Retention & Completion Update

Julie Burdick, Associate Vice President for Academic Affairs
Stacey Moore, Associate Vice President for Student Success

February 20, 2014
# Vision 2020 Goals

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</thead>
<tbody>
<tr>
<td>1st Yr. Retention</td>
<td>67%</td>
<td>66%</td>
<td>71%</td>
<td>73%</td>
<td>75%</td>
<td>77%</td>
<td>78%</td>
<td>80%</td>
</tr>
<tr>
<td>6 Yr. Grad Rate</td>
<td>40%</td>
<td>40%</td>
<td>43%</td>
<td>46%</td>
<td>49%</td>
<td>53%</td>
<td>56%</td>
<td>60%</td>
</tr>
<tr>
<td>Job/Grad School</td>
<td>Avail.</td>
<td>Avail.</td>
<td>75%</td>
<td>76%</td>
<td>77%</td>
<td>78%</td>
<td>79%</td>
<td>80%</td>
</tr>
<tr>
<td>Placement (Currently 72%)</td>
<td>SP14</td>
<td>SP15</td>
<td></td>
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Improving Retention & Completion
Summer/Fall 2012 Advising Restructured

**GENERAL ADVISING**
- Emergent Students
- College Ready Students

**Pre-Major**
- A & S Advisors
  - Arts & Sciences
- HP Advisors
  - Health Professions
- CBA Advisors
  - Business
- EDUC Advisors
  - Education
- ENGR Advisors
  - Engineering

**Fall 2012 Retention Initiatives:**
- Senior Completion Scholarships implemented
- Mandatory advising for pre-majors; Advisor outreach in residence halls
- Gettin’ Classy initiative to have students register for classes earlier
- Expansion of Peer Mentoring (750 students)
- Enroll Now Initiatives
- New personalized student portal - MyAkron created and launched
Improving Retention & Completion
Fall 2012 Pathways to Academic Success
# Retention and Completion by Preparedness Level

## Table:

<table>
<thead>
<tr>
<th>Student Category</th>
<th>1st Year Retention</th>
<th>Six Year Graduation Rate</th>
<th>Fall 2013 % FTFT Enrolled</th>
<th>Fall 2014 % Admits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preparatory</td>
<td>41%</td>
<td>17%</td>
<td>18%</td>
<td>5%</td>
</tr>
<tr>
<td>Emergent</td>
<td>54%</td>
<td>29%</td>
<td>25%</td>
<td>19%</td>
</tr>
<tr>
<td>College Ready</td>
<td>64%</td>
<td>39%</td>
<td>14%</td>
<td>25%</td>
</tr>
<tr>
<td>Direct Admit</td>
<td>83%</td>
<td>66%</td>
<td>43%</td>
<td>51%</td>
</tr>
</tbody>
</table>

### Notes:
- All preparedness levels include first time full time bachelor degree seeking students
- 1st year retention of Fall 2012 cohort
- 6 year graduation of Fall 2007 cohort
- Fall 2014 % admits as of 2/17/2014
Improving Retention & Completion
Spring/Summer 2013

VP’s, OAA, Deans
Review Retention white paper
Retention & Completion Advancement event

Student Success
Advisors in classrooms
Successful U app
Redesign NSO
First New Roo Weekend
ZipStart Summer Program

IT, Student Success
Complete “Successful U” app
Improving Retention & Completion
Fall 2013

OAA and Deans
Class scheduling informed by DARS
Deans appoint retention champions
Purchase retention analytics system
Early Alert progress indicators
UA Summit on Retention: Vincent Tinto

Student Success
Grades First expands from athletics* to advising
Zips Retention Grants
Parent communication plan implemented
Academic encouragers
Help a Zip Referral System

Colleges and Student Success
Written plan for Pre-Majors for each college
Multi-Year Akron Experience Group
Expanded training of learning assistants

*UA athletes earn a 3.0 average GPA and have a 71% 6-year graduation rate.
Retention Analytics
Predicting Graduation Rates Based on Grades in Gateway Courses

Help for Advisors: A predictive analytics engine calculates the likelihood of graduation for every student based on their academic history as compared to past students.
Help for Deans: Ability to drill into the dashboard to better understand how at-risk students are distributed across their programs.
## Improving Retention & Completion
### Fall 2013 Summit on Retention

