



University Council Student Engagement and Success

Minutes: February 6, 2012

Meeting called to order at 3:30 pm.

Attendees: Fey, Charlie; Gannon, Debbie; Levy, Paul; Mothes, Holly; Pavlichich, Andrea; Pleuss, Carol; Thorpe, Lauri; Yu, Jaimie

Absent: Herstich, Carolyn; Kline, John; Krovi, Ravi; Steer, David

1. Vision 20/20: How it relates to our committee and Recommendations for Provost Sherman

- Enroll up to 40,000 learners in degree, certificate, licensure, distance education and career-advancement programs, improving alignment of the student body with professional and personal success

Committee's Response

Ideas to work toward this goal:

- Different strategies are in place to move provisional students to branch campuses. Admissions counselors are currently counseling "at risk" students to go to branch campuses. Plan is in place for 2016 to phase out provisional students and draw the elite students.
- Advertise and/or Underwrite at Top Feeder High School: newspaper, sports programs, event programs such as theatre productions, yearbooks, sports score boards
- Place value on non-STEM students as some feel marginalized for not being STEM students. Showcase our Dance and Liberal Arts programs.
- Go back and market, recruit academically ready students who discontinued studies here at UA – win them back to campus. (excluding those who were dismissed, transferred)

Here is a new idea from L. Thorpe which surfaced during her conversation this morning (Feb. 10) with J. Kline while discussing the meeting with him: Consider hiring "Adjunct Advisors" who

are paid something like \$2,500 per semester and would be expected to put in the same amount of work as an adjunct professor teaching a 3 credit course.

These “Adjunct Advisors” could be members of the faculty/staff who would be charged with contacting those who are no longer in the program to find out why, review with them opportunities they might want to consider with regard to majors/careers thereby creating academic motivation to re-enroll and finish. And John suggested that each “Adjunct Advisor” be given incentive to perform by rewarding them for those students who not only return but GRADUATE from UA. Lauri mentioned that if UA is willing to pay a “bonus” to teaching faculty for increased enrollment (which the Undergraduate Admissions Office made possible), then John’s idea of creating a bonus for performance among these “Adjunct Advisors” could be a helpful boost to stay in touch with these students and strongly encourage them to complete their degree program and intercede when they encounter difficulties.

- Consider adding a weekend Executive MBA program. Other more expensive colleges/universities in our area are “eating our lunch” by enrolling these students who might be really happy to do this at UA and pay much lower tuition.
- Offer on-line degree courses but before making a huge commitment to online degree/certificate programs, be sure we have the IT and other support infrastructure to make it successful.
- Consider creating a network of upper division student Peer Advisors since some students find that academic advisors are either not available or simply do not know enough about their respective degree programs to be of meaningful assistance. The Honors College has a Peer Mentor program in place for incoming freshmen which helps to ease the transition to college and also gives students someone to talk with in their major. Students apparently also find that faculty who are not in their degree program tell them they don’t have time to help them, can’t stay late to meet with them, and refer the student back to their degree college. But some students are in the investigation stage and simply want to talk with faculty from other departments to see if they might want to switch majors.
- Consider including DARS training in Orientation for all students. Apparently, some students have zero clue as to how to use DARS. DARS can be a great

tool to promote academic motivation as they can continually monitor their progress toward graduation. What a great feeling!

- Discontinue Group Advising which is done in conjunction with orientation. It's a terrible idea, does not work, and a "one size fits all" approach to advising is lost on the students. Students do not have an opportunity to ask questions. No apparent meaning. Not tailored. Apparent waste of time.
 - Dr. Fey will deliver a 20 minute "Akron Experience" presentation at our next meeting on Feb. 22. The "Akron Experience" will be rolled out with the fall 2012 entering class.
- Increase diversity with measureable improvements over time as a demonstration of our commitment to inclusive excellence

Committee's Response:

- Financial incentive is huge in order to recruit and retain talented diverse students.
- Increase diversity mentors to help recruit and retain talented diverse students
- Continue to work toward increasing the pipeline of diverse students. A few ideas to consider:
 - Hire more minority faculty
 - Offer incentives such as paying student loans while they are employed here as faculty members
 - These minority faculty can be hugely inspirational to minority prospective students when considering schools in which they might want to ultimately enroll and continue achieving to graduation with mentoring by these faculty
 - Offer admitted minority students summer internships and/or permanent employment if enroll at UA and successfully complete their program of study
- Remember that diversity is measured many ways: racial, economic, geographic, age, gender, backgrounds, etc.

- Improve year-to-year persistence to graduation and graduation rates equal to or greater than 60% by streamlining and targeting pathways to degrees and jobs
- Improve year-to-year, post-graduation job or professional program placement in dynamic careers, approaching 80% within six months of graduation

Meeting was adjourned at 4:30.

1. **Spring 2012 Meeting Schedule:** The committee agreed that meeting on a Wednesday from 3:00 to 4:00 is a good time for this semester. The meeting times for the remainder of spring 2012 will be:

DATE	TIME	PLACE*
Wed., Feb. 22	3:00 to 4:00	TBA
Wed., March 7	3:00 to 4:00	TBA
Wed., April 4	3:00 to 4:00	TBA
Wed., May 9	3:00 to 4:00	TBA



University Council Student Engagement and Success

Minutes: February 22, 2012

Meeting called to order at 3:04 pm.

Attendees: Fey, Charlie; Gannon, Debbie; Kline, John; Krovi, Ravi; Levy, Paul; Mothes, Holly; Pavlichich, Andrea; Pleuss, Carol; Steer, David; Thorpe, Lauri;

Absent: Herstich, Carolyn; Yu, Jaimie

Old Business: Charlie Fey will deliver a 20 minute "Akron Experience" presentation at our next meeting, March 7th.

New Business:

1. University Council Terms:

The University Council would like us to discuss as a group to come up with an equal distribution of people to serve on UC. Student representatives serve a one-year term.

