



University Council Student Engagement and Success

Minutes: January 20, 2016

Attendees: Byrne, Michelle; Gannon, Debbie; Gruich, Dorothy; Levy, Paul; Moore, Stacey; Novachek, Michele; Spayd, Michael

Absent with Notice:
Kline, John; Pleuss, Carol

Absent: Angeletti, Ricky; Boveington, Cory; Cookson, Katherine; Kemp, Sukanya; Krovi, Ravi; Pinheiro, Amanda; Thorpe, Lauri.

Meeting called to order at 9:05 am
December SES Committee minutes approved

I. Updates on University Council Membership

- a. The Dean appointee has a conflict with our meeting times.
- b. Due to the fact that the GA representatives did not attend meetings all semester, Kim Haverkamp has requested that GSG re-assign members to this committee. We have gotten no response yet.
- c. Stacey is leaving; regarding her replacement it could be John Messina. Lauri is our Vice President representative. Later in the meeting Stacey indicated it will probably be Ron Bowman, Registrar, who will attend meetings after her departure.
- d. In April, Michael Spayd will no longer be on the SES committee; he will be the new President of CPAC. We will need to elect a new Chair for SES, Paul Levy is eligible to be elected.
- e. In February, subcommittees should give UC their goals.

II. Academic Support Services Sub Committee

- a. SES subcommittee met January 13th. We discussed our goal, *Investigating and Understand Support Services across campus*. We are focusing first on academic student services. We plan to send a survey to key people in the departments. We are focusing on the overlap of services within departments.

III. Multi-term Scheduling

- a. Questions and concerns:
 - i. A challenge – not enough resources in the Registrar’s office
 - ii. DARS is a challenge
 - iii. It would be A LOT of work once a year
 - iv. Budget would be an obstacle
 - v. Some departments already know they need more sections of classes.

- vi.** GAs would play an important role in teaching extra sections. We need to know how many GAs and if they will be renewed year-to-year to plan classes.
 - vii.** Classroom limits
 - viii.** Criteria, who would be eligible to do this? Juniors/Seniors might be a good group to focus on.
 - ix.** We are looking at best practices. Currently CSU has implemented this plan. They have seen an increase in enrollment, spring 3% and fall 2%.
 - x.** Scheduling faculty
 - xi.** How would this impact “waiting lists” for classes?
- b. Michael will draft up our questions and concerns for UC, narrow down the issues to DARS, Registrar staffing, and Budget concerns.

Meeting adjourned 9:55 am



University Council Student Engagement and Success

Minutes: February 17, 2016

Attendees: Angeletti, Ricky; Byrne, Michelle; Gannon, Debbie; Levy, Paul; Messina, John; Pinheiro, Amanda; Pleuss, Carol; Spayd, Michael

Absent with Notice:
Gruich, Dorothy; Novachek, Michele;

Absent: Boveington, Cory; Cookston, Katherine; Kemp, Sukanya; Krovi, Ravi;

Meeting called to order at 9:05 am
January SES Committee minutes approved

I. Updates on University Council Membership

- a. Association of Governing Boards of Universities and Colleges (AGB) recommendations to the BOT by the end of the month.
- b. Recommendations submitted by Student Engagement and Success:
 - i. The UC will not have its own independent chair. The Provost serves as chair. This is not acceptable.
 - ii. There are not enough standing committees, and the number of members of the UC and its subcommittees have been decreased. This is not acceptable.
 - iii. Very few specifications as to what is the role of the UC, in other word, not clearly and succinctly worded responsibilities. We believe the very vague language will allow for interpretation such that shared governance will decrease and not increase.
 - iv. The selection process and structure of the committees as explained in D6, 7 & 8 has been gutted and replaced with minimal explanation. This is not acceptable.
 - v. Terms for UC members shall be for one year. Too brief! This does not allow for experience and knowledge of issues involved to be explored and evaluated. As you know, the UC moves slowly on issues/concerns brought to it (just the Bylaws for example that are almost three years in the process) and institutional knowledge would be lost & have to be repeated to understand the background to UC matters. Also with only one year terms, you are running for reelection frequently instead of doing your council work.
 - vi. Also, the Provost appointing four members to the Executive Committee gives the Provost too much power to stack the committee. It seemed that the breakdown of EC membership with group identification (faculty, staff, contract professional members) was lined out & I am not sure how the EC composition is determined.
- c. Retirement/Succession planning sent to Bill Viau, responses due by the end of April.
- d. Elections:
 - i. Chair – Dr. Harvey Sterns (faculty)
 - ii. Vice Chair – Ruth Nine Duff (SEAC)
 - iii. Secretary – Isaac Lampner (USG)
- e. Subcommittee goals are due to UC by March.

II. Subcommittee Goals – update

- a. Ricky, Michelle and Debbie met and came up with a questionnaire to be sent to the academic student services departments.
- b. Once we receive the questionnaires back we will send to the non-academic student services departments.
- c. After much discussion, we tabled the questionnaire. It was suggested perhaps the key contact people from each academic student service department speak to our committee.

III. Diversity Council Recommendation

- a. Recommendation has been tabled, Lee Gill is leaving UA.

Meeting was adjourned at 10:00 am.



University Council Student Engagement and Success

Minutes: April 20, 2016

Attendees: Angeletti, Ricky; Byrne, Michelle; Gannon, Debbie; Gruich, Dorothy; Levy, Paul; Messina, John; Pinheiro, Amanda; Spayd, Michael

Absent with Notice:

Kemp, Sukanya; Novachek, Michele; Pleuss, Carol; Thorpe, Lauri

Absent: Boveington, Cory; Cookston, Katherine; Krovi, Ravi;

Meeting called to order at 9:02 am

February SES Committee minutes approved

I. Miscellaneous Updates and Information:

- a. This will be Michael Spayd's last meeting with SES. He is now the Chair of CPAC.
- b. John Kline, former member of SES, passed away last week. He was a passionate member of SES and his work for veterans. John's wife will receive a certificate, in his memory, for his participation in Student Engagement and Success.
- c. Sukanya, is involved with "Workshops to Success"; she is one of ten on the committee. SES meeting times do not fit Sukanya's schedule so she is not able to attend. Sukanya would like to be a part of SES; we may want to look at our meeting times to see if this is the best time to meet with everyone's schedule.
- d. This will be Ricky and Amanda's last SES meeting, "officially". Amanda will graduate in spring 2016, Ricky will graduate in fall 16. Both Ricky and Amanda would like to stay engaged with SES and will be here in the summer, so could attend our meetings. Ricky would still be available in the fall.

II. University Council Update

- a. Elections of officers: Harvey Sterns, Chair; Ruth Nine-Duff, Vice Chair; Issac Lampner, USG Representative.
- b. Tobacco Policy Recommendation – based on the survey that was completed across campus, it did pass. The recommendation to have designated smoking, e-cigarettes included, areas on campus. There is a stipulation, during conferences such as AA, the President can waive smoke-free areas. There will be an effective date when the new Tobacco Policy goes into effect. A question was brought up, re: Smoking Huts....How will this align with breaks in the bargaining units? Once the policy is in effect, Human Resources may want to weigh-in on the policy.
- c. UC Bylaws – UC was given until the end of April, red-lined document. "Shared governance" means shared by all groups. Board of Trustees will look at the recommendations. The subcommittees felt very strongly the red-lined document did not show shared governance.
- d. UC Bylaws state the Chair will hold the last subcommittee meeting. The appointed administrator will hold the first meeting and elect new officers. Since John is brand new to our committee Michael held elections. Officer are elected for a 2-year term. Michelle Byrne and Debbie Gannon will be interim co-chairs through the summer. Once we have a full committee, we will elect a Chair. Currently we need a

representative for Dean, CPAC, Faculty, SEAC at-large, and GSG. Debbie will send a survey to establish a good meeting time for SES.

