

# Fostering Student Resilience :

## A CALL TO ACTION FOR FACULTY, BY FACULTY

Cal State East Bay attracts extraordinarily diverse and motivated students.

### DID YOU KNOW...?

- Over **60%** of our students are the first in their families to attend college.
- Many of our students come from low-income backgrounds, with **41%** of our undergraduates qualifying for federal Pell Grants.
- Despite this commitment and hard work, **fewer than half** of entering first-year CSUEB students **graduate in 6 years**.

### WHY IS THIS HAPPENING?

- **Students balance multiple obligations.**  
The Learning Framework needs assessment in 2017-2018 indicated that many students spend more hours engaged in paid work and care-giving than on academics.
- **Students have challenges meeting their basic needs.**  
A 2016 survey of 770 CSUEB students found that nearly **50%** experience food insecurity and **20%** had experienced homelessness in the past 12 months.
- **Students have difficulty accessing help.** Students don't always know where to seek help. And when they do, some report feeling uncomfortable, unwelcome, or that their needs weren't understood.
- **Students experience opportunity gaps.** These challenges and others may compound with systemic barriers, discrimination, and micro-aggressions that disproportionately affect Black and Latinx students, LGBTQ+ students, and students with disabilities.

### WHY IS IT IMPORTANT TO ADDRESS THIS?

- **It is vital to uphold the promise of public higher education.** The California State University system is the nation's largest 4-year public university system. It serves an indispensable role in providing accessible education to students from all backgrounds.
- **We must support our students' ability to reach their aspirational goals.** Our [Mission and Shared Strategic Commitments](#) are to: continuously improve our efficiency, transparency, and accountability while practicing mutual respect, responsiveness, and collaboration; serve students first, by expanding access and enhancing each student's educational experience and prospects for success as a graduate and life-long learner.
- **We must further our mission as faculty members.** [The California Faculty Association](#) stands for quality education for our students. The California State University exists to provide an opportunity for everyone seeking higher education.
- **We can help support the [Graduation Initiative 2025](#) goals** such as increasing the 6-year graduation rate to 62% and eliminating opportunity gaps for students from groups that have been historically underrepresented in higher education.



## HOW CAN YOU HELP IMPROVE OUTCOMES AND ENGAGE STUDENTS?

- **Encourage students to come to your office hours** to talk about what is on their minds. Students who receive a broad message of support may have better academic outcomes than students who receive a limited message.
- **Be aware of campus resources** (counseling, student health, academic advising, accessibility, food pantry, financial aid, etc.) **and act as a conduit** for students to access them.
- **Add statements in syllabi about on-campus resources.**
- **Invite students** with disabilities to speak to you about their accommodations on the first day of class.
- **Include slides on campus resources in your first lecture.**
- **Counter stereotypes** by inviting guest speakers from diverse backgrounds and those that have overcome academic and personal challenges.
- **Recognize** that students may not come from a supportive environment and treat them with **empathy** and **flexibility**.
- **Reach out** to students when they have academic difficulties. Ask about their challenges and refer them to campus resources that may help them.



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## INSIGHTS FROM OUR STUDENTS

FROM PARTICIPANTS IN THE LEARNING FRAMEWORK STUDY

*That professor had like a SCAA rep and like a student health representative come and talk to our class just for like a tiny part of our first week, in one of the classes, and that kind of helped me want to go...that's actually when I made my first student health counseling appointment. So that's really cool.*

*If I had the funding I would try to connect so people have more resources. Some people, they are too shy to ask. If they can stay connected they can find about the resources... I would have professors [say]... 'We have [Pioneers for] Hope, we have these services, we're going to show you health services.' Because some people they think like health services is something minor. They don't know maybe they could be treated for physical therapy, and if they are sick they could be given medication. But people are not aware of these things.*

### Where to get started? Visit...

**East Bay Cares** - Links to resources and numbers to call for a wide variety of students needs - financial support, advising, health including mental health, and more.

[WWW.CSUEASTBAY.EDU/CARE](http://WWW.CSUEASTBAY.EDU/CARE)

Let us know what you think by completing our survey. Scan the QR code or visit:

[tinyurl.com/acalltoactionfeedback](http://tinyurl.com/acalltoactionfeedback)



This guide was developed by a 2018-2019 Faculty Learning Community supported by the Pioneers for HOPE Learning Framework project.

For a list of contributors, references, ideas, and other resources, please visit: [www.csueastbay.edu/learningframework/calltoaction](http://www.csueastbay.edu/learningframework/calltoaction)

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