Discussion:

- Should we have a new Dean every year? Or continuity with the same Dean on the committee?
 - It was decided as a group to keep the same Dean for continuity.
- We should look at the SEAC, CPAC, Faculty Senate, representation and see how long their terms are and coincide with UC.
 - A suggestion was discussed there be a one-year overlap for chair positions.
 - Discussion on everyone's term as it coincides with their committee they represent. It was decided the following people will remain on the UC Student Engagement and Success Committee:

CPAC Representatives:

Carol Pleuss – will remain on UC for a 3-year term

Lauri Thorpe – will remain on UC for a 3-year term

SEAC Representative:

Debbie Gannon – will remain on UC for a 2-year term

Faculty Senate Representatives:

David Steer – will remain on UC for a 2-year term

Chair/School Directors

Paul Levy – will remain on UC for a 3-year term

At-Large Representative:

John Kline – will remain on UC for a 2-year term

Dean Representative:

Ravi Kovi – will remain on UC for a 2-year term

Student Representatives:

Holly Mothes, Andrea Pavlichich and Jaimie Yu will finish in May, 2012.

2. Presentation by: Dr. Krovi and Dr. Fey on Student Employment

- Dr. Kovi and Dr. Fey will be presenting to the Board in June a report on student employment. They will present to our committee at our April 4th meeting before going to the Board.

3. Summary and discussion of the committee's recommendations for Vision 20/20

Lauri led the overview of her notes and discussion of the committee

- We need to have a globalization strategy (with resource commitment) to attract more and better international students. Relying on a local / regional market in the face of a declining HS population demographic is not enough to reach the 40,000 learner goal.
- MBA program - we do have a weekend MBA program cohort which we started last year. It is thriving and we expect it to continue beyond. The UA MBA program is ranked second in Ohio behind OSU.
- While attracting new students we need to retain current students.
- Focus on the non-traditional students, meet them where they are. They are here to learn and have specific goals and are focused. They have very defined goals and know why they are here. Intersession classes are very popular with this group of students. More weekend and evening classes. Full-time faculty has an aversion to weekend classes but there is where adjuncts could be used.
- The MBA program uses both full-time and adjunct professors.
- There needs to be flexibility in the structure of night courses. They are typically smaller class sizes. There needs to be understanding by the Deans with the smaller size evening classes and credit hour production.
- Currently there are Saturday sections of Psychology and it does fill with 45 students.
- College of Business is thinking of offering a Saturday sequence, a three-course sequence, summer/fall/spring.
- On-line courses – see how they would play out over a couple of years. May start out small but needs time to grow.
- Diversity – not just ethnicity or minority. Many other diverse groups:

- Early Retirees who now need to go back to work to supplement their skills need additional classes & training or retirees who put off taking college courses to raise a family and have a career, who now have the time and interest to go back to school.
 - Single moms and dads who need new skills for the job market.
 - Mid career professionals seeking to increase their skills for job advancement and promotion.
 - Adults who wish to finish their college degrees.
 - Students with economic needs.
 - Veterans
- Veterans – we will have thousands of veterans in the next few years wanting to come back to college. This is probably the largest diverse group and our biggest potential of students enrolling in college. We need to target the group. They will come to us with leadership skills; they will be serious about and know the value of education. They are respectful and are highly skilled. Maybe have a residence hall designated for Veterans. We could market ourselves targeting this group with a CD about UA.
 - Currently we have Admission Officers targeting veterans and there is a veteran’s lounge on campus.
 - We will invite Marty Belsky and Steve Motika to speak at our April 4th meeting re: Veterans.

Meeting Adjourned: 3:55 pm.

Future meeting dates and times:

DATE	TIME	PLACE*
Wed., March 7	3:00 to 4:00	LH 414
Wed., April 4	3:00 to 4:00	LH 414
Wed., May 9	3:00 to 4:00	STUN 310



University Council Student Engagement and Success

Minutes: March 7, 2011 – Overview of the Akron Experience

Attendees: Fey, Charlie; Gannon, Debbie; Kline, John; Krovi, Ravi; Levy, Paul; Steer, David; Thorpe, Lauri; Yu, Jaimie.

Absent: Herstich, Carolyn; Mothes, Holly, Pavlichich, Andrea; Pleuss, Carol

Presentation on the Akron Experience – Charlie Fey, Janet Bean, and Cassie Verardi

The Akron Experience, a signature program for the University:

Will provide our graduates with 21st Century skills in a unique learning environment. It begins before they enroll and lasts throughout their lives.

The Akron Experience Approach:

- to integrated student learning
- to globally relevant student success
- to student engagement

Two major and integrated efforts

- General education reform
- The Akron Experience Approach

The Akron Experience is theory based; supported by research; relevant; integrated; students focused; and holistic.

The Mission and Vision of the Akron Experience is to promote the development of the whole student through transformative learning that integrates academic experiences with social, cultural, and personal development. The Akron Experience will distinguish The University of Akron as a leader in academic excellence and cultivate success in each student through college and in life.

The Akron Experience: Fall 2012

- General Education Learning Outcomes
- Cultural Passport
- MAP-Works and related interventions
- Multi-Year Structured Experience
- Focus2 Career Assessment
- BCSSE Pre-College Assessment
- Co-Curricular Transcript
- Web portal

The Akron Experience: Beyond Fall 2012

- Multi-year structured experience
- Mentoring approach that begins at recruitment
- Career Coaching

- Interactive web applications
- Traditions throughout students' matriculation
- Increased co-ops and internships
- Mastery assessment of personal development core competencies/learning outcomes
- Increased integration of the co-curriculum

Framework for Faculty – Increase high-impact educational practices

- Identify and expand areas of excellence
- Set program goals
- Professional development
- Collaboration
- Participation in Cultural Passport

New Business:

Marty Belsky and Bill Kraus and possibly Stephen Motika, Christian Turner, and Alex Payne, the president and VP of the Military Veterans Association will speak to our committee at the April 4 meeting.

Future meeting dates and times:

DATE	TIME	PLACE*
Wed., April 4	3:00 to 4:00	LH 414
Wed., May 9	3:00 to 4:00	STUN 310



University Council Student Engagement and Success

Minutes: April 4, 2012 – Military Veterans Association Presentation

Attendees: Fey, Charlie; Gannon, Debbie; Kline, John; Krovi, Ravi; Levy, Paul; Pleuss, Carol; Steer, David; Thorpe, Lauri; Yu, Jaimie.

Absent: Herstich, Carolyn; Mothes, Holly; Pavlichich, Andrea

Presentation – Military Veterans Association

Martin Belsky, Christian Turner and Alex spoke about the Veterans Center located on the third floor of InfoCision Stadium.

