

Academic Department Student Success Plan Annual Update: 2016-2019¹



Department: Human Resource Development and Performance Technologies

Department Chair: Dr. Cindy Crowder

Department Mission: The mission of the Human Resource Development and Performance Technologies Department is to deliver a comprehensive blend of teaching undergraduates and graduates with emphasis on experiential learning; faculty & student scholarship; and service with emphasis on community engagement.

Department Freshmen (1st year) Retention Goal(s):

Increase first year retention and career readiness of HRDPT students by 3%

Action Steps² (with dates & person(s) responsible):

1. Participation in New Student Orientation by talking with students/families in small groups about their chosen majors and answering academic content-related (and flight fees) questions for 25 minutes per NSO. HRDPT Departmental Contact: Cindy Crowder. This will resume again in June of 2017
2. Updating of COT Residential Housing Program to link themed housing to specific learning communities/courses during the freshmen year. HRDPT Departmental Contact: Cindy Crowder. December 1, 2016
3. Continue to participating in pilot program (Destination Success) that focuses (with specific outcome-based objectives) on student success in COT female STEM students through academic and career. Contacts: Kara Harris and Dwuena Wyre. First meeting date was September 12, 2016.

Retention Benchmarks
(by latest department)

Fall 2013 Cohort:
70.27%

Fall 2014 Cohort:
71.15%

Fall 2015 target & actual:
71.88%

Fall 2016 target:
75%

Fall 2017 target:
77.00%

Fall 2018 target:
79.00%

Other Freshmen Retention related benchmarks of focal interest to department

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Department Persistence to Completion Goal(s):

To increase the number of students who successfully continue to persist and complete undergraduate degrees in four years by 3%.

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

¹ Plan updates are due to your Dean by Nov. 4 as informed by your 2015-16 End-of-Year Report that is due to your Dean by Oct. 3.

² **Action Steps Defined:** The specific activities/actions taken to realize progress toward the goal. Such action steps should include not only student support type activities/actions but also student learning enhancement focused activities/actions.

1. Continue to participate in pilot program that focuses on student success in COT female STEM students through academic and career center programming. Contacts: Kara Harris. First meeting date was September 12, 2016.
2. Participation in planned retention/persistence events and programs in the COT. Each event has a specific theme for students (fall welcome, priority registration, career center services, last day to drop, It's on Blue, etc.), to assist students in gaining information that will assist them in persisting. Contact: Steve McCaskey, Kara Harris, and additional COT Faculty and staff 8/25/16, 9/30/16 , 11/5/15, 1/25/17, 2/15/17, 4/6/17
3. Offer night and weekend advising sessions to assist students take advantage of priority registration. Contact: Steve McCaskey, Xiaolong Li, Cindy Crowder, Kara Harris, Andrew Payne, Randy Peters, and additional COT Faculty and staff 11/5/16, 11/10/16, dates for spring are TBD.
4. Contact students who are eligible to register, but have not. We have done this via email in the past, but plan to also contact them via telephone as well this year. Contact: Steve McCaskey, Xiaolong Li, Cindy Crowder, Kara Harris, Andrew Payne, Randy Peters, and additional COT Faculty and staff December 2016, May 2017.
5. Contact (email and letter to permanent address) sophomores, juniors, and seniors who show deficient on interim grade reports. Kara Harris October 2016, February 2017.
7. Audit four-year plans and curriculum to ensure that unavoidable curricular barriers to programs are recognized, and a plan to assist students overcome barriers (without lowering academic rigor) is created. Steve McCaskey, Spring 2016.
8. Continue with pre-graduation checks of all students who have applied for graduation so that deficient requirements can be met prior to graduation. Kara Harris—ongoing

Completion Benchmarks
(by latest department)

Fall 2010 Cohort:

44.44%

Fall 2013 target:

45.00%

Fall 2011 Cohort:

48.84%

Fall 2014 target:

47.00%

Fall 2012 target & actual:

41.86%

Fall 2015 target:

49.00%

Other Persistence to Completion related benchmarks of focal interest to department

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

[Click here to enter text.](#)