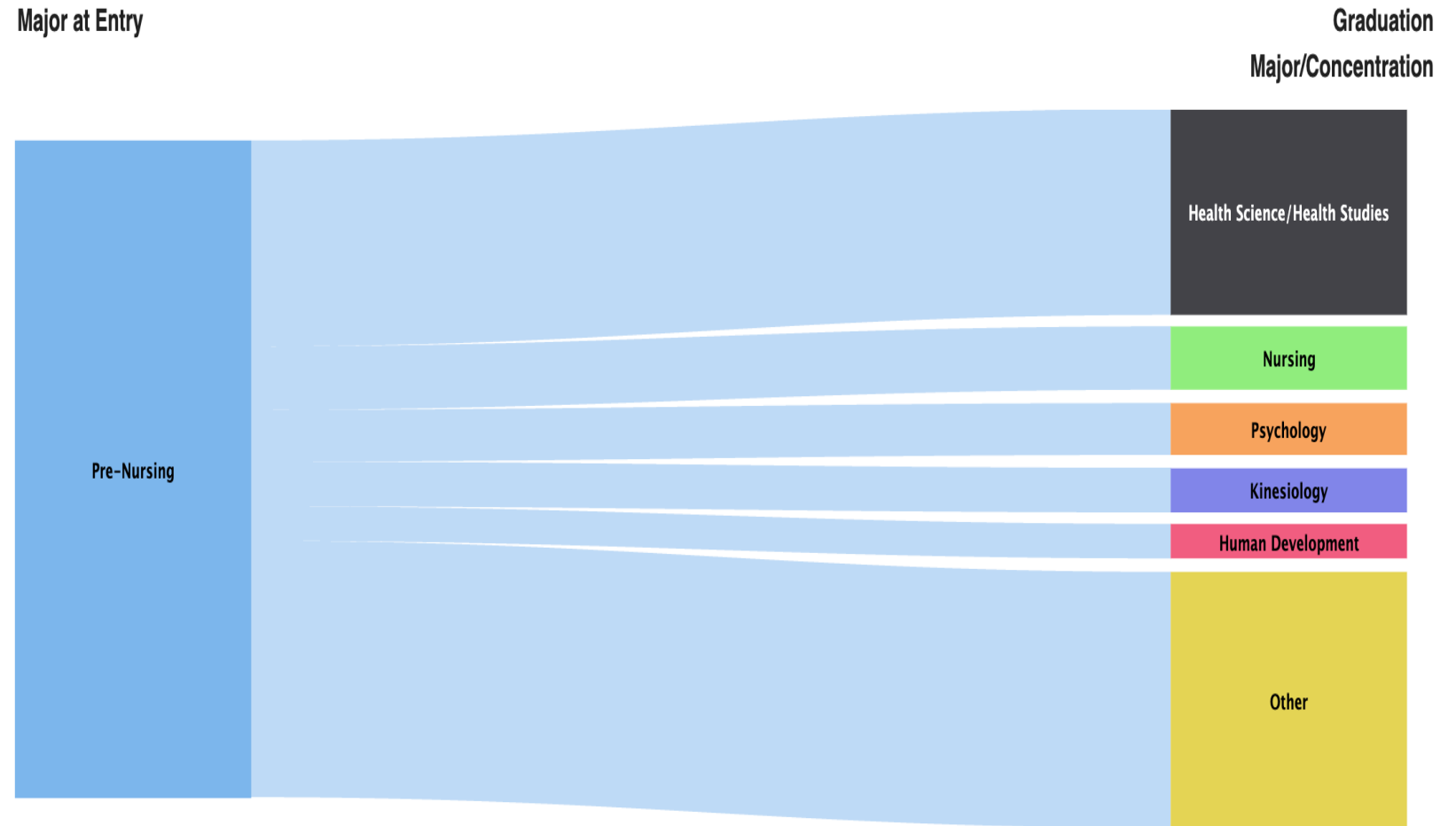
Migration Data: COH majors for full-time first-year students who graduated between 2022-2024

390 "Pre-Nursing"

- Health Science/Health Studies: 143
- Nursing: 44
- Kinesiology: 31
- Social Work: 0
- SLHS: 3

221 retained in COH through graduation (57%)

Our Goal: *Retain More Students*



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What have we learned?