- In 2008 the Veterans Steering Committee looked at what UA was doing for Veterans and the recruiting process.
- Veterans (students) at KSU, CSU, OSU could get credit towards their degree for what they took in the military, but not at Akron. Now students at UA can get that credit thanks to Dr. Dale and Karla Mugler.
- In the next two years UA will have the opportunity to recruit Veterans and boost our enrollment to 40,000 students. Veterans can attend UA from anywhere in the US and pay in-state tuition.
- A new veterans' brochure is in process.
- High School counselors are doing a good job with keeping in touch with which of their students went into the service.
- Financial Aid is NOT an issue for veterans.
- Two important things veterans need are child care and partner support.
- The Veterans Center provides a support system for veterans.

Why UA should recruit veterans:

- The maturity of veterans. This maturity produces a highly motivated student.
- The University of Akron is ranked in the Top 10 for "Military Friendly" schools.

The Military Veterans Association's concerns:

- Consensus that faculty, administrative staff, and students understand the needs of returning veterans.
- Be prepared for call-backs.
- UA needs a "one-stop" Veterans Service Center for returning Veterans to college.
- UA has been very good about waiving some of the fees for veterans.
- Partnerships with community and other organizations on campus.
- The understanding from faculty where a veteran is in their military cycle and an understanding of the military cycle.
- A mind set for UA that whatever a veteran may need, we can make it happen.

Future meeting dates and times: Wed., May 9, 3:00 to 4:00. STUN 310



University Council Student Engagement and Success

Minutes: May 22, 2012

Attendees: Gannon, Debbie; Kline, John; Levy, Paul; Mothes, Holly; Steer, David; Thorpe, Lauri.

Absent: Fey, Charlie; Herstich, Carolyn; Krovi, Ravi; Pleuss, Carol

Meeting called to order at 9:00 am.

I. Discussion: Feedback/Acceptance for support of the Akron Experience:

Q: How is the Akron Experience committee going to show where we are now and this program, Akron Experience, has succeeded if we do not have a starting point?

- **What are their benchmarks?**
- **What are their goals?** They should have goals. They should be able to tell us where we are now and where we want to be in 5 years.
- **What are they using as their starting number of students in attendance at UA?**
- **Building the academic core/foundation:**
 - Leadership
 - BCSSE assessment
- **How will they show this has a measurable and contribution to Vision 2020?**
 - 40,000 students at UA
 - Higher graduation rate
 - Higher placement
- **Raise in enrollment - How do we know the reason for the increase is the academic standards set by admissions vs. The Akron Experience?**
- **Where are they going based on what they are saying? The Akron Experience presentation needs to address:**
 - 80% placement rate
 - 60% graduation rate
 - 40,000 enrollment
- **Developing students makes a great deal of sense.**
- **We would like to see a change in the wording "We will create true citizens of the world" to "We will create true citizens of the United States..."**
- In principle we support the Akron Experience but we would like to see the three questions/concerns addressed at the University Council meeting on June 12.

II. No unfinished old business

III. New Business – summer meetings.

- Goals for this committee during the summer and next year

- Idea – the next place for this committee to start would be to help implement the Akron Experience. Once the new director of the Akron Experience is in place we as a group could meet with him/her and see where we could help.
- We could act as their advising committee. We will wait to meet with the director and Stacey Moore for direction.

Meeting Adjourned: 9:55 am.

Future meeting dates and times:

DATE	TIME	PLACE*
Monday, June 18	9:00-10:00	STUN 322



University Council Student Engagement and Success

Minutes: June 18, 2012

Attendees: Gannon, Debbie; Kline, John; Levy, Paul; Mothes, Holly; Pleuss, Carol; Steer, David; Thorpe, Lauri.

Absent: Fey, Charlie; Herstich, Carolyn; Krovi, Ravi

Meeting called to order at 9:00 am. May 22, 2012 minutes approved and seconded.

Old Business:

- I. Our participation and support in The Akron Experience
 - Lauri contacted Stacey Moore asking how our group can help support The Akron Experience? Stacey will get back with us on where our help will be needed.
 - Charlie Fey will be working with Jim Tressel, Stacey Moore, and President Proenza on getting The Akron Experience implemented.
 - We could invite Stacey to a meeting if she has something concrete to assign to our group that would actually help The Akron Experience. Maybe we could brainstorm with her to see what area we could do the most good. We do not want busy work, we want to actually have valid input and support for The Akron Experience. The Akron Experience is getting a lot of attention and the core group may not need our help.

New Business:

- I. Discussion: to come up with goals for our group up thru April, 2013.
 - Three goals we came up with:
 - *Practice to explore pathways that could improve student success*
 - *Examine the University's orientation program*
 - *Veteran's issues on campus and make them more veteran friendly*
- A. ***Practice to Explore Pathways that could Improve Student Success***
(Paul Levy, Holly Mothes, Carol Pleuss, and David Steer)
 - Investigate retention rate first year, second year. Advising, teaching, financial, preparation, majors, all come in to play. There is a lot of literature available why students leave after their first year.
 - Advising may be a good place to start. Help students towards their degree and see if there are additional scholarships available for them. The Akron Experience should address some of the issues thru the portal. Currently there are 8 general advisors in the College of A&S. There is a concern because they only know the general courses for majors, not the gateway courses that students need for their degree. Also each time a student comes back to see an advisor, they may see a different advisor each time.

- We do not have a model curriculum. Some of the majors have a sample curriculum. A goal could be:
 - Every major have a curriculum plan, updated every year.
 - Educate students where to find the curriculum plan.
 - Focus2 – Comprehensive Career Guidance System.
 - Focus2 is an online comprehensive self-assessment tool to help you make informed career decisions. Learn how to use this tool to determine your skills, interests, values, personality characteristics, strengths and weaknesses, and to help you define your short-term academic and career goals.
 - Summary of what you can expect to make with this degree
 - Akron Area
 - State of Ohio
 - Nationally
 - Look at the literature we currently have and how we can tweak it to help the students.
 - UA’s Career Center. A course could be implemented to show what our Career Center has to offer and what an excellent job they do for students.
 - Student Assistants, more than just a “job” but stress how this position can work towards a career path.

B. Examine the University’s Orientation Program

(Debbie Gannon, John Kline, Lauri Thorpe)

- Have a separate veterans’ orientation program
- Look at the entire orientation day and see what we can add, change.
 - Make it more than a “get your schedule” day and make it more student friendly, show what the University has to offer, and make it an exciting day for the students. “We are glad you are here” type of day.

