Retention and Student Success Forum

September 27, 2012 Open Forum

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Southern Illinois University Edwardsville

Topics for this afternoon

- What is the Student Success Advisory Council?
- What recommendations for retention and student success have been made?
- What is the future of retention and student success at SIUE?

Student Success Advisory Council

Phil Brown, Director, Institutional Research

Jaci Declue, Assistant Director, Athletics

Sydney Ehmke, Student Government Association Representative

Kathleen Gardner, Housing

Gireesh Gupchup, Dean, School of Pharmacy

Andy King, Director, Counseling Services

Betsy Meinz, Associate Professor, Psychology

Lora Miles, Associate Vice Chancellor, Student Affairs

Yvonne Mitkos, Director, Instructional Services

Sally Mullen, Associate Director, Financial Aid

Earleen Patterson, Program Director, SOAR

Phillip Pownall, Director, Disability Support Services

Susan Seibert, Director, Career Development Center

Michael Shaw, Department Chair, Chemistry

Laura Strom, Registrar

Kevin Thomas, Director, Retention and Student Success, Chair

Cheryle Tucker-Loewe, Director, Academic Advising

Mary Weishaar, Associate Dean, School of Education, Professor, Special Education

Work of Council to date

- Council appointment by Chancellor in November of 2009
- Council studied retention at home and beyond
- Came up with recommendations to meet goals

Goals

1. Increase the freshmen retention rate (first-time, full-time cohort that returned for the second year) by 5% or on average, 1% per year.

2. Increase the sophomore retention rate (first-time, full-time cohort that returned for the third year) by 5% or on average, 1% per year.

3. Increase the graduation rate to 55% in five years.

Peer Institutions- Retention

- SIUE 70%
- ETSU 70%
- Grand Valley 82%
- Marshall 70%
- Oakland U 73%
- UMKC 74%
- UNCG 76%
- USA 65%
- WCU 72%

Chicago St. 53%
EIU 79%
ISU 85%
Northeastern 64%
NIU 71%
SIUC 66%
UofI-Chi. 79%
UofI-Spring. 75%
UofI 93%
WIU 71%
IPEDS 2011 Data

Peer Institutions- Graduation (6year)

- SIUE 52%
- ETSU 44%
- Grand Valley 63%
- Marshall 45%
- Oakland U 40%
- UMKC 43%
- UNCG 53%
- USA 38%
- WCU 50%

Chicago St. 21%
EIU 59%
ISU 71%
Northeastern 23%
NIU 56%
SIUC 45%
UofI-Chi. 54%
UofI-Spring. 61%
UofI 82%
WIU 53%
IPEDS 2011 Data

Recommendation #1

Create and hire the position of University Retention Director

Recommendation #2

Instill a culture of retention through expanded expectations of programs, schools, and colleges that would include accountability for student retention, assessment of retention, and faculty/staff development

Recommendation #3

Early Academic Warning-Expand the existing early student self-assessment, MAP-Works, to include all first-year students

Early Warning System

Office of Retention and Student Success will begin marketing MAP-Works to commuter population of first-year students.

Beginning in the fall of 2013, all first-year students will have access to assessment. Retention and Student Success will conduct follow up with commuter population.

Recommendation #4

Early Academic Warning-Monitor performance (i.e., grades) and attendance in typical first year and second year high risk courses and develop a system for follow-up. Maximize the use of technology in the development and implementation of this system. This system could be expanded to include more first and second year courses.

Early Alert System

- Pilot Program (Fall 2012)
  - Volunteered 100 level courses
  - Same steps as below but follow-up conducted by Office of Retention and Student Success
- Early Alert System (Proposed Fall 2013)
  - Beginning in the Fall of 2013, an early alert system (GradesFirst will be used)
  - Emails sent to faculty of all 100 level or below courses during both fall and spring semester
  - Requests the following information:
    - Student has a "PASS" (A,B, or C) in the course or has "D/F" in the course.
    - Student has "Excessive Absences" in the course.
  - Follow up will be conducted by academic advisors, housing and residence life professionals and para-professionals, faculty, and staff members in designated offices

Recommendation #5

Financial Distress Warning- Provide timely notification of bursar holds and take systematic action to resolve issues. Maximize the use of technology in the development and implementation of this system.

Recommendation #6

Develop a unified advising records system

Unified Advising Notes System

Grades First for advising notes

- Appointment system
- Capability to manage notes and also allows for seamless transition in potential moves to other colleges/schools
- Attachments can be uploaded to the system as well-Not an elimination of current practices

Recommendation #7

Establish program-specific check points (milestones) and most recently admitted major profiles to ensure that the student is on-track for courses and grades needed in the major.

Program Specific Check-Points

- Work with each degree program to ensure appropriate and realistic information is included
- Beyond the degree plans
- Information about grades and other program factors to be included
- Can be housed online and can be longer than a page of information

Recommendation #8

Engage faculty and students in the development of alternative degree maps, initially for limited-access majors, and expanding to all majors that are consistent with course scheduling.