- Data dashboards give a range of ways to visualize & think about data
- University attracts many "UIN" students
- Not all of them *apply* to the nursing program
- Not all of those who *do apply* get admitted to Nursing
- Some do stay, but their continuation options are limited
- Many leave after 2 years...
 - Pursuing nursing elsewhere?
 - Hard to change majors after traveling a narrow academic path?
- *Potential for students to use alternate college majors to meet career goals*
 - *Requires crafting a lower division shared pathway*

Part 3

Developing a Shared
Lower-Division Pathway

Gather your team

College of Health and College of Science Academic Advisors (SSPs):

- Joanna Cady Aguilar
- Christina Bluck
- Monika Chung
- Peter Lee
- KJ Palmer
- Bea Torres

Department Chairs and Faculty representatives

- Paul Carpenter
- Monika Eckfield
- Chandra Ganesh
- Eve Higby
- Sarah Taylor
- Zoi Gkalitsiou
- JP Horn
- Jennifer Sherwood
- Michael Rowley

Dean & Associate Deans

- Shubha Kashinath
- Danika LeDuc
- Sonja Lenz Rashid

What's Common, Unique, Flexible?

Fixed, Unchanging



Nursing has 8 required LD pre-requisites that are consistent to all RN programs statewide.



Certain lower division Chemistry courses are pre-reqs for graduate PT programs

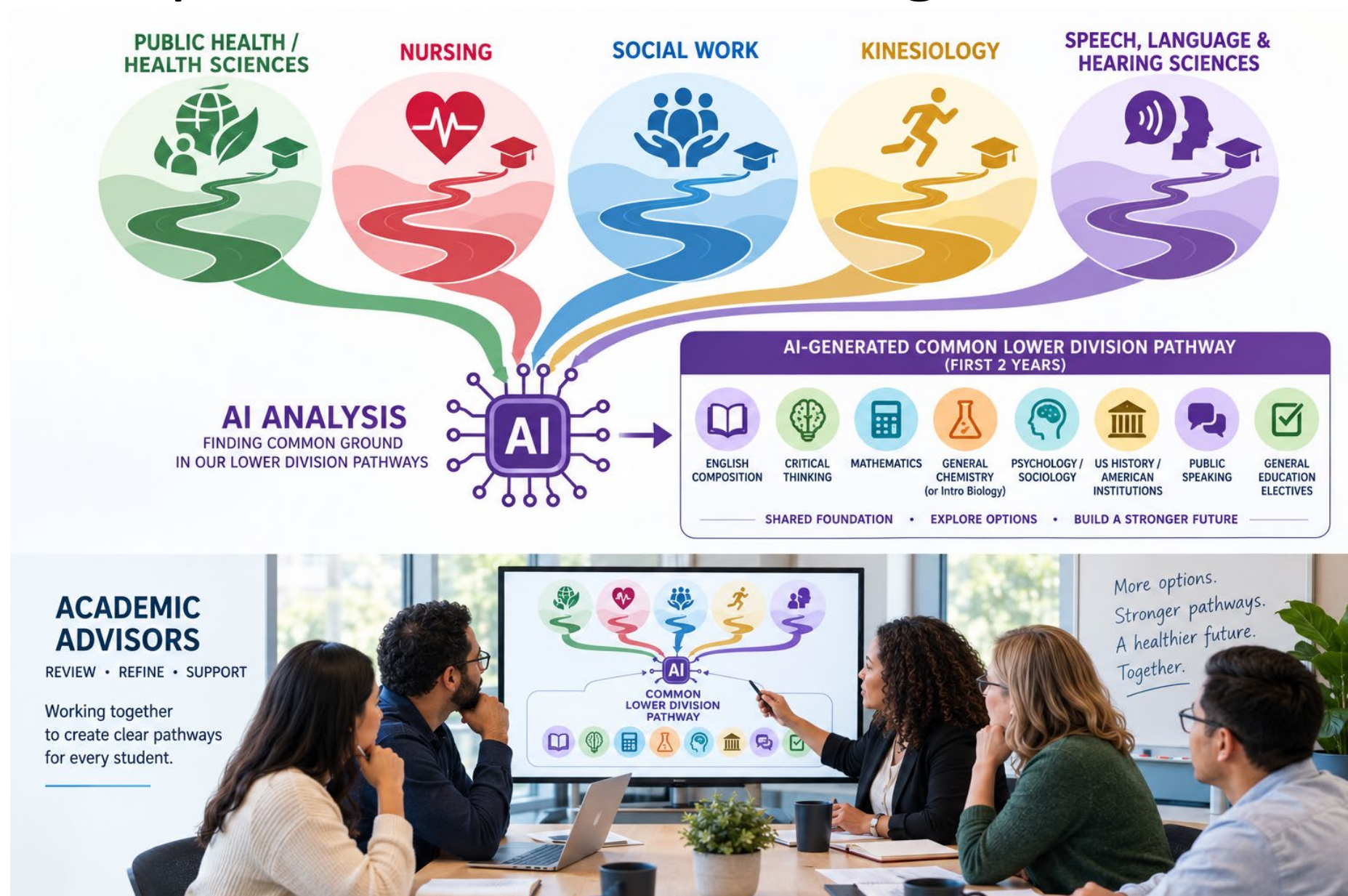


KIN, SLHS, BSW have fixed Area 4 courses

Flexible, Opportunities

- PH & UIN have some flexibility in LD GE Area 4 classes
- KIN (pre-PT) and UIN could take same Chemistry

Roadmaps -> AI Draft -> Advising Team Review



Opportunity in Year 1 for Greater COH Student Participation in Area 4!

COH Advisors began using this with students in spring 2026

Year 1								
Requirement	Course	Units	KIN	BSW	SLHS	PH	HSC	UIN
GE area 1A	Admissions Assignment	3	x	x	x	x	x	x
GE area 1C	COMM 100 or COMM 104	3	x	x	x	x	x	x
GE area 2	STAT 100 or STAT 100E	3	x	x	x	x	x	x
GE area 3B	PH 130 or PH 270	3	x	x	x	x	x	x
GE area 6	Any	3	x	x	x	x	x	x
GE area 4 (1st course)	SOC 100	3		x				
GE area 4 (1st course)	KIN 270	3	x					
GE area 4 (1st course)	SLHS 204 or SLHS 208	3			x			
GE area 4 (1st course)	SOC 100, KIN 270, SLHS 204, or SLHS 208	3				x	x	x
GE area 4 (2nd course)	PSYC 100	3	x	x	x			x
GE area 4 (2nd course) / US	POSC 101	3				x	x	
GE area 5B/5C	BIOL 270	4	x	x	x			x
GE area 5A/5C	CHEM 161	4					x	x
CoH Major/Major Exploration Class		3	x	x	x	x	x	
Total Units			28	28	28	28		29