C. Veteran’s Issues on Campus and make them more Veteran Friendly

(John Kline)

- Veterans recruitment issues
- “One Stop Shopping” concept for veteran’s issues and needs at The University of Akron.
- Health Support Program for veterans in Speech Pathology.
- A self-paced exercise, the tutoring services offered on the ground floor of Bierce Library.
- A veterans icon on the library website and Zipline that would offer veterans access to information and resources they would need.
- Perhaps a Subject Bibliographer in Bierce Library could be assigned as a point of contact for veteran’s research issues and concerns.

II. Issue Brief – Guidance under the White Paper. Anyone can click and submit their issue for University Council to review. This form can be found on the UC Website, (please see attached example.)

III. Akron Beacon Journal article – “Beware the bubble in higher education” (please see attached article.)

Meeting adjourned at 10:10 am.



**University Council
Student Engagement and Success**

Minutes: August 7, 2012

Attendees: Dennis, Bryan; Gannon, Debbie; Kline, John; Mothes, Holly; Pleuss, Carol; Thorpe, Lauri.

Absent with Notice: Levy, Paul and Steer, David

Absent: Fey, Charlie; Herstich, Carolyn; Krovi, Ravi

Meeting called to order at 9:05 am. June 18th minutes approved and seconded.

Old Business:

I. Akron Experience – Focus 2

- Letter went out to all incoming freshmen to fill out their Focus2 Comprehensive self-assessment. Prospective can take this assessment as well as incoming students.
- We will look into possibly having a service indicator on those students who still need to complete the assessment.

II. Veterans (attachment)

- A significant student population on campus is veterans. (1,400 total veterans for fall 12 semester, 900 are receiving benefits.)
- Ohio is 7th in population with 59,015 deployed veterans.
- Total of 17,205 in Cleveland, Columbus, Cincinnati and Toledo.
- In spring 2010, the total GI Bill recipients were 939.
- Currently enrollment is down for summer and fall 12. If we could tap into the veteran population we could make up some of this deficit.

III. Residence Halls on campus

- After speaking with John Messina, we are at 98% full in the residence halls.

New Business:

I. Student Affairs

- John and Lauri met with Stacy Moore and discussed ideas:
 - Allowing students to begin their college career in the summer instead of waiting until fall. This way we could lock them in early and we will look at reducing tuition in the summer.
 - Scholarships for summer, students taking classes in the summer to boost enrollment.
 - Identifying students at risk, meeting with those students and help them with their schedule and financial aid. Ask ourselves the questions, “why are they falling behind?”; “are they falling behind because their schedule is too much or are they just not studying?”

- Give transfer students a break in tuition.
- Lock-in tuition rate for 4 years. If we could lock in the tuition it may benefit us in the long run with have students stay at UA and graduate.
- Help those students who have 150-200 credits completed get a degree. Students with a lot of credits, who haven't graduated, should be made to take a Focus2 assessment to help them obtain a degree.
- After discussing these ideas as a group it was decided to contact Stacy Moore (Lauri) and possibly meet with someone in Finance and Administration/CFO's office to discuss the topics of reducing tuition and locking in tuition.

II. Veterans' Learning Community

- A learning community for veterans is in the works.
- Currently there is focus on the "one-stop-shop" idea for veterans in InfoCision. There is currently a veterans' lounge in InfoCision.
- VA Administration – it was discussed to contact Sherrod Brown to cut through the red tape for veterans.
- We could possibly offer on-line courses to help veterans work towards or complete a degree.

III. Issue Briefs

- As a group we discussed what issue briefs we should file. Some ideas:
 - Ophthalmology classes – for students to continue their education in the ophthalmology field.
 - Courses for accrediting social work and counseling. People in those fields of study have to update their license every year and there are no courses offered at UA for the license.

Meeting adjourned at 10:17 am.

Future Student Engagement and Success meetings:

9/4/2012 Tue	9:00 AM	10:00 AM SU Room 321
9/25/2012 Tue	9:00 AM	10:00 AM SU Room 321
10/16/2012 Tue	9:00 AM	10:00 AM SU Room 316
11/6/2012 Tue	9:00 AM	10:00 AM SU Room 321
12/4/2012 Tue	9:00 AM	10:00 AM SU Room 321
1/8/2013 Tue	9:00 AM	10:00 AM SU Room 321
2/5/2013 Tue	9:00 AM	10:00 AM SU Room 321
3/5/2013 Tue	9:00 AM	10:00 AM SU Room 321
4/2/2013 Tue	9:00 AM	10:00 AM SU Room 321
5/7/2013 Tue	9:00 AM	10:00 AM SU Room 321



University Council Student Engagement and Success

Minutes: September 4, 2012

Attendees: Gannon, Debbie; Kline, John; Levy, Paul; Mothes, Holly; Pleuss, Carol;

Absent with Notice: Krovi, Ravi; Thorpe, Lauri.

Absent: Dennis, Bryan; Yu, Jaimie

Meeting called to order at 3:00 pm. August 7th minutes approved and seconded with the change noted of future meeting times. Changed times are indicated below.

Old Business:

I. Akron Experience – Focus 2

- During Freshman orientation at Wayne Campus, the FOCUS2 assessment was handed out to all new freshmen. (see attached).
- Wayne campus is down in enrollment by 2% (50 students)
- Akron main campus is down in enrollment by 3-4%
- Summer enrollment was down
 - Possibly because Pell Grants were cut again this summer.
 - Typically there is not as many courses offered during the summer.
 - Students need to work full-time in the summer to pay for fall/spring.

II. Veterans

- John met with the veterans' steering committee on August 9, 2012.
- Pedal For Heroes -- together with the University of Akron Veteran Affairs Committee -- presents two benefit concerts with proceeds going to local veterans' charitable organizations. Oct 6 in Mentor - Tickets on sale now and Oct 7th in Akron - Tickets go on sale at EJ Thomas next Friday.
- This Fall The University of Akron will offer a Speech and Hearing clinic for veterans. (see attached).
- John will recommend to University Council to tap into veterans to meet the 40,000 mark.

