Retention Committee  
Meeting Notes  
September 25, 2012  

Present: Beth Bjerke, Lisa Burger, Malika Carter, Kim Donehower-Weinstein, Cassie Gerhardt, Matt Johnson, Cheryl Kingsbury, Steve Light, Josh Lindenberg, Stacey Peterson, Alex Pokornowski, Carmen Williams, Tommy VanNorman, Michele Iiams  

Welcome/Introductions – Welcome back to a new semester and looking forward to continuing the work the group began to explore in the spring. Introductions were made and a thanks to Cheryl Kingsbury for joining the group.  

Retention Numbers – Lisa shared the most recent retention data that was compiled by Carmen/Institutional Research. We are not going in the direction we should be. The retention rate dropped from 77% (first-year, full-time freshmen who began in 2010) to 74% (first-year, full-time freshmen who began in 2011). Attached are the tables provided by Institutional Research.  

FYE Cabinet – Beth shared with the group that an FYE Cabinet has been formed to look at first year experience components on our campus and how we might go forward with an overall FYE experience at UND.  

Pathways to Success – A brief discussion took place to highlight the revised 3-tier proposal (now called Pathways to Student Success) from the NDUS. Lisa will provide an updated version of the report to the committee.  

Subcommittee Work – Based on the spring semester discussions, committee members chose areas of interest to focus exploration – sophomore year initiatives, and completion/graduation. Lisa distributed a handout with the two areas of focus and names attached as to interest level, creating subgroups. After some discussion, it was determined that transfer students should be identified as a third initiative to explore. Attached is an updated version of the subgroup work with chairs designated for each group.  

Other items from the Group – Some questions surfaced during the group’s conversation: Why do students leave? Where are resources placed for retention initiatives? What is the profile of those not retained? What are our sophomore retention rates?  

Retention rates of peer institutions were discussed. These rates could be helpful as a baseline or used as a benchmark for our work.  

It was suggested that partnerships could be strengthened with the community colleges and tribal colleges in the state to aid in the hand-off from one campus to the next.  

It was decided that the next committee meeting would take place in the Scale-up classroom. We will be able to provide an interactive exercise using pivot tables.
Retention Committee
Meeting Agenda
September 25, 2012
1-2pm
Governor’s Room

1. Welcome
2. Introductions
3. Most recent retention numbers
4. FYE Council
5. Pathways to Success – 3 tier proposal
6. Subcommittee work
7. Other items from the group
Retention Committee  
Meeting Minutes  
April 30, 2012  
Swanson Hall Room 17 – 9:00am  

Present – Elizabeth Bjerke, Tommy Van Norman, Stacey Peterson, Carmen Williams, Malika Carter, Alex Pokornowski, Alena Kubatova, Michele Iiams, Josh Lindenberg, Paul Clark, Lisa Burger, Cindy Spencer  

FYE Initiatives – Beth began the meeting by sharing the current FYE seminar initiatives and the plans for the future. She and Ryan Zerr will again work as co-leaders of the FYE seminars over the 2012-2013 academic year. Beyond that year, there is a hope that FYE initiatives will be carried and coordinated through a cooperation between academic affairs and student affairs.  

Moving Forward/Committee Work – Based on the Retention Committee conversations throughout this year, and other interest in initiatives campus-wide, Beth and Lisa identified sub-group activities that would be beneficial for the committee to begin to explore in more detail. The group was asked to rank their interest and leave their ranking sheet with Beth/Lisa at the end of the meeting. (For those individuals not able to attend the meeting, a ranking sheet is attached to the notes.) Beth and Lisa will gather the ranking sheets and place committee members into appropriate subgroups based on their interests.  

Other Items – It was suggested that information be gathered on the various outreach activities that are taking place and initiated by faculty across campus. These are important contributions and tie into the recruitment initiatives. This example also stresses the importance of tying back into the other groups that are forming on campus – the Enrollment Management Planning Committee and the Data Group. All of the groups will need to work together for comprehensive collaborations.  

