

Eastern Michigan University Retention and Graduation Strategies & Accomplishments

Presentation to
Senate and House Appropriations
Subcommittees on Higher Education

March 2, 2016

Key Factors Affecting Retention & Graduation

- ▣ Student Preparedness for College
- ▣ Enrollment Policies
- ▣ Financial Aid Policies
- ▣ Advising and Student Support
- ▣ Curriculum Structure and Delivery

****Broad Based Strategic Institutional Plan**

Retention Plan Priorities

- ▣ More Than a First Year Focus
- ▣ Supporting the Preparation of Entering Students
- ▣ Innovative Financial Aid Packages
- ▣ Mandatory vs. Advisory Policies
- ▣ Highly Proactive & Technology-Enabled Advising & Student Support
- ▣ Student-Centered Curriculum Planning, Scheduling & Delivery

Advising and Curriculum

- ▣ Advising and Career Staff Investments
- ▣ Taking Advising to Where Students Are (College Buildings, Science Center, Student Center, Online)
- ▣ Technology Driven Solutions for Advising, Transfer Evaluation, Audit
- ▣ Orientation Focus on Early Success, Skill Building (Math, Writing, Analysis)
- ▣ More Intrusive- Mandatory Check-ins, Pushed Communications
- ▣ Personalized Plans (required for some)

Advising and Curriculum (2)

- ▣ Integration of Career Plans & Beyond the Classroom Components- Engagement
- ▣ Wholistic, Individualized, Constructive Approach
 - Most supportive of nontraditional students (e.g. Veterans, Working Adults/Parents) and under represented groups
 - Can involve Living Learning Communities, Courses/Seminars, Other Support Services on Campus, Student Groups, Departmental Offerings

Grant/Partner Supports

- ▣ **U.S. Department of Education Title III Program**
 - Supporting Creative Scientific Inquiry Experience (CSIE). Nearly \$2M to enhance recruiting and graduating under-represented groups to STEM. Small seminars, cross-disciplinary problem based.
- ▣ **U.S. Department of Education TRIO Support Services grants (\$1.8 M)**
 - Supporting 80 Veterans returning to college
 - 140 Low Income, First Generation College Students
- ▣ **Louis Stokes Midwest Center of Excellence**
 - Collaboration to increase retention/success, particularly in under-represented groups

Student Support Services

HOLMAN SUCCESS CENTER

- Success Coaching/Professional Development Model (preparing for future)
- Coaches for Individualized Planning/Referral
- UNIV 101
- Tutoring and Supplemental Instruction
- Study Tables
- Eagle Rewards
- Seminars, Speakers, Guest Coaching Blogs

Innovative Programming

Financial Aid Innovation

- ☐ Scholarships that marry need and academic targets
- ☐ Earn Back Provisions
- ☐ Piloting- "Retention Bonuses" within institutional aid

Targeted Programs

- ☐ New Veterans Center/Staff
- ☐ Men of Color Initiatives- White House Invitation
- ☐ Student Parents
- ☐ Foster Children (MAGIC)

Partnerships

- ▣ Community College Initiatives
 - Technology Solutions- Credit Evaluation
 - Michigan Transfer Agreements
 - Program Articulation Agreements (online auditing)
 - Integrated Programming
- ▣ K-12 Partnerships
 - College Coaching Corp and Advise MI
 - Dual Enrollment Supports (Transition programming)
 - Support Services Partnerships

Outcomes

- ▣ Attracting More Students to EMU
- ▣ Graduating More Students from EMU
- ▣ Retention Rate Increased 2% points to just under 75% in two years
- ▣ Graduation Rate rose nearly 4% points to over 40% for first time in a decade.