III. Goals

- *Practice to explore pathways that could improve student success*
 - Paul Levy, Holly Mothes, Carol Pleuss
- *Examine the University's orientation program*
 - Debbie Gannon and Lauri Thorpe
- *Veteran's Issues on Campus and make them more Veteran Friendly*
 - John Kline
- As a group we decided these goals were still on target for our committee. Also John will ask to have more people appointed to our committee to replace those who have left. We are in need of a co-Convener since Charlie Fey has taken a new position.

New Business:

I. Financial Aid

- Financial Aid is paperless and may be very confusing for students this year.
- We need to analyze what happened in financial aid this year.
- Contact Michelle Ellis to speak to our committee re: Financial Aid.

II. Orientation

- The orientation program on campus needs to be restructured.
- Invite Chris Tankersley to speak to our committee re: Orientation.

III. Family Housing Issue Brief – Tia Jackson

- Tia submitted a letter saying the University does not provide family housing and childcare.
 - The Residence Halls on campus are not structured for family housing.
 - Fir Hill Towers located on Fir Hill does accommodate students with families.
 - The Center for Child Development located on Fir Hill provides child care for students/staff/faculty.

Meeting adjourned at 3:50 pm.

Student Engagement and Success meetings:

9/4/2012 Tue	3:00 PM	4:00 PM SU Room 321
9/25/2012 Tue	3:00 PM	4:00 PM SU Room 321
10/16/2012 Tue	9:00 AM	10:00 AM SU Room 316
11/6/2012 Tue	3:00 PM	4:00 PM SU Room 321
12/4/2012 Tue	3:00 PM	4:00 PM SU Room 321
1/8/2013 Tue	3:00 PM	4:00 PM SU Room 321
2/5/2013 Tue	3:00 PM	4:00 PM SU Room 321
3/5/2013 Tue	3:00 PM	4:00 PM SU Room 321
4/2/2013 Tue	3:00 PM	4:00 PM SU Room 321
5/7/2013 Tue	3:00 PM	4:00 PM SU Room 321



University Council Student Engagement and Success

Minutes: September 25, 2012

Attendees: Angeletti, Rick; Ashby, Susan; Christopher, Greg; Gannon, Debbie; Kline, John; Levy, Paul; Mothes, Holly; Pleuss, Carol; Thorpe, Lauri; Tressel, Jim.

Absent: Dennis, Bryan; Krovi, Ravi

Meeting called to order at 3:05 pm. September 4, 2012, minutes approved and seconded.

Old Business:

I. Veterans – John’s report

- Pedal For Heroes -- together with the University of Akron Veteran Affairs Committee -- presents two benefit concerts with proceeds going to local veterans' charitable organizations. Oct 6 in Mentor - Tickets on sale now and Oct 7th in Akron - Tickets on sale at EJ Thomas.
- **Practice to Explore Pathways - No report**
- **Orientation Program – No report**

New committee members – please sign up for one of the subcommittees.

New Business:

Guest Speakers: **Avis Brown**, Assistant Director, Academic Advising Center; **Nino Colla**, Graduate Assistant, New Student Orientation; **Carly McNutt**, Assistant Director, New Student Orientation; **Stacey Moore**, Associate Vice President, Student Success; **Nancy Roadruck**, Assistant Vice President, Student Success.

I. The University of Akron’s plan to Enhance Persistency

- Reorganization of University and Academic Advising
- August 1st - Academic Advising is now called “*Center for Academic Advising and Student Success*”
- Avis – Choose Ohio First STEM Program
 - Model program
 - 70% of STEM students are first generation
 - 46% of STEM students are women
 - 24% of STEM are minority
 - 70% of STEM are engineering students
 - 1,200 students are in the STEM program
 - 550 – new students
 - 30 – APS students
 - Emergent groups have “healthy start” meetings. During these meetings students are encouraged to keep planners, grades are checked, and students meet with their advisors regularly.

- Emergent Groups (located in Shrank Hall South) are students with ACT scores 17-20
- College Ready students, not direct admits, are students with an ACT of 21 or higher
- Currently the Center for Academic Advising is working on recoding and assigning advisors to current Freshmen.
- Transfer students on probation and Adults with no ACT scores receive advising in Shrank Hall South. Adults can take a COMPUS test for placement.
- Interim grades are very valuable for advisors to track student's success. Interim grades can be submitted through week 6.
- MAP-works – Advisors are looking at the RED and YELLOW alerts.
- Athletics – Grades First
- Earlier feedback to students would be very beneficial especially with the new withdraw policy in place. Attendance can be reported as early as the 2nd week.
- Springboard is not working well; an Advising website may take the place of springboard.
- Currently Advising is about 400 students to 1 Advisor.
- **Dismissing Students:**
 - If full-time students are not doing well, after one semester, do we have an intervention with the students? Currently we do not have the ability to do an intervention. The dismissal policy is in place, after two semesters below a 2.0 GPA you will be dismissed but students can appeal it and come back to school the next semester. Can we suggest the students come back part-time? Part-time would affect their scholarships and financial aid.
 - Dismissed students coming back to UA come back as a “provisional” student. Provisional students have mandatory progress checks.
- **Mentoring Students:**
 - We have a lot of faculty on this campus to mentor students.
 - There are faculty advisors within each college.
 - Roo Crew
 - Denine Rocco's “Difference Makers”
 - MAP-works and outreach teams
 - All of these mentoring groups make up the Akron Experience.

II. **Committee Recommendation of Two Policies**

The following policy recommendations resulted. Both of the following policy recommendations will be referred to Faculty Senate for comment, review, and their consideration.

Policy Recommendation #1: Mandatory Academic Advising for Freshmen and Sophomore Students

Students must meet with their advisor once a semester to discuss academic progress. This would serve as an early warning system. Feedback would be received from faculty starting at the 2nd week of classes (at least with attendance) and the 4th week with grades or points earned. Failure to do this would result in an academic hold.

Policy Recommendation #2: Academic Holds

Academic holds may not be removed or overridden by anyone else other than the person or unit originally placing the hold. Academic advisors may remove a hold specific to that unit. (This is not limited only to freshman and sophomores as described in Policy Recommendation #1. Rather this pertains to all academic holds for all students enrolled at The University of Akron.)

Student Success and Engagement Committee documents are posted on the UC SharePoint site which Issue Briefs submitted for referral, input and collaboration from others but mostly from Budget & Finance Committee.

III. Strategy

- Capitalize on the collective strengths of the University networks, faculty/staff/administration.

Meeting adjourned 4:10 pm.