Recommendation #9

Develop a targeted recruitment and degree completion plan for students who leave the university in good academic standing within 30 hours of graduation.

SIUE Complete Success

- Report to be run that looks at students who left SIUE at 80 or greater hours and in good standing academically
- Mailings to be created and sent to students discussing a return to SIUE
- Office of Retention and Student Success will work with students to be readmitted to the university and a plan be started to get them back into classes for the spring, summer, or fall of 2013
- Would also like to look into radio air time for this initiative
- Card would be catered to different populations and would include contact info for SIUE to get started again

Life happens. . .

SIUE Complete Success

So can your degree!

Recommendation #10

Develop programs for professional practice students (pharmacy, dental medicine) to earn concurrent bachelor's degree. Student who are admitted to professional programs should be targeted.

Recommendation #11

Create a collaborative referral system between advisors, faculty, and the Career Development Center to assist students in selecting a major and career path that best matches their academic interests and capabilities. Undecided students in the freshman and sophomore years and students who are unsuccessful in gaining admission to their chosen major should be targeted.

Recommendation #12

Establish a process to facilitate direct admission to majors for incoming freshmen.

Recommendation #13

Establish a process to facilitate direct declaration of incoming transfer students.

Recommendation #14

Consider multiple points of entry for students into majors (e.g., early admit as freshmen, later admit as junior).

Multiple entry points into a major

- Are there freshmen who could be admitted to a major from day one? After one semester?
- Are there freshmen who are admitted to programs who would benefit by waiting until junior admission to program?

Recommendation #15

Develop a bachelor's degree that meets the needs of students with broad interests or for students whose first choice degree option is not available because of limited capacity.

Recommendation #16

Use technology to analyze data University-wide so that student demand for courses can be projected. This data should regularly be communicated with schools and colleges to assist in efficient and student-needs-based departmental advising.

Recommendation #17

Fully implement degree audits (i.e., Curriculum Advisement and Program Planning or CAPP)

Recommendation #18

Promote and market existing programs to support sophomore engagement (e.g., internships, academically-related employment, travel or study abroad, volunteer opportunities, career assessment).

Recommendation #19

Assess existing SIUE programs that guarantee an ongoing personal connection between students and their peers, faculty members, and/or staff members. These programs could include peer mentoring, orientation, and Bridge,. Coordinate all existing programs to assure that EACH student at SIUE has access to at least one of these programs.

Recommendation #19 Continued

In coordinating these programs, assure that all students, including those who are academically underprepared, have access to adequate services. If necessary, create new programs to supplement existing programs. Examples of new programs could include programs and services targeting commuter students, development of a "first six weeks" program (building on Springboard to Success), orientation for all incoming students for fall and spring, mandatory credit-bearing orientation course, enhancing scope of summer Bridge.

Recommendation #20

Increase the scholarship pool for continuing students based on merit and need.

Recommendation #21

Establish an emergency funds pool for students.

Recommendation #22

Expand and centralize tutoring for students.

Tutoring and Supplemental Education

- Current offerings are scattered
- Efforts to centralize tutoring and supplemental education will begin by having a website that allows students to seek help through having the knowledge of services offered.
- Currently, math and science offered through Instructional Services and would like to move to a model that has tutoring for many 100 and 200 level courses under Instructional Services.
- Ideal instructional services (tutoring aspect) would house all:
  - 100 and 200 level tutoring
  - Supplemental instruction for 100 and 200 level courses
  - Quiet student area and environment for students to utilize

Beyond the Student Success Advisory Council Recommendations

SIUE Retention Program – Success 2

- Under the umbrella of the "Success 2" program the following initiatives will begin in the fall of 2013 for first year students
  - Excellence First program: This initiative will target all incoming first time, first year students who are first generation.
  - Forward Steps program: This initiative will target all incoming first time, first year students who have Academic Development courses in two or more areas.
- Under the umbrella of the "Success 2" program the following initiatives will begin in the fall of 2014 for SIUE students
  - Reset One program: This initiative will be required of any student who is allowed to return to the university off of an academic appeal.
  - Cougar Recharge: This initiative will be required of any student who moves from Good Standing to Academic Probation. With the large number of students this will affect, much of program will be based online.

Persistence Partner Program

- To begin in the Fall 2013 – Spring 2014 academic year
- Open to 25 faculty and staff (balance between both)
- Completion of program will earn graduates a certificate signed by the Chancellor and Provost as well as $500 in professional development funds
- Program will consist of five sessions
- Homework, assignment, readings, and a book will be a part of the program
- Goal: To grow advocates in student success and retention through each college/area of campus to increase awareness of issues.
- After completion of program, annual refresher will be required to maintain Persistence Partner status.

Retention Items for 2012 – 2013 Academic Year

For 2012 – 2013

- Care Campaign
- Referrals from Faculty and Staff for student intervention
- Learning SIUE and potential praises and tweaks to current practices

Questions? Comments? Praises? Reactions?

Thank you for coming today

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