



Academic Department Student Success Plan Update: 2015-2018



Department: Social Work

Approved by faculty vote of 6-0-0 on 11-4-2015.

Department Chair: Dianna Cooper-Bolinsky

Department Mission: The Department of Social Work at Indiana State University is committed to contributing to the profession of social work through teaching, research, and community service. The focus of the undergraduate (Bachelor of Social Work) education is on the promotion of social and economic justice and on the development of competent and skilled social work professionals.

1st year BSW majors in Department (latest department) Retention¹ Goal(s):

Increase retention of BSW students by 2% per year.

Retain 70% of students admitted to the major (from junior year to graduation).

Action Steps (with dates & person(s) responsible):

1. Assess current curriculum to ensure that course offerings prepare students for entry level BSW employment positions. (Date: Fall 2015; evaluate annually. Persons Responsible: BSW Curriculum committee. Report from committee chair to department chair by December annually.)
2. Assess next semester schedule to determine courses that potentially affect student progression based on lack of availability, necessary course scheduling conflicts, or other issues that limit ability to execute the BSW plan of study. (Date: beginning of each semester. Person Responsible: Department Chairperson.)
3. Maintain or increase the number of courses that involve BSW students in community engagement and experiential learning. (Date: Fall 2015; evaluate annually. Persons Responsible: BSW Curriculum committee. Report from committee chair to department chair by December annually.)
4. Utilize Student Instructors (SIs) in BSW courses identified by the curriculum committee as tutors, peer support, writing assistants, and/or study group leaders. (Date: immediate and ongoing. Persons Responsible: BSW curriculum and faculty teaching identified courses.)
5. Continue to contact or meet with students who are earning a D or lower in coursework as soon as a decline in performance or attendance is identified. (Date: immediately and ongoing. Persons Responsible: all teaching faculty.)
6. Continue to post and be available to students during office hours. (Date: immediately and ongoing. Persons Responsible: all faculty.)

¹ Departments w/o undergraduates can adapt the retention and persistence to completion sections to serve their graduate student success purposes or alternatively, integrate into the Other Goal(s), Action Steps, and Benchmarks of focal interest to department section at the end of the template.

7. Continue to offer BSW student orientation each fall and require new students to attend. (Date: Fall term, annually. Person Responsible: BSW Program Director.)

8. Continue the activities of learning outside of the classroom (e.g. student conferences, simulations, international travel, etc.) (Date: immediately and ongoing. Persons responsible: All faculty.)

9. Gain more direct control on student advising over 1st and 2nd year, and transfer students with clear, regular communication, and support with University College and CHHS Professional Advisors on student plans of study. (Date: immediately and ongoing. Person responsible: BSW Program Director)

Retention Benchmark from when students come to social work as their last program

<i>Retention Benchmarks</i> ² (by latest department)	Fall 2012 Cohort: 67.14%	Fall 2013 Cohort: 82.26%	Fall 2014 Cohort: 67.92%
	Fall 2015 target: 70%	Fall 2016 target: 72%	Fall 2017 target: 74%

Retention Benchmark for students admitted to the major (data in this metric is not from blue reports; it is collected from department specific data).

<i>Retention Benchmarks</i> ³ (admitted into major, junior year first semester to graduation)	Fall 2011 Cohort: 52%	Fall 2012 Cohort: 70%	Fall 2013 Cohort: 68%
	Fall 2014 cohort target: 70%	Fall 2015 cohort target: 73%	Fall 2016 cohort target: 75%

*Other First year Retention related benchmarks of focal interest to department*⁴

Department Persistence to Completion Goal(s):

Increase four-year graduation rate by 2% each year.

Action Steps (with dates & person(s) responsible):

1. Academic Advisors, for the duration of time that faculty are responsible for academic advising, will conduct written pre-graduation check outs for advisees that are second semester juniors and first semester seniors to assess and discuss graduation readiness. (Date: during advising per semester, effective immediately. Persons responsible: all faculty who are academic advisors. Pre-graduation check out forms to chair for review as completed per semester.)

² Department level current and historical retention and completion benchmark data to be integrated into the plan can be found through Blue Reports: <http://irt2.indstate.edu/cms/ir/blue-reports/>. Default is "latest department"; change to "original department" if that is the desired benchmark data.

³ Department level current and historical retention and completion benchmark data to be integrated into the plan can be found through Blue Reports: <http://irt2.indstate.edu/cms/ir/blue-reports/>. Default is "latest department"; change to "original department" if that is the desired benchmark data.