Student Engagement and Success meetings:

10/16/2012 Tue	9:00 AM	10:00 AM SU Room 316
11/6/2012 Tue	3:00 PM	4:00 PM SU Room 321
12/4/2012 Tue	3:00 PM	4:00 PM SU Room 321
1/8/2013 Tue	3:00 PM	4:00 PM SU Room 321
2/5/2013 Tue	3:00 PM	4:00 PM SU Room 321
3/5/2013 Tue	3:00 PM	4:00 PM SU Room 321
4/2/2013 Tue	3:00 PM	4:00 PM SU Room 321
5/7/2013 Tue	3:00 PM	4:00 PM SU Room 321



University Council Student Engagement and Success

Minutes: October 16, 2012

Attendees: Christopher, Greg; Gannon, Debbie; Kline, John; Krovi, Ravi; Moore, Stacey; Mothes, Holly; Pleuss, Carol; Thorpe, Lauri

Absent with notice: Ashby, Susan; Levy, Paul

Absent: Angeletti, Rick; Dennis, Bryan; Tressel, Jim.

Meeting called to order at 9:20 am. September 25, 2012, minutes approved and seconded.

Old Business:

I. Reports from subcommittees:

- **Practice to Explore Pathways/Student Success** – No Report
- **Orientation** – No Report
- **Veterans' Issues** – Pedals for Heroes was canceled at EJ Thomas Hall due to low ticket sales.

II. Student HOLDS – All academic advisors can NOW see who put holds on and who took holds off student records in PeopleSoft.

III. White Paper Appendix B1

A. The University Council – Student Engagement and Success Committee

The Student Engagement and Success Committee is responsible for studying, monitoring and making recommendations regarding the university's student engagement and success strategies and practices. These recommendations will be made to the UC steering committee for consideration.

The specific responsibilities of the Student Engagement and Success Committee are:

- Provide continuing feedback on student life with respect to administrative and logistical issues.
- Review and provide input into university plans to develop appropriate strategies for student life with respect to administrative and logistical concerns.
- Monitor and assess student engagement and success with respect to UA's mission, metrics and values, and the university system of Ohio's metrics and values.
- Review and provide feedback on policies and practices related to forms and mechanisms for financial aid, registration, advising, and other services and functions that may affect student life.

- Review and provide feedback on policies and practices related to housing, campus life, campus events, and other activities related to engagement and student life.
- Continuously monitor and maintain open communications to ensure that any potential overlap of the work of the student life committee and associated implementation committees will not supplant that of the Faculty Senate. Because of the sometimes complementary nature of these efforts, regular and consistent communication between these groups will be maintained.

B. Staff Employee Performance

- Supervisors need to recognize that serving on University Council is service and adds to work duties.
- Currently the NEW staff evaluations state that the estimated percentage of work time for each major responsibility should equal 20% or more. Percentage of total work time MUST equal 20%.
- At the October 2, 2012 University Council meeting a motion was brought forward that states:

The material on page three of the White Paper dated August 19, 2011, under the heading of “expectations of members of the UC and their supervisors” be implemented by providing recognition of University Council Service, using a separate section on all performance review forms for the purpose of annual assessment of employee performance and compensation decision-making. The department of Talent Development and Human Resources is requested to review how to implement this provisionally with effect from January 1, 2012, and report back to this body with a plan for how this policy will be implemented.

Motion Passed - 10 in favor; 5 opposed, 1 abstain

- Human Resources, Becky’s Office, will review to see how this will be implemented.

IV. Issue Briefs - Discussion

- Issue Briefs are not complaints, they are issues on policy. Policy leads to behavior
- Anyone can submit an issue brief to the UC Steering Committee.
- After the last meeting, September 25, 2012, Stacey Moore met Jim Tressel. He was not sure our whole group had reviewed and agreed upon the issue briefs our committee has submitted.
- Jim got the message about “policy”. He wasn’t sure if these issue briefs were hitting a policy. We need to get the issues to the correct group of people, i.e. Admissions for an admissions issue. We need to keep our “eye on the prize” to get things changed and moving in a way we need to and use our time effectively.
- Jim now has a copy of the “White Paper”.
- Student Engagement and Success is not here to just do policy (refer to III. A)
- Issue Brief process (see attached)
- It was suggested maybe some of our issue briefs be sent to the correct committee and ask if the issues are feasible.

- We have a multifunctional committee and we should problem solve and come up with solutions.
- We could invite a representative from the budget office to come and speak to us re: Issue Brief #1, #2, #3, and #4.
- As long as these briefs are on the scope we submit our briefs to the respective committee.
- Agreed, nothing would go forward if we did not start with the respective committee.
- Do we want to submit these briefs to the committee so we know if any other committees are working on the same topic?

A motion was made and seconded to resubmit the issue briefs to University Council

- A courtesy email/phone call will be made to those absent regarding the resubmission of our issue briefs.

V. New Business

A. Career Placement

- Stacey is presenting to our leadership team on Wednesday, October 17th at 10:00. At our next committee meeting, November 4, Stacey will give her presentation.

B. Ex-Officio

- Stacey Moore is an important component to our committee. We can vote Stacey as an Ex-Officio member. Motion to vote Stacey as Ex-Officio and seconded, all in favor. Stacey graciously accepted.

C. Issue Brief – Handicap/Accessibility Restrooms

- John filed an issue brief to have handicap accessible restrooms clearly marked on the door of the stall.
- Currently those who are not handicapped are occupying stalls and those who are handicapped have to wait.
- Shawn Stevens, PFOC, is working on large decals for the doors to indicate handicap accessible.

Meeting adjourned at 9:55 am.

Student Engagement and Success meetings:

11/6/2012 Tue	3:00 PM	4:00 PM SU Room 321
12/4/2012 Tue	3:00 PM	4:00 PM SU Room 321
1/8/2013 Tue	3:00 PM	4:00 PM SU Room 321
2/5/2013 Tue	3:00 PM	4:00 PM SU Room 321
3/5/2013 Tue	3:00 PM	4:00 PM SU Room 321
4/2/2013 Tue	3:00 PM	4:00 PM SU Room 321
5/7/2013 Tue	3:00 PM	4:00 PM SU Room 321



University Council Student Engagement and Success

Minutes: November 6, 2012

Attendees: Angeletti, Rick; Ashby, Susan; Christopher, Greg; Gannon, Debbie; Kline, John; Krovi, Ravi; Levy, Paul; Moore, Stacey; Tressel, Jim.