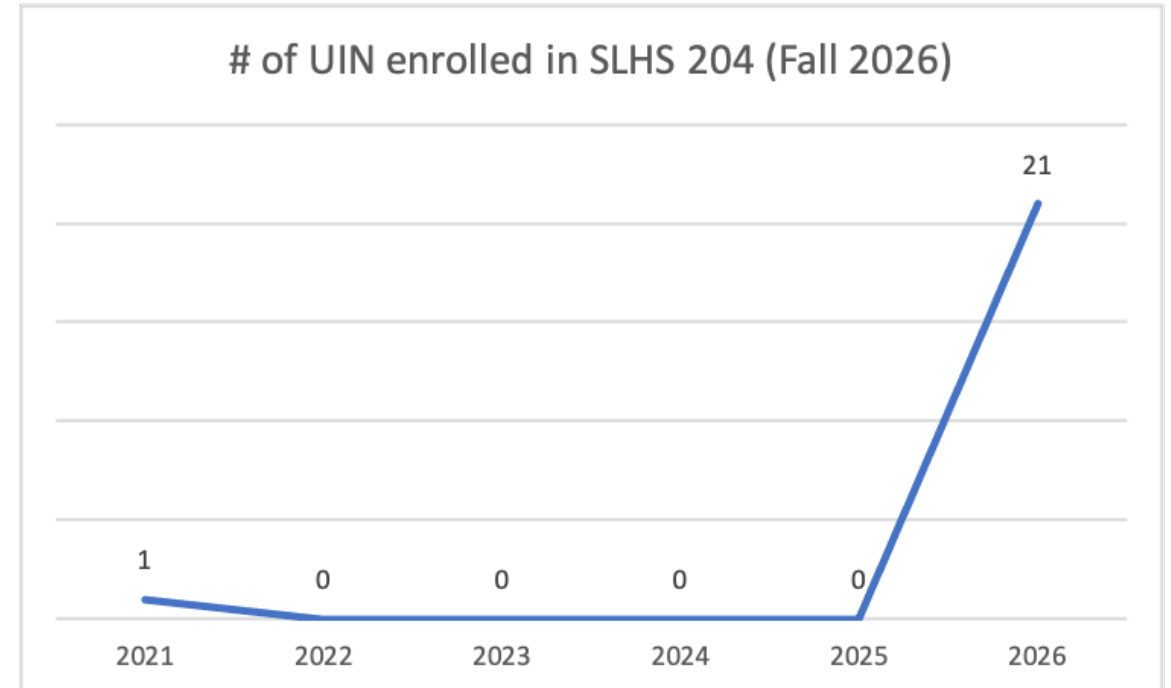
Part 4

Outcome Measures and
Progress

Are UIN students getting more exposure to other COH majors?

