

## What can be done w/o the Major TAFFY Recommendations?

### I. Create a FY Council

- a. Chaired by person noted in II. 1 below.
- b. Memberships to include
  - i. Dir of SASC
  - ii. Coordinator of FYP
  - iii. College Associate Dean or Advising Coordinator
  - iv. Dean (or Assoc Dean of Students)
  - v. Two of
    1. Coordinator of Composition
    2. Coordinator of Comm 101
    3. Coordinator of PE 101
  - vi. Director (or Assoc Director) of Res Life
  - vii. Enrollment Management (1 of)
    1. VP for EM and M
    2. Director (or Assoc Director) of Admissions
    3. Director of Financial Aid
  - viii. Students (2 of)
    1. Former or current LCPA
    2. Former or current University Assistant
    3. Former or current APA
    4. Former or current RA

### II. Benchmarks and Timetables (set by the Provost, Deans, and as appropriate, Department Chairpersons. Statistical and contextual input provided by OSPIRE and FY Council)

- a. Set a timetable for reaching an on-campus (prison & distance excluded) first year retention rate of 75%, a four-year graduation rate of 25%, and a six-year graduation rate of 50%. Set intermediate goals that increase in steps from the Fall 07 cohort to the Fall 15 cohort.
- b. Set similar College (and important department al) benchmarks and timetables.
  - i. Use pre-entry variables that predict retention to create benchmarks for each unit based on the predicted retention of their students and the desired global retention rate.
  - ii. Create a list of suggestions for Deans and Chairs along with likely/plausible retention gains for each option.
  - iii. Create specific rewards for hitting and consequences for missing benchmarks.
  - iv. Create College benchmarks for participation in proven retention increasing programs (LCs, SIs, & tutoring)

### III. Strategies for Achieving These Goals

- a. Reconfigure (non-Dean) academic lines reporting to Academic Affairs (i.e. Honors Director, Gen Ed Coordinator, SASC Director, FYP-Coordinator, Director of CPSCE, AVP-Curriculum, AVP-Personnel) to vest within one the responsibility for monitoring retention and graduation (and potentially advising) goals.
- b. Make Program Integration and Budget Decisions Now
- c. Permanently enhance the SI budget to cover 120 sections per semester
- d. Direct FYP Coord and SASC Director to integrate LC, FYS, SI, Mentoring, and Tutoring initiatives, personnel, and student workers.
- e. Decide the disposition of the Writing Center and Math Center with dedicated funding.
- f. Work with Key Faculty
  - i. Create targeted faculty development opportunities for LC, SI, High DFW, and other high-enrollment faculty.
  - ii. Re-Imagine the SI program to allow professors access to attendance data, allow professors to require/reward/incentivise attendance in SI.

### IV. Monitor Key Retention Data Points

- a. Have OSPIRE regularly create and provide to Deans the high DFW course list so that they may pass on relevant information to their advisors.
- b. Have OSPIRE produce semester-based reports of individual instructor effects on annual retention ensuring that those effects account for entering student characteristics. Deans and Department chairs would receive their own lists and would Chairpersons respond to their Deans and each Dean would respond to the Provost with any recommended actions.