<table>
<thead>
<tr>
<th>Dr. Vincent Tinto’s Recommendations</th>
<th>Progress</th>
<th>Steps Taken</th>
</tr>
</thead>
<tbody>
<tr>
<td>Focus efforts on student’s 1st year where most attrition occurs</td>
<td>✔️</td>
<td>Redraft of Retention &amp; Completion Plan in progress</td>
</tr>
<tr>
<td>Early Alert</td>
<td>✔️</td>
<td>Expanded use of MAPWorks; Early Alert progress indicators</td>
</tr>
<tr>
<td>Mandatory 1st year success course</td>
<td>✔️</td>
<td>For pre-majors starting Fall 2014</td>
</tr>
<tr>
<td>Learning communities</td>
<td>✔️</td>
<td>Redesigned for fall 2014 to increase faculty collaboration, supplemental instruction</td>
</tr>
<tr>
<td>Faculty workshops with a focus on student learning</td>
<td>✔️</td>
<td>IT&amp;L workshops</td>
</tr>
<tr>
<td>Form a small committee with broad representation with authority to oversee retention and completion</td>
<td>✔️</td>
<td>Student Success Steering Team formed</td>
</tr>
<tr>
<td>Launch pilot project RFP to campus</td>
<td></td>
<td>February 2014 launch</td>
</tr>
<tr>
<td>Reward faculty</td>
<td></td>
<td>Pilot programs to include funding for three years</td>
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Improving Retention & Completion
Spring 2014

- **OAA**
  - Retention metrics calendar developed
  - Course scheduling waitlist

- **OAA, Student Success, Communications**
  - Retention website launch
  - Finish in Time Campaign launch

- **OAA, Student Success, IT**
  - Retention analytics implementation
  - ICT automation

- **Student Success**
  - Additional improvements in NSO
Improving Retention & Completion
Success Indicators

1st Semester Retention by Preparedness Level

<table>
<thead>
<tr>
<th>Student Category (FTFT Bach. Seeking)</th>
<th>Fall ‘12-Sp’13 Retention</th>
<th>Fall’13-Sp’14 Retention</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preparatory</td>
<td>67%</td>
<td>76%</td>
</tr>
<tr>
<td>Emergent</td>
<td>78%</td>
<td>78%</td>
</tr>
<tr>
<td>College Ready</td>
<td>86%</td>
<td>91%</td>
</tr>
<tr>
<td>Direct Admit</td>
<td>94%</td>
<td>94%</td>
</tr>
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</table>

1st Semester Retention in Residence Halls

| Students in Residence Halls | 80% | 88% |
Improving Retention & Completion
Success Indicators

Learning Assistant Progress

<table>
<thead>
<tr>
<th></th>
<th>Fall 2012</th>
<th>Fall 2013</th>
<th>% Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td># Students attending LA sessions</td>
<td>1,233</td>
<td>1,385</td>
<td>11%</td>
</tr>
<tr>
<td># Contact hours LA-student</td>
<td>6,859</td>
<td>7,429</td>
<td>8%</td>
</tr>
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</table>

Learning Assistant Benefits

✓ Students earn 3-4 more credits per semester
✓ Students are less likely to drop courses
✓ Have improved completion rate in historically difficult courses

Dr. Brian Modarelli, Professor of Chemistry:

“The better comprehension I found in my classes since the LA program began has enabled me to dig “deeper” into the material and push my students to do better with more difficult material. Comparing exams I gave during the 1999 – 2001 period that I taught Organic with those during the 2005 – 2012 period, I find the 2005 – 2012 exams were more difficult, yet the students did better (based on class averages). I believe my LAs played an important role in making this increase in student comprehension.”
Improving Retention & Completion

Success Indicators

Increased Effectiveness of Intercollegiate Transfer

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2013</th>
<th>% Increase</th>
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<tbody>
<tr>
<td>Pre-Major Intercollege Transfers</td>
<td>840</td>
<td>1,565</td>
<td>86.3%</td>
</tr>
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Peer Mentoring: Serving Under-represented Students

<table>
<thead>
<tr>
<th></th>
<th>Fall 2012</th>
<th>Spring 2013</th>
<th>Fall 2013</th>
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<tbody>
<tr>
<td>Cumulative GPA</td>
<td>3.55</td>
<td>3.63</td>
<td>3.5</td>
</tr>
<tr>
<td>% Good Standing</td>
<td>98%</td>
<td>100%</td>
<td>98%</td>
</tr>
<tr>
<td>% Dean’s List</td>
<td>63%</td>
<td>88%</td>
<td>Coming Soon</td>
</tr>
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Peer Mentees - Fall to Fall Retention

<table>
<thead>
<tr>
<th></th>
<th>2010-2011</th>
<th>2011-2012</th>
<th>2012-2013</th>
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<tbody>
<tr>
<td></td>
<td>68%</td>
<td>76%</td>
<td>81%</td>
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</table>
Important Initiatives Ahead.....

- Mandatory attendance proposal to Faculty Senate
- DARS conversion to PeopleSoft
  --Will increase tools for advisors and students
  --Provides real time curriculum guides
- IT and IR expertise to utilize Data Warehouse for retention metrics and other data needs
- Increase support for underrepresented students to close achievement gaps