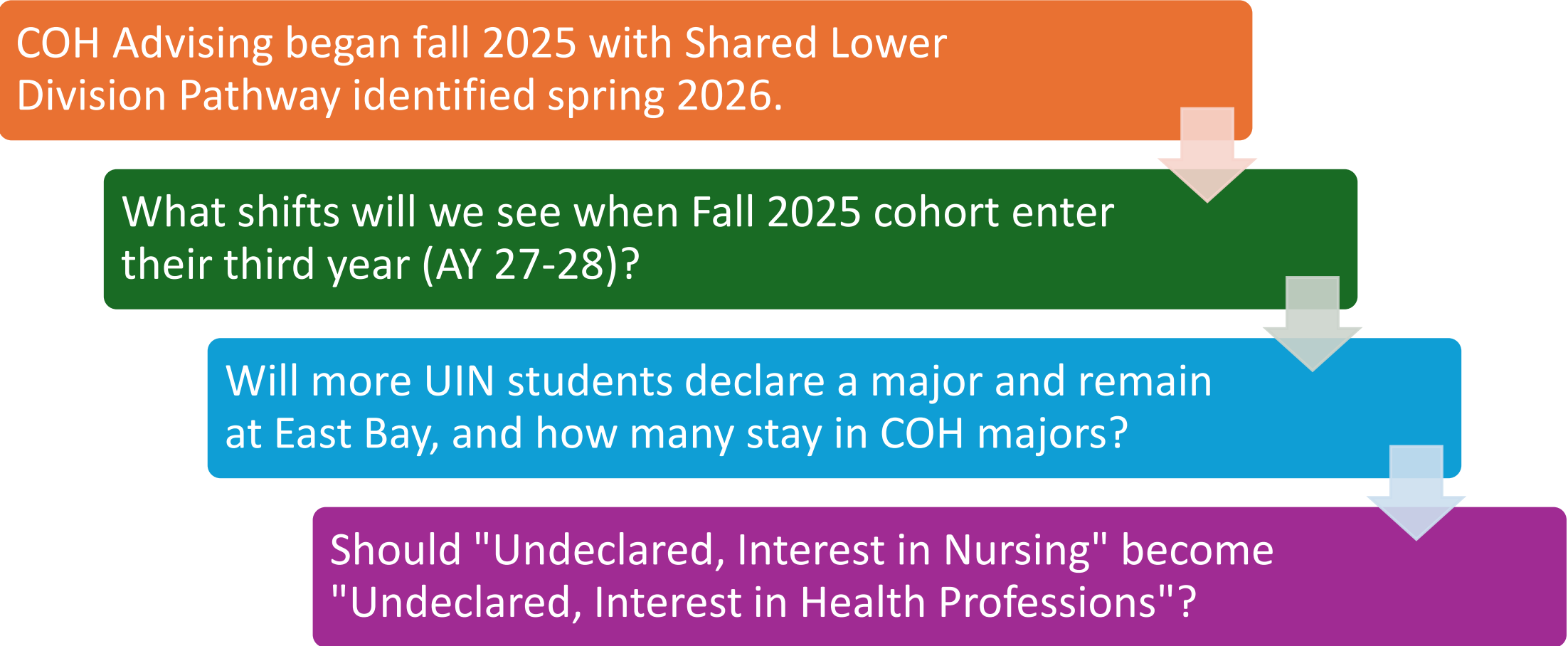
Fall 2026:

UIN enrollment in SLHS 204 Intro to Communication Disorders (GE lower-division Area 4)



Monitoring Outcomes, Timeline for Success

COH Advising began fall 2025 with Shared Lower Division Pathway identified spring 2026.



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graph TD; A[COH Advising began fall 2025 with Shared Lower Division Pathway identified spring 2026.] --> B[What shifts will we see when Fall 2025 cohort enter their third year (AY 27-28)?]; B --> C[Will more UIN students declare a major and remain at East Bay, and how many stay in COH majors?]; C --> D[Should "Undeclared, Interest in Nursing" become "Undeclared, Interest in Health Professions"?];
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What shifts will we see when Fall 2025 cohort enter their third year (AY 27-28)?

Will more UIN students declare a major and remain at East Bay, and how many stay in COH majors?

Should "Undeclared, Interest in Nursing" become "Undeclared, Interest in Health Professions"?

Part 5

Applications
& Take-Aways

Looking Ahead

Just implemented this a few months ago and already seeing shift in GE courses

Continue to use dashboards to monitor for other class enrollment shifts and shifts in majors

Continue to work with advisors: gather feedback, find opportunities, continue revisions

Prepares for transition to "uAchieve" Roadmaps



Take Homes & Food for Thought

- Chancellor's office and Pioneer Insights useful to add data to own observations and anecdotal data
- CSU Analytics training was a great way for new COH departments to review data and curriculum together
- Project taps into cross-department and cross-college collaborations
- Data help us examine & understand different "layers" of retention
- Opportunity to benefit from the multiple pathways to career goals

Questions,
comments,
thoughts...

Are there other clusters of majors that may benefit from a similar shared GE/Lower Division pathway?

Other outcomes you would want to see from COH?

Are there problems, challenges with this shared pathway approach?

Your Turn!

Data from CSU Student Success Dashboard



Departments Dashboard



What Paths Do They Follow?



**Which Students Leave Before
Graduating?**



**What Are Their Academic
Outcomes?**

<https://csusuccess.dashboards.calstate.edu/departments-dashboard>