

Student Success

Retention , Progression, and Graduation

Faculty & Staff Professional Development

January 10, 2013



Conversation Outline

- Define Retention. What is it anyway?
- TLU DATA: Who stays and who goes?
- What is TLU doing now? A LOT!
- What is happening around campus?
- Replicating success – What did we do right?

What are the primary variables and characteristics that affect fall-to-fall freshmen retention at TLU?



Incoming Characteristics



Academic Preparedness – SAT Scores

SAT Score Range	Retention Rate	Size of Group
920 & Below	58%	486
930 – 1020	65%	469
1030 – 1130	75%	452
1140 +	81%	431
Over last 5 years in total	69%	1844

Gender

Gender	Retention Rate	Size of Group
Male	62%	947
Female	77%	897

Minority Status

Ethnicity	Retention Rate	Size of Group
Hispanic	57%	481
African American	63%	184
White	73%	1049

First Generation Status

Number of Parents with a 4-year Degree or Higher	Retention Rate	Size of Group
0	64%	849
1	70%	468
2	78%	442

Socio-Economic Status

Eligibility for Pell Grants is \$30,000 or less
Adjusted Gross Income

Pell Eligibility	Retention Rate	Size of Group
YES	64%	483
NO	74%	600

Other Variables that Predict Retention

- Number of days between the accepted and paid deposit dates and the start of classes



- Institutional financial aid