⁴ A retention and completion rate is an essential benchmark, but it is not necessarily the only benchmark of interest to a department. Others of interest to the department can be integrated as well.

2. Academic Advisors, for the duration of time that faculty are responsible for academic advising, will design and post in MySAM individualized course of study for each advisee. (Date: during advising per semester, effective immediately. Persons responsible: all faculty who are academic advisors.)
3. Effectively design and implement the Transfer Single Articulation Pathway two-year academic plan of study for transfer students with an AA or AS Human Services degree. (Date: Fall 2015. Responsible Persons: BSW Curriculum committee.)
4. Assess current curriculum sequencing and pre and co requisites needs. (Date: Fall 2015. Responsible persons: BSW Curriculum committee.)
5. Advise students to stay enrolled in consecutive terms, full-time, and following the academic plan of study. (Date: immediately and ongoing. Persons responsible: all faculty.)
6. Advise students to meet with his/her academic advisor before dropping any course. (Date: immediately and ongoing. Persons responsible: all faculty.)
7. Utilize the ambassador program to offer peer support to students who are willing to participate. (Date: Fall 2015 and ongoing. Person responsible: BSW Director.)
8. Conduct a survey of African American students to learn about issues that affect the lower graduation rate. (Date: Spring 2016. Person responsible: Department Chairperson.)
9. Hire additional faculty to serve the BSW program/students in order to reduce the faculty-to-student ratio to below 1:25 as required by CSWE. (Date: by Fall 2016. Person responsible: Dean).
10. Reduce class size in seminars (SOWK 480, SOWK 498, and SOWK 499) to no more than 15 students. (Date: by Fall 2016. Person responsible: Department Chair).
11. Reduce class size of practice classes to no more than 25 students. (Date: by Fall 2016. Person responsible: Department Chair).

4-year graduation rate

<i>Completion Benchmarks</i> (by latest department)	Fall 2009 Cohort: 14.29%	Fall 2010 Cohort: 22.92%	Fall 2011 Cohort: 12.96%
	Fall 2012 cohort target: 15%	Fall 2013 cohort target: 17%	Fall 2014 cohort target: 19%

Other Persistence to Completion related benchmarks of focal interest to department

Increase the six-year graduation rate by 2% each year.

6-year graduation rate

<i>Completion Benchmarks</i> (by latest department)	Fall 2007 Cohort: 38.89%	Fall 2008 Cohort: 33.33%	Fall 2009 Cohort: 52.38%
	Fall 2010 target: 54%	Fall 2011 target: 56%	Fall 2012 target: 58%

Action Steps:

1. Through professional advising, identify students who are having difficulties and refer them to campus based resources. For example, students who are having financial difficulties can now be referred to financial aid for potentially new aid options. (Date: immediate and ongoing. Persons responsible: all faculty who are professionally advising.)
2. Continue to refer students who are leaving the major to our exit survey to better understand why students leave. (Date: immediately and ongoing. Persons responsible: Chair to maintain the survey and all faculty are responsible to refer students to the survey.)
3. Evaluate and revise the graduation exit survey to assure that the Department is utilizing adequate questions in learning about student obstacles and suggestions for improvement. (Date: Fall 2015. Person responsible: Chairperson.)
4. Review the exit surveys and graduation surveys annually to consider feasibility of programming to address the feedback. (Date: spring 2016 and spring annually. Persons responsible: Department leadership team.)

Other Goal(s), Action Steps, and Benchmarks of focal interest to department⁵:

Career Readiness Goals:

1. Continue to utilize the Career Center in student resume preparation prior to entering field education. (Date: immediately and ongoing. Person Responsible: Field Director.)
2. Refer students to Career Center for practice interviewing skill development prior to entering field education. (Date: immediately and ongoing. Person Responsible: Field Director.)
3. Invite the Career Center representative to a senior level course to discuss job search strategies and effective ways to 'sell yourself' during the job search. (Date: immediately and ongoing. Persons responsible: faculty teaching senior courses.)
4. Faculty teaching senior level courses will encourage students to attend the Career Fair each semester as an aspect of career readiness. (Date: immediately and ongoing. Persons responsible: faculty teaching senior courses.)
5. Bring Career Center representative to meet with first semester juniors to promote career planning earlier. (Date: Fall 2016 and ongoing Person Responsible: Field Director).

⁵ Departments may have student success related goals, action steps, and benchmarks that do not fit neatly into the other categories. If so, feel free to place them here.