

**Goal 1.** Enact viable and effective programs in an inclusive and equitable community of practice.  
**Benchmark 1.** Increase enrollments and retention of students at all levels

### Objective

1. To increase rates of retention and graduation in COE undergraduate programs by at least 3% annually\*

\*Compare Fall to Fall retention for FTIAC first 4 years, transfer first 2 years controlling for graduation.

### Strategies

- a. Have COE Persistence Team use data-driven investigation and research to determine items that lead to persistence and those that hamper persistence.
  - i. FY20:
    1. Analyze data on FY19 students who stepped out and those enrolled to determine why they stay/left.
    2. Design and begin specific strategies to improve persistence
  - ii. FY21-FY24:
    1. Analyze the data from the previous year
    2. Add any additional data sources as needed
- b. Develop strategies based on research (above) to increase persistence
  - i. FY20:
    1. The specific strategies identified are implemented starting in the fall of 2019.
  - ii. FY21 – FY24:
    1. Make adjustments to the strategies (additions, deletions, modifications to what was done based on the data.

### Measurable Outcomes

- a. UG retention/completion for each major in COE majors and measured by prefixes will increase based on annual changes (Growth in FY20 based on FY19 levels; FY 21 growth based on FY20 levels).

## Faculty led

- b. Decrease in number of candidates in each COE major who step out of enrollment at the university for more than 1 semester (Decrease in number of “procrastinators” who never enroll based FY 19 based on FY 17 levels).

## \$ needed

- a. \$200 for access to qualitative coding software (FY20)
- b. Possible money needed for strategies that are yet to be identified. Will bring any such requests to Executive Committee/COE Council joint budget meetings in Oct, Feb, and April for consideration.

## Data Sources

- a. FY19 COE student survey on retention
- b. FY18 EMU student survey on retention – COE students data
- c. Possible interview with students who had stepped out.
- d. See Retention Data for historic data on persistence in the COE

[https://docs.google.com/spreadsheets/d/1X21WIN5IA2kmLqSBNf3cCAoHHNv6kEdPf\\_\\_8S3rgVFY/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1X21WIN5IA2kmLqSBNf3cCAoHHNv6kEdPf__8S3rgVFY/edit?usp=sharing)

- e. Tableau data on retention and graduation for annual analysis
  1. find and list specific reports to use and the criteria set for the report
- f. IRIM data on retention and graduation
  1. find and list specific reports to use and the criteria set for the report

## Persons responsible for Data

- a. Christine Lancaster (chair of ad hoc COE persistence committee)
- b. Beth Kubitskey

## Parked strategies and notes for later-year consideration

### 1.1.1 Persistence Team

Faculty led

1.1.1 Persistence Team