As subgroups are working, it was suggested to think about special populations of students and how their experiences might be different than the general student population.  

The NDUS Performance Measures Task Force at the state level will potentially drive how retention, completion, and employment are measured. Retention and completion are two of the measures that have been approved to be used for performance funding. It was reported that comparisons will not be made to other NDUS institutions, but based on individual performance. At this time, a performance funding model has not been determined.  

Satisfactory Academic Progress was identified as a means for having those difficult conversations with students who potentially should not be retained at the institution.  

There are currently products/programs that UND has implemented that could be further enhanced to modify the retention efforts on campus: early intervention program, Student Voice, and Hobson/Connect. These products/programs have the potential/capability to further the current efforts – cost will become a factor.  

Respectfully submitted,  
Lisa Burger, co-chair
**Retention Committee**

As the semester comes to a close, please indicate your interest in your continued involvement with the Retention Committee into the next year. Below lists five initiatives of which the Retention Committee would like to focus its efforts going forward. Place a 1 next to your first choice and similarly until you have indicated your preferences 1-5 (1 being your highest interest and 5 being your lowest interest area). The Retention Committee Co-chairs will place you on a sub-group that best aligns with your top choice. This will help to give direction and purpose to the Committee as we move forward. Thanks!

_____ First Year Experience initiatives

_____ Transfer students

_____ Online students/education

_____ Sophomore student initiatives

_____ Graduation/Completion

_____ I am not interested in serving on the Retention Committee during the 2012-2013 academic year.

Your name ______________________________________________________________
Retention Committee
Meeting Notes
February 28, 2012

Present: Michele Iiams, Stacey Peterson, Tommy Van Norman, Carmen Williams, Cindy Spencer, Paul Clark, Kim Donehower-Weinstein, Steve Light, Casey Ozaki, Josh Lindenberg, Alena Kubatova, Alex Pokornowski, Malika Carter, Cassie Gerhardt, Beth Bjerke, Matt Johnson, Vicki Morrissette, Lisa Burger

Guest: Shari Nelson, Student Success Center

Early Intervention – Shari Nelson began the meeting by sharing information pertaining to the current UND Early Intervention program. This is a homegrown system created specifically to the needs of UND. The program began as a pilot project within the Student Success Center (SSC), as a means to connect with students (who were struggling) earlier than mid-term deficiency time. A small number of instructors were identified and partnered with SSC at that time. The communication built into the system when it was originally developed was between the student and faculty member. Beginning in the fall of 2011, an advisor component was added. So not only is there communication between the faculty member and the student, the advisor of the student is notified of the deficiencies. More courses were also added to the program (those with high failure rates). English 110 was added to the program in the spring of 2012. There continues to be manual work that must be completed within the Student Success Center. This may become a limitation if the program is going to grow. Shari shared statistics of those referred and the grades of the students at the end of the term. It was suggested that a comparison be made to those referred as opposed to those who were not referred.

SEM Living/Learning Community – Cindy Spencer provided information to the group pertaining to the School of Engineering and Mines Living Learning Community which began in the fall of 2011. The original plan was to house students on one wing within McVey Hall. There was so much interest from students, that enrollment overflowed to the opposite wing on the residence hall floor. The RA hired to work with this Living/Learning Community is a current SEM student. Features of the Community include: lounge space used for programming specifically to these students, tutoring on the floor each week, a collaboration station located on the floor, software loaded onto the collaboration station that is specific to Engineering courses, glass boards installed on the floor for group work. Many of the current residents on the floor are interested in returning next year. Housing is planning to expand the program to accommodate 70 students – one full floor. The success of the program has been contributed to the partnership with the academic department/SEM and Housing/Dining Services. Cindy announced that an Aerospace Living/Learning Community will be created for the fall of 2012.