III. Subcommittee's goals

- a.** John Messina has been officially appointed to our committee.
- b.** There have been changes in division of student success, hand-out "Division of Student Success/Student Affairs". By May 13th, John will have a more, in-depth report to share with the committee.
- c.** How would we market this to students? What is the best way to communicate?
 - i. Social media
 - ii. Resources for students around campus
 - iii. Build a user friendly app
- d.** Resources that are currently on campus:
 - i. Excel Center – great marketing
 - ii. UA Home Page
 - iii. Zip Assist
- e.** Because of reorganization are there gaps in departments on campus? Have the gaps been filled?
- f.** Because of the lay-offs, can we still deliver quality service to students? And down the road, would the remaining/current services be eliminated?
- g.** We will do an inventory of all student services. We need to have one centralized location to direct students for assistance.
- h.** Once we begin with the survey, it was suggested we send the initial survey to the head of advising Deans.

Meeting adjourned 10:10am



University Council Student Engagement and Success

Minutes: June 14, 2016

Attendees: Brown, Jenna; Byrne, Michelle; Caillet, Barb; Gannon, Debbie; Levy, Paul; Messina, John; Pluess, Carol;

Absent with Notice:

Angeletti, Ricky; Gruich, Dorothy

Absent: Krovi, Ravi; Thorpe, Lauri

Meeting called to order at 10:35 am

April SES Committee minutes approved

I. New Student Orientation update

- a. NSO programs are going well. More NSO days are scheduled this year, attendance is a smaller group size than last year so students receive one-on-one advising and specialized attention.
- b. Learning Communities are in place. Block scheduling is no longer being utilized.

II. University Retention and Completion Plan

- a. Reviewed the University Retention and Completion Plan (Draft)
- b. Draft document will go to the Board tomorrow for a vote.
- c. The SES Committee agreed to make the Retention and Completion Plan our focus
- d. Committee discussion re: draft document:
 - i. Progress toward initial retention and completion goals. First year retention in fall, 2015 up to 74%. Was this because of the change in admission standards? Change was not evidenced in Direct Admits.
 - ii. The Job/graduate pool re: job placement, 78% job placement, are these jobs in the field in which the student majored?
 - iii. What is the strategy for Emergent and Preparatory students? The state asks to create a pathway system.
 - iv. Re: Intentional Academic Advising, resources need to go back to advising or faculty need to be compensated. The Institution needs to make a decision on who is advising and what does that consist of. What are the needs?

Meeting adjourned 11:45 am.



University Council Student Engagement and Success

Minutes: July 12, 2016

Attendees: Caillet, Barb; Gannon, Debbie; Gruich, Dorothy; Levy, Paul; Messina, John

**Absent with
Notice:** Angeletti, Ricky

Absent: Brown, Jenna; Byrne, Michelle; Krovi, Ravi; Pluess, Carol

June SES Committee minutes approved

Old Business:

I. University Retention and Completion Plan

- a. Draft was reviewed and approved by the Board and will be forwarded to the state. The steering committee will meet on the 25th.

New Business:

II. Student Engagement on campus

- a. This coming school year during the fall, more focus will be on Homecoming and in the spring, more focus on SpringFest to engage students.
- b. Question re: bringing back "student appreciation day". The meaning behind "student appreciation day" was to appreciate UA students. During the day, students were actually handing out the t-shirts and hotdogs for the departments instead of faculty and staff. The day was intended for students to feel appreciated and not to work the tables. The cost of the day was also a factor. Therefore the focus will be put on Homecoming and SpringFest for the students.
- c. Suggestion – Fridays will become "UA Zip/Blue & Gold Day".
 - i. Emailed Larry Williams on behalf of SES. His response, ***"I love the idea! Let me poke around to see how best to get this "policy" enacted and communicated"***.
 - ii. Larry forwarded email to George VanHorne. His response, ***"Love it. Willy, Wayne Hill and I have had discussions on how to do campus pride Fridays. This fall is a perfect time to implement. I am glad others are thinking this way. Thank you, SES."***
 - iii. Willy Kollman is also on board.

