

North Carolina A&T State University

Board of Trustees Academic Affairs Committee

**Student Success
Retention and Graduation
Friday, November 16, 2012
8:00 – 10:00 a.m.**

**Dr. Wanda F. Lester
Vice Provost for Academic Affairs and Undergraduate Programs**



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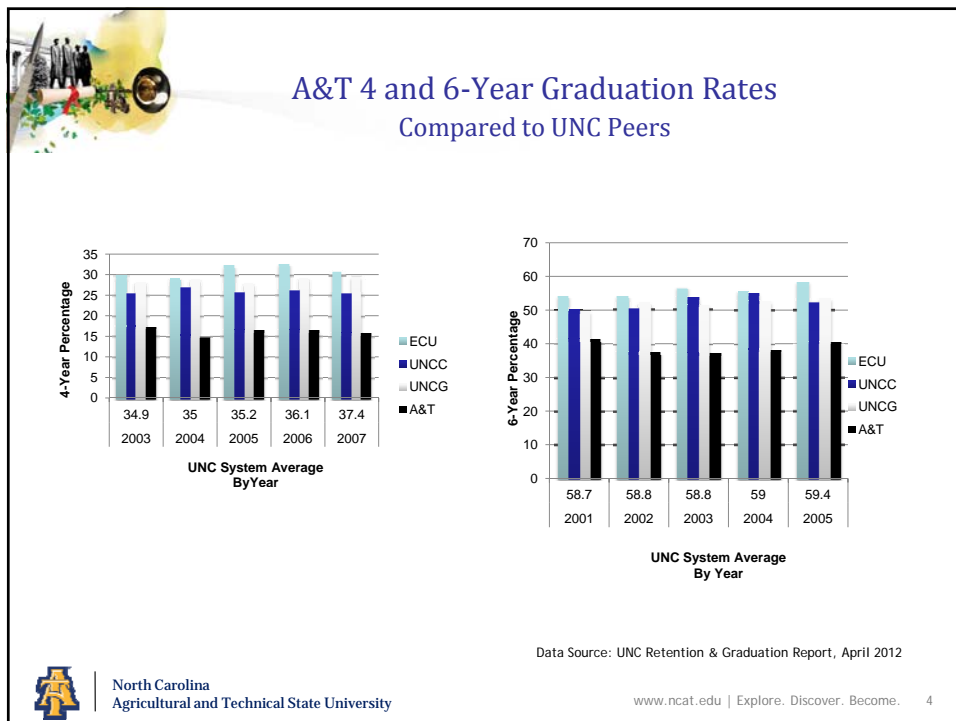
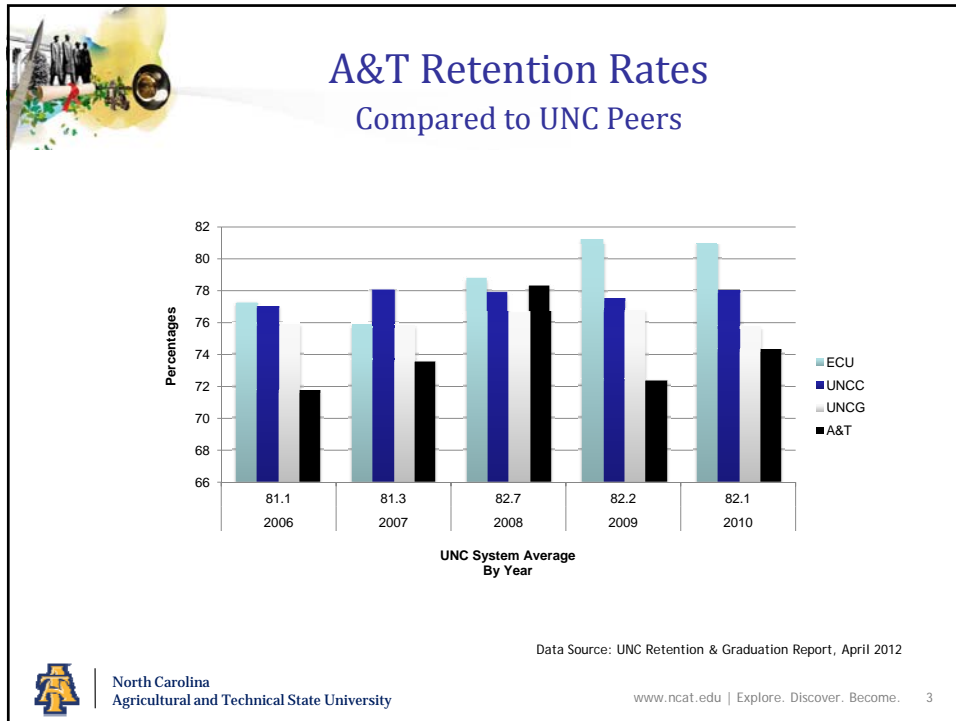
Goals of Student Success *Why Is This So Important?*


- Timely Student Graduation
- High-Quality Academic Experience
- Exceptional Non-Academic Experience and Exposure
- Path to a Strong Future
- Preparation for Life
- University Attractiveness and Competiveness
- Alumni and Stakeholder Pride



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Retention and Graduation Comparison Across Non-UNC Peers


	4-Year Grad	6-Year Grad	Retention
NC A&T	16	41	74
Other Peers	26	50	76

Data Source: IPEDS Average of Peer Institutions



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The Formula for Retention and Graduation

$$RET = E_{id} + (E + IN + C)_{iv}$$


Retention = Early Identification + (Early + Intensive + Continuous) Intervention

From Alan Seidman, 1999, Center for the Study of College Student Retention



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Following the Formula

High-Impact Retention Strategies

- Effective Academic Advising
 - » Centralized for Undeclared/Undecided Students
 - » Decentralized for Students in Degree Programs
- Centralized/Publicized Learning Support
 - » Tutorials, Mentoring
 - » Supplementary Instruction, Structured Groups
 - » Laboratory Support (Writing, Math, Science)
- Alternative Learning Environments
 - » Summer Bridging Programs
 - » Learning Communities (Residential, Theme-based, Linked Courses)
 - » Math Emporium, Honors and International Programs
- Academic Monitoring
 - » Freshmen/Athlete Student Early Alert
 - » Mid-Term Grade Analysis
 - » Semester-Based Degree Audits (Athletes)


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What's Missing?

- Successful intervention programs must be powerful enough to effect change—Early, Intensive, Continuous—*Seidman, 1999*
- What would it mean for institutions to take student retention seriously?
 - » Students and the situations they face
 - » Character of the educational setting
- Five Critical Conditions (Tinto)
 - » High Expectations – a condition for student success
 - » Effective Advising – clear, consistent information about requirements
 - » Academic, Social and Personal Support – readily available and connected to the collegiate experience
 - » Involvement – frequency and quality of faculty, staff and student contact
 - » Setting Must Foster Learning – Learning is the key to student retention

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Can Improve? *Absolutely*

From Chancellor Martin's 2012 Opening University Address

- Not just good enough, *we agreed to compete*
- What is required
 - » More strategic planning
 - » Intentional and innovative student engagement, inside and outside of the classroom
 - » Appropriate process and resource alignment
 - » Accountable for clear outcomes for A&T and against our peers
 - » Expand resource base
- *"Our students look to us to be a guide in their transition to be the graduates and professionals they wish to become.... We must demand excellence of our students, our colleagues, and ourselves."*

(H. Martin, 8/10/2012)



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