FYE – Beth Bjerke shared the FYE pilot results and plans for the future. Seven courses were piloted in the fall of 2011. The courses were meant to provide incoming first year students the opportunity to gain Essential Studies credit from courses specifically designed to create an environment for intellectual growth while helping the students transition into the university.
The courses were limited to 25 students to offer those enrolled a small classroom experience among what typically is not the norm for entering first year students. (Most courses for beginning freshmen are larger lecture sections.) Beth indicated that data from the fall is still being analyzed and planning for the fall of 2012 is taking place. The FYE group plans to build on the experiences from this past fall as the fall of 2012 FYE courses are created.

Due to scheduling conflicts, the March and April meetings will need to be rescheduled. Lisa will send out a Doodle request to the group and find new meeting dates/times.

Meeting adjourned.

Respectfully submitted,
Lisa Burger, Co-chair
RetentionPolicy Committee
February 28, 2012

1. Early Intervention – Shari Nelson
2. SEM Living/Learning Community – Cindy Spencer
3. FYE – Beth Bjerke
4. Enrollment Management Consultant Report
5. Future meetings

RetentionPolicy Committee
February 28, 2012

1. Early Intervention – Shari Nelson
2. SEM Living/Learning Community – Cindy Spencer
3. FYE – Beth Bjerke
4. Enrollment Management Consultant Report
5. Future meetings
Retention Committee Meeting Notes
November 16, 2011
Presidents Room – Memorial Union
11:00am

Present: Kim Donehower-Weinstein, Vicki Morrissette, Alena Kubatova, Paul Clark, Matt Johnson, Tommy Van Norman, Malika Carter, Casey Ozaki, Michele liams, Carmen Williams, Odella Fuqua, Philip Parnell, Josh Lindenberg, Stacey Peterson, Cindy Spencer, Elizabeth Bjerke, Lisa Burger

Guests: Dr. Lori Reesor and Provost Paul LeBel

The group was greeted and thanked for their willingness to come together to begin to explore opportunities for improved campus retention. Dr. Reesor and Provost LeBel shared their thoughts and charge for the group. Below is a bulleted overview of their comments.

- Gratitude was expressed for the work to be done by the group. This group is the model going forward (collaboration between academic affairs, student affairs, and finance and operations).
- The group was reminded that engagement is key to retention and the more distinctive the experiences the better.
- It is important to consider data to drive decision making.
- Through the work of this group, recommendations should be made for consideration.
- There are several retention proposals on the table right now – Undergraduate Learning Working Group Final Report, NDUS Summit Report, and the Academic Advising Report. (Copies of these reports will be shared with the committee members.)
- There is a reality that no new monies exist for future initiatives – there are indicators that there will be a hold even budget for the next biennium.
- The accountability measures at the state level will look at student performance.
- The group membership was chosen with undergraduate students in mind, but the group does not need to limit its thinking/work to just the undergraduate population.
- Distance and online students will add another dimension to the discussions of the group.

Elizabeth shared a copy of Vincent Tinto’s Student Persistence and Retention Model and walked the group through the handout as one example of the stages and variables involved with college student movement toward completion.

In addition, Lisa provided an overview of the current retention initiatives on our campus. Others shared initiatives specific to their own areas/experiences.

A question was asked as to the focus and scope of the group. It was suggested that the group determine that as meetings take place. Carmen has agreed to take our next meeting
to share with the group the various retention data pieces that will help shape future
direction and conversations. Items that were asked to identify include: Launch! program,
provisional admit program, TRIO/first generation students, rural/suburban differences.

Other points to keep in mind that surfaced during the meeting – the importance of
involving families/parents, creating pro-active initiatives, and helping students
understand expectations even before they are on campus.

The group decided to meet once a month to keep the dialog and work going. Lisa will
send out a Doodle search to determine a regularly scheduled meeting day/time for next
semester.

Recorded by, Lisa Burger