III. Discussion of SES Goals

- a. The University of Akron: University Retention and Completion Plan
 - i. We decided to focus on areas of the Retention and Completion Plan
 1. Learning Communities – work with Brandon Mikulski
 - a. We could interpret unique ideas for the First Year seminar
 - b. We could work with the colleges to design them.
 - c. Explore the successful models of student success seminars and share those models with the colleges.
 - d. Bench mark and request data of the students' success in FY seminars.
- b. Retention and completion strategies.

Meeting adjourned 11:45 am



University Council Student Engagement and Success

Minutes: August 9, 2016

Attendees: Brown, Jenna; Byrne, Michelle; Caillet, Barb; Gannon, Debbie; Krovi, Ravi; Levy, Paul; Messina, John; Pluess, Carol

Absent with Notice: Angeletti, Ricky; Simmons, Todd

Absent: Crookson, Katherine; Kemp, Sukanya

July SES Committee minutes approved

Old Business:

I. Student Engagement Goals

- a. The University of Akron: University Retention and Completion Plan
 - i. Learning Communities – work with Brandon Mikulski
 1. Interpret unique ideas for the first year seminar
 2. Work with the individual colleges to design them.
 3. Explore successful models of student success seminars and share those models with the colleges.
 4. Bench mark and request data of the students' success in FY seminars.
 - ii. Blue and Gold Fridays
 1. Work with Alumni, Athletics and President's office to roll-out UA Fridays in fall 16. Across campus, Administrators/faculty/staff/students will wear blue & gold or UA apparel every Friday to show student engagement and pride in UA.

New Business:

I. Convocation – September 9, 2016

- a. Over the past few years the Freshmen/new student convocation was a pep rally. Before that, it was the Akron Traditions speakers and the Provost address.
- b. Over those years the Convocation was lacking the distinct academic welcome to our students from the academic leadership and President.
- c. Welcome from the President, Deans, distinguished faculty, USG President, Student Trustee, distinguished student speakers.
- d. Students will receive an Akron Zippy pin and Zippy cookies.
 - i. It was suggested the pin should be a tradition, perhaps a different Akron pin every year to the entering class be given at Convocation.
- e. This question will be asked, "Is this event mandatory?" It is a mandatory event. Those who cannot attend, the presentation will be loaded on springboard.
- f. The message for upcoming, Fall 17 and beyond, will be, "the ULTIMATE EVENT and all are required to attend."
- g. Beginning Fall 17, it is planned that Convocation will be the official kick-off to New Roo Weekend.

II. Move-in Days on Campus and New Roo Weekend

- a. Next week, athletes, band students, and student leaders will move-in on campus.
- b. Our move-in process is a time-honored tradition at UA. Volunteers are welcome to help with move-in.
 - i. Wednesday, August 24th move-in schedule
 1. North Quad (Bulger, Spanton, Honors Complex/Orr Residence) 8:00-5:00 pm
 2. Quaker Square Residence Hall, 8:00 am – 8:00 pm.
 - ii. Thursday, August 25th move-in schedule
 1. South, Exchange Street, Spicer Residence Halls, 9:00 am – 7:00 pm.
- c. Friday, August 26th, 5:00-7:00 pm, the official kick-off to New Roo Weekend. There will be a general informal welcome event that evening. Also events are planned for the evening.
- d. Saturday, August 27th, there will be presentations. Then a trip to Lock 3 in the afternoon, Greek Life Ice Cream Social, Casino Night at EJ, events at the Coleman Commons and Student Union.
- e. Sunday, August 28th, Tours and RooFest.
- f. Wayne Campus has their own “welcome event”. The new Dean begins Monday and the welcome will be on Thursday.
- g. After New Roo weekend is organized for next year, the committee could and speak with our committee.

III. First-year Experience

- a. Surveys Nessi and Bessi were used. Do we do anything with the data?
- b. The gen ed program is a critical part of the first-year experience, ie Math, English Comp.
- c. We have Learning Community outcomes for every class.
- d. Brandon Mikulski will meet individually with the colleges to plan for fall 2017.
- e. How faculty should/will be rewarded for teaching a LC? The recognition for teaching a LC and the important role the faculty connection in a LC.
 - i. Concern....the number of adjuncts teaching first-year classes to students.

IV. SES Elections:

- a. Chair – Michelle Byrne
- b. Vice Chair – Debbie Gannon
- c. Secretary – Jenna Brown

Meeting adjourned 11:50am

University Council

Student Engagement and Success

Minutes: September 21, 2016

Attendees: Angeletti, Ricky; Brown, Jenna; Byrne, Michelle; Caillet, Barb; Filmore, Emily; Gannon, Debbie; Krovi, Ravi; Kemp, Sukanya ; Krovi, Ravi; Levy, Paul; Messina, John; Pluess, Carol; Simmons, Todd

Absent with Notice:

Absent:

August SES Committee minutes approved

Old Business:

I. Student Engagement Goals

- a. Setting reasonable goals for the committee
- b. Learning Communities were a prior goal but because these are already moving forward our focus as a committee is shifting.

New Business:

I. Advocating for Students

- a. Established that our Description/charge functions as our mission statement: "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 in collaboration with staff, contract professionals and faculty in appropriate departments. The recommendations shall be forwarded to the University Council for consideration."
- b. Anything that impacts the student will be sent to our committee but we also need to be sure that we are the best committee to be addressing all of these concerns and refer out when necessary. (i.e. would our recommendations on faculty concerns related to qualifications hold weight or be taken into consideration)

II. Retention and Completion Strategies

- a. Vision 20/20:
 - i. No longer the focus. We are to focus on the mission of the university.
 - ii. The retention ideas within Vision 20/20 have been replaced with the Retention and Completion Plan (we are in the second phase of this plan)
- b. Scholarship appeal process/policy:
 - i. Students do not know the appeal process. How many students lose their scholarship but do not go through an appeal process?
 - ii. We must learn more about the policies, where there are gaps, and educating ourselves on the process.

- iii. We need to develop clear communication in regards to this appeal process and the scholarships available, we want to help students reach the scholarship cap.
- c. Scholarship cap is an issue for students.
 - i. Original intent was to bring more students to the university and to allow limited funds to be spread across the campus but this needs clarification. Would like to obtain data to see if this cap has resulted in an increase of students.
 - ii. Several times it was mentioned that scholarships go unused.
 - iii. We would like to review and create recommendations to change the scholarship cap to better assist students in paying for tuition, books, and other essentials.
 - iv. Would like special attention focused on international student aid and College Credit Plus students to encourage retention in both areas.
 - v. Next steps: invite Mary Schadle to help the committee understand the scholarship process

University Council

Student Engagement and Success

Minutes: October 21, 2016

Attendees: Angeletti, Ricky; Brown, Jenna; Byrne, Michelle; Filmore, Emily; Gannon, Debbie; Krovi, Ravi; Levy, Paul; Messina, John; Pluess, Carol;

Absent with

Notice: Caillet, Barb; Simmons, Todd;

Absent: Kemp, Sukanya;

September SES Committee minutes approved

Old Business:

- I. Billing Questions:
 - a. Timetable for disbursement of fund: 10 days before the semester begins.
 - b. Students receive refunds 3-5 business days following the disbursement.

New Business:

- II. Scholarship/Financial Aid Q & A with Mary Schadle
 - a. Overview:
 - i. Scholarships are awarded based on test scores (SAT/ACT) and highest cumulative GPA received when a student applies. Re-evaluation of awarded scholarships can occur if students submit new test scores prior to May 1. Scholarships range from \$2,500-\$8,000 and are awarded for eight consecutive, full time semesters.
 - ii. An email is sent to all enrolled students who receive scholarships detailing the requirements and stipulations for keeping said scholarships.
 - iii. Requirements for general academic scholarships, honors scholarships, the Buckingham Scholarship, College of Engineering Scholarships, and other awards (more details on specific scholarships at www.uakron.edu/finaid) vary and are of difference values.
 - iv. Students can lose these scholarships for several reasons, including dropping below full-time credit hours and falling below the minimum GPA requirement.
 - v. Grades are checked at the end of the spring semester and one outlier class should not play a role in a student's scholarship loss.
 - vi. Exceptions and cases where scholarships would be reinstated include engineering co-op (but students must be physically enrolled in the co-op/ internship and email Mary Schadle individually), support documentation of a medical event, or support documentation of a death in the family. The Dean of Students Office and Mike Strong sends concerns of this nature and other extenuating circumstances to Mary Schadle.
 - b. Out of state students:
 - i. UA is attracting more out of state students but we discount their tuition.

- ii. Does not generating revenue for UA through state funding, even if students contribute to retention rates.
 - c. Scholarship cap:
 - i. 3 caps: \$9,500, \$10,500, and \$ 11,000. University awarded funds contribute to reaching the cap and the first two are more easily hit than the last cap.
 - ii. Outside scholarships and grants go through the Cashiers Office and are applied as payments to a student's account (does not contribute to hitting the cap). In rare cases book scholarships can be applied to only purchasing books and do not contribute to the cap.
 - iii. There is no concrete way to know how many students we are losing due to them hitting the cap but we can determine how many more students we can help due to having more money to spread to students.
 - d. Recommendations:
 - i. We need to define in greater detail scholarships, grants, and awards (3rd party external versus internal).
 - ii. We need to reevaluate this process to make it easier for students to understand.
 - iii. Develop clear communication on this process for students.
 - iv. Develop the appeal process and communicate this to students.
 - v. Use EAB software to identify at risk students and create a notification system for students at risk to lose their scholarships.
 - vi. How can we inform advisors on their student's scholarships so they can better advise students without violating FERPA?
- III. UA Global Scholarship
 - a. Received an email from Abigail Watson from the Undergraduate Student Government about raising the UA Global Scholarship to provide more financial aid for international students.
 - b. Ricky Angeletti will be making outreach to Ms. Watson to further discuss the proposal.

Meeting adjourned at 3:11 PM.

University Council

Student Engagement and Success

Minutes: November 16, 2016

Attendees: Brown, Jenna; Byrne, Michelle; Caillet, Barb; Gannon, Debbie; Kemp, Sukanya; Krovi, Ravi; Levy, Paul; Messina, John; Simmons, Todd;

Absent with

Notice: Pluess, Carol;

Absent: Angeletti, Ricky;

October SES Committee minutes amended and approved

Old Business:

- I. Scholarship/Financial Aid/Admissions Q & A with Diane Raybuck & Jennifer Harpham
 - a. How do we see the scholarship cap effecting enrollment?
 - i. UA is taking a global outlook when administering financial aid. The overriding philosophy is that they would like to take the funding that is available and spread it to as many students as possible to increase access. The work study program being a prime example, there is little funding but it is broken up to make an impact on more students.
 - ii. Finances are the main reason for withdrawal from the university. The responsibility of the university is to increase access while decreasing the need for student loans.
 - iii. The cap is also a mechanism to control the spending from the general fund. The cap was proposed after an outside company assessed how UA distributed funds and determined that using a grid system to spread funding would help UA to attract, recruit, and enroll the students who persist to graduation. The cap can fluctuate based on tuition and trends related to the caps effectiveness.
 - iv. The main students this cap impacts is the students who are middle range, not top 5% but not low income. These students make up 60% of the population and are the students that UA retains and persist to graduation. The scholarship cap helps us to better support these students.
 - v. A student could hypothetically cover the current cost of tuition and with the cap. The cap cutoff typically impacts less than 100 students that are considered the top students.
 - vi. UA's top competitor institutions offer "up to full tuition", which puts UA in line with them. Kent State, UA's biggest competitor, offers very similar financial aid packages.
 - b. Do we have data from 2012 on that shows that the goal of the cap is being achieved?
 - i. Since open enrollment was ended in 2011 the average class GPA and test scores have increased suggesting that the now UA is a more competitive admission institution. The new class profiles are the support for the caps effectiveness.

- ii. From an admissions perspective we do not necessarily know why students choose UA, but funding and small awards to make UA more competitive (UA Now, UA Silver/Gold housing awards, etc.) play a role.
- c. Scholarship Packages:
 - i. By the holidays in December most incoming students will already know their entire financial aid package. Need based aid is sent throughout December.
 - ii. Room and board seems to be the most prohibitive for students.
 - iii. We need to re-assess how these packages are sent and explained to students and explaining to students how to read their overall UA bill.
 - 1. This communication has changed over the last year. These packages now start with a direct message about their specific aid and is followed by other important information.
 - 2. Information about specific tasks to get financial aid (entrance counselling, etc.) is sent after the initial package.
 - 3. Communication about how the student's bills are packaged and how we can make them easier to read and understand is not necessarily out committees work, but something that can be passed to others to assess further.
 - iv. Creating a checklist for students may help them to better understand their aid.
 - v. Communication to parents about parent loans needs to be assessed.
- d. Scholarship Assessment and Loss:
 - i. Scholarships are re-evaluated on a yearly basis. UA academic scholarships are the only funds that are guaranteed (if a student continues to meet criteria) but colleges can award a student different funding yearly.
 - ii. Financial aid related holds are addressed monthly via email. Students need to take responsibility for these holds but often times do not, until the hold prevents them from registering for classes.
 - iii. When a student loses their scholarship we assume that they leave the university when in reality they may be seeking outside loans. Finding the percentage of students who stay versus students who leave may be the next step in assessing how to assist students who lose their funding.
 - iv. We tend to lose a lot of students who have a significant amount of credits but have exhausted their financial aid.
 - v. The Retention and Completion Grant evaluates a student's profile at the end of their career to provide small amounts of additional funding to get them to graduation.
- e. Top 5% Students: Is there a way to determine what is offered to the top 5% students and how many of these students we lose because of the scholarship cap?
 - i. This has been consistently studied and has remained consistent throughout past/pre-cap percentages.
- f. At-Risk Students
 - i. To cover the students who need a lot of funding to cover their financial gaps is not sustainable under the current cap program, which is not a retention focused

program but an access focused program. These students often need more funding than what the university can cover.

- ii. We need to determine a program for these at risk students that retains them through work-study initiatives.
- iii. Working on campus contributes greatly to student success. There needs to be a re-evaluation of the areas that are making cuts to student employment opportunities.
- iv. Hiring at-risk students for work positions that are interest linked and career focused at their NSO's would contribute to retention.
- v. Departments who set up this type of employment and mentorship based program should receive funding to support this retention initiative.

g. Books:

- i. Tuition refunds are dispersed 10 days prior to the semester in order for students to cover costs like books.
- ii. At this time we do not know if there is a book specific scholarship.
- iii. Barnes & Noble has the ability to put books against a student's account in order for students to use financial aid to cover costs. Athletes currently do this at UA.
- iv. At this time we do not know if IT can handle this type of initiative with Barnes & Noble.

New Business:

- I. Enrollment:
 - a. We are up 16% in admits in comparison to this time last year.
 - b. We are up 14% in application in comparison to this time last year.
 - c. Overall enrollment is up 8% in comparison to this time last year.
 - d. But, comparing overall confirmation data will be difficult due to the anomaly that was last year.
 - e. By the beginning of April we will have received about 50% of confirmations. Throughout April we will receive the rest of confirmations.
 - f. Historically, the week before the May 1 deadline UA receives about 500 confirmations.
- II. Spring semester goals should include recommendations following today's guests and the discussions around the scholarship cap.
- III. The student proposal for the UA Global Scholarship is being looked at by Ricky Angeletti.