Absent with notice: Mothes, Holly; Pleuss, Carol; Thorpe, Lauri;

Absent: Dennis, Bryan;

Meeting called to order at 9:05 am.

New Business

I. Presentation – Vision 2020: *The Akron Experience Preparing students to be career ready!* By: Stacey Moore and Michael Kulick (see attached)

- **How do we get the information on relative experience and internships?**
 - We need to develop a way to track which students are doing internships. We can track students who are on co-op.
 - A lot of students do not register for internships for credit.
 - A suggestion....maybe would charge a flat-fee for internships. (i.e. co-op has a flat-fee of \$55.00)
 - With engineering co-ops, the door has opened for other majors to do co-ops within those companies, i.e. Interior Design.

- **Career Fairs on campus**
 - Liberal Arts majors – many employers are looking for students with analytical skills (i.e. Sociology, Psychology, Economics) to work in the Business sector. To make these students more marketable in business, perhaps they could take additional business courses along with their major. Possibly a minor in business.
 - Employers on campus during the career fairs typically jot down students' names and those they are interested in interviewing. Within a week or two they will have the students come to their office to interview.
 - In addition to academics, employers are looking for student's involvement on campus. Involvement leans towards leadership.

II. Where can Student Success and Engagement help with promoting this Experience?

- First, Stacey will get bench mark data.
- Internship tracking piece and credits for internships.

- List of courses needed to help students become more marketable.

III. The University of Akron bylaws of the university council

- John emailed everyone on the committee bylaws. Please read over the bylaws and let John know of any concerns or changes.

IV. New Student Orientation

- Chris Tankersley will be at our next meeting to discuss New Student Orientation.
 - **NOTE:** (11/8/12) Debbie spoke with Chris. He will NOT be at our next meeting. Nothing is set in stone for orientation so he has nothing to report to our committee.

Meeting Adjourned: 4:00 pm.

Student Engagement and Success meetings: **NEXT MEETING 12/4/12, 3:00 – 4:00 SU 321**

12/4/2012 Tue	3:00 PM	4:00 PM SU Room 321
1/8/2013 Tue	3:00 PM	4:00 PM SU Room 321
2/5/2013 Tue	3:00 PM	4:00 PM SU Room 321
3/5/2013 Tue	3:00 PM	4:00 PM SU Room 321
4/2/2013 Tue	3:00 PM	4:00 PM SU Room 321
5/7/2013 Tue	3:00 PM	4:00 PM SU Room 321



Vision 2020: The Akron Experience

Preparing students to be career ready!

The Akron Experience

*will provide our graduates with 21st Century skills
in a unique learning environment.*

It begins before they enroll and lasts throughout their lives.

The
University
of Akron



Vision 2020

The Akron Experience:

"The Akron Experience is a distinctive approach to combining academic and experiential learning, teaching our students to understand the combined power of culture and knowledge to advance society and the economy. We will create true 'citizens of the world' who are prepared by their Akron Experience to understand and address societal needs."

The
University
of Akron



The Akron Experience

Career and Personal Development 

 Cross-Cultural Competencies

Arts and Humanities Competencies 

 Wellness Development



Community Engagement And Global Responsibility 

 Leadership Development



Akron Experience: Career Success!

+ Focus Areas

- + Relevant learning
- + Career Success – jobs, graduate school

+ The New Plan

- + A focused, hybrid model; not a generalist one
- + Liaisons are not just liaisons.....
- + Mission critical
- + Close working relationships with advising, counseling center, career services providers in the colleges
- + Encouragers.....well, encourager for now!



Changing Liaison Roles

- + Arts and Sciences
 - + Natural Sciences/LuAnn Coldwell
 - + Social Sciences/Mike Morley
 - + Humanities/Sylvia Rahman
 - + Fine Arts/Anna Bahvala
- + CBA
 - + Alex Toomey
- + Health Professions
 - + Craig Wilkinson
- + Education
 - + Paula McCarthy
- + Summit
 - + Mike Kulick

Bus Life/Student Life
Ron McDonald

The
University
of Akron



Liaison Expectations

- + First Phase (now-Spring 2013)
 - + Relationships – high frequency/ high contact
 - + Data – true baselines
 - + Build Expertise
 - + Frequent, specific outreach
 - + Large scale event attendance
 - + Time spent in liaison area

- + Second Phase (Summer 2013 and beyond)
 - + Accountability
 - + Relevant learning
 - + Job/ grad school success
 - + Continuation of phase 1 expectations



Discussions....

- + The Career Plan for all students
 - + Akron Experience; Zipway
- + Role of Academic Advising
- + Role of Counseling Center

Four-year Career Development Timeline: Developing Your Career the ZipWay

	IMAGINE <i>Typically First Year Students or Anyone Imagining Career Options</i>	INVESTIGATE <i>Typically Sophomore Students or Anyone Investigating Careers</i>	INTERACT <i>Typically Junior Students or Anyone Seeking Experiences in a Career</i>	IMPLEMENT <i>Typically Graduating Students or Anyone Moving into a Career</i>	INSIGHT <i>Alumni Experience of Anyone With Years of Career Experience</i>
Career	Explore career options, use the CCM Career Resource Library.	Research careers and jobs, use the CCM Career Resource Library, conduct informational interviews.	Research careers and jobs, use the CCM Career Resource Library, job shadow and/or conduct informational interviews.	Research potential employers and career trends in your field, use the CCM Career Resource Library.	Present career related programs at UA or professional organizations.
	Attend career-related programs offered at UA.	Attend career-related programs offered at UA.	Attend career fairs or career programs offered at UA or regional/national professional organizations.	Attend career fairs or career programs offered at UA or regional/national professional organizations.	Attend career fairs to explore career options or to recruit other talented Zips to your organization.
	Create a resume. Have your resume critiqued by a CCM professional.	Update your resume. Have your resume critiqued by a CCM professional.	Update your resume. Have your resume critiqued by a CCM professional.	Update your resume. Have your resume critiqued by a CCM professional.	Update your resume annually. Have your resume critiqued by a CCM professional.
	Contact the CCM to explore summer job search strategies or volunteer opportunities related to your career interests.	Contact the CCM to explore co-op/internship options, or other ways to actively explore your career interests.	Contact the CCM to sign up for and attend a co-internship orientation and meet with a career adviser.	Contact the CCM to meet with a career adviser, get a ZIP professional account and participate in employer live campus interviews.	Contact the CCM to meet with a career adviser to discuss a career change.
	Establish short term and long term career goals.	Review and modify your short term and long term career goals.	Seek experiences that help you gain skills to achieve your career goals.	Create your job search strategy, set job search goals and modify career goals.	Reexamine career goals in light of your life experiences and situation.
Academics	Meet with your academic adviser and explore academic disciplines.	Meet with your academic adviser to develop your major academic plan.	Meet with your academic adviser to make sure you are still on track for graduation.	Meet with your academic adviser and confirm your graduation status.	Meet with academic advising to explore additional education options.
	Take courses to explore your career interests.	Take courses in your major area.	Consider adding a minor to your academic plan.	Complete all necessary graduation requirements and documentation.	Explore courses, workshops, or professional development opportunities.
	Consider taking a career-planning course. Attend "Majors Mosaic."	Consider taking a career-planning course. Attend "Majors Mosaic."	Consider attending graduate or professional school.	Consider attending graduate or professional school, complete applications.	Consider graduate, professional school or additional training.
	Talk with faculty about career options in their fields, actively participate in class.	Talk with faculty about career options in their fields, actively participate in class.	Network with faculty and employers about career options in their fields, actively participate in class.	Join professional associations, network with people in your career field, request letters of reference.	Maintain your professional network connections. Seek reference letters for your job search or personal file.
	Maintain a solid GPA.	Maintain a solid GPA.	Maintain a solid GPA.	Maintain a solid GPA.	Keep copies of your performance evaluations.
Personal	Get involved with a student or community organization.	Get involved with student, volunteer, or professional organizations related to your major.	Seek leadership roles with student, volunteer, or professional organizations related to your career.	Seek leadership roles with student, volunteer, or professional organizations related to your career.	Seek leadership roles with UA Alumni Association, professional, or community organizations.
	Visit the Counseling Center and take career and personality assessments.	Review and reaffirm your values, interests, personality and abilities related to your major.	Narrow your career choices down to the line that best fit your interests, values and personality.	Learn how to articulate why your career choice is a good fit for your interests, values and personality.	Reevaluate how your career fits your interests, values and personality.
	Seek mentors and role models.	Seek mentors and role models.	Seek mentors and role models in your career field.	Seek mentors and role models in your career field.	Become a mentor, maintain relationships with your mentors.
	Be aware of your strengths and weaknesses.	Work on how to improve your strengths and compensate for your weaknesses.	Work on how to improve your strengths and compensate for your weaknesses.	Work on how to improve your strengths and compensate for your weaknesses.	Work on how to improve your strengths and compensate for your weaknesses.

Acronym Decoder: CCM = Center for Career Management (Simmons Hall 301)



Center for Career Management
 Simmons Hall 301
 Akron, OH 44325-4396
 330-972-7717; info@uaakron.edu



University Council Student Engagement and Success

Minutes: December 4, 2012

Attendees: Angeletti, Rick; Ashby, Susan; Christopher, Greg; Gannon, Debbie; Kline, John; Krovi, Ravi; Marion, Nancy; Mothes, Holly; Pleuss, Carol; Thorpe, Lauri; Tressel, Jim.

Absent with notice: Levy, Paul;

Absent: Dennis, Bryan;

Meeting called to order at 3:05 pm.

New Business

I. Introduction – Nancy Marion

A. Nancy is representing Faculty Senate and is from the Political Science dept.

II. Subcommittee Reports

A. Orientation –

- Chris Tankersley is not here today. Orientation has not been finalized so Chris has nothing to discuss with our committee at this time.
- Looking at retooling especially for our emergent students and first year generation students.
- Last year 160 did not attend UA after they attend NSO. Why??

B. Student Success –

- Jim T. met with David Cummings re: submitted Policy Ideas. Brian Davis will calculate each initiative to see which serves better.
- Brian will look at the ideas already submitted and merge those with his recommendations.
- Results from Brian's report merged with the needs of students will be reviewed to see which is the most financially sound.
- Our goal - **January** - to have some good ideas to the Provost.
- Second goal – **January/February** – in the hands of the advisors to start publishing for summer.
- Suggestion – during the summer would be an optimal time to use P/T to teach courses. This would be a good way to maximize P/T faculty. P/T faculty would not cost as much vs. F/T faculty to each in the summer. However F/T faculty likes to pick up the extra classes in the summer.

C. Veterans -

- Mary Rossett (Manager of Enrollment Services) along with Steve Motika (Asst. Dean, Student Success) is working with veteran's recruitment.
- Jim T. also met with Roberta Depompei to discuss grouping all of the services the veterans would need. Discussed who the experts were on campus and tried to get organized to meet on a regular basis.
- PTSD – three week free program.
- Close to 1,000 veterans on campus.

- Distance learning for veterans – at the University of Toledo many of their veterans takes courses on-line.
- Veterans feel they do not get credit for their “life experience”.
- DANTE’s Credit - The Defense Activity for Non-Traditional Education Support (DANTES). UA gives this test but we do not accept it. Proficiency Test – look to see if UA accepts this, this would be a good question for Mary.
- Veterans Rep Program – Veterans who are unemployed come to college to earn an Associate Degree. Carol and John will meet with Mary to come up with policy ideas, then take to UC. Motion to move UC, approved and seconded.

III. Issue Brief – Close Rec Center during UA Football games

- Does it make sense to close the rec during game day?
- Currently the Rec is closed on Football game days.
- Compromise:
 - Survey Monkey to the students re: the use of the Rec during game day. The questions should be worded without leading the student, ie. “Would you like the Rec facility open during game day?” “If the Rec was open would you use it and during what time of during the day?”
- Parking is closed around campus during game days, but it would not make a difference to student who live on campus b/c they could walk to the Rec.
- Our committee agreed this is a valid complaint and we will make the suggestions of the survey monkey.

Meeting Adjourned: 4:00 pm.

Student Engagement and Success meetings: NEXT MEETING 1/8/13, 3:00 – 4:00 SU 321

1/8/2013 Tue	3:00 PM	4:00 PM SU Room 321
2/5/2013 Tue	3:00 PM	4:00 PM SU Room 321
3/5/2013 Tue	3:00 PM	4:00 PM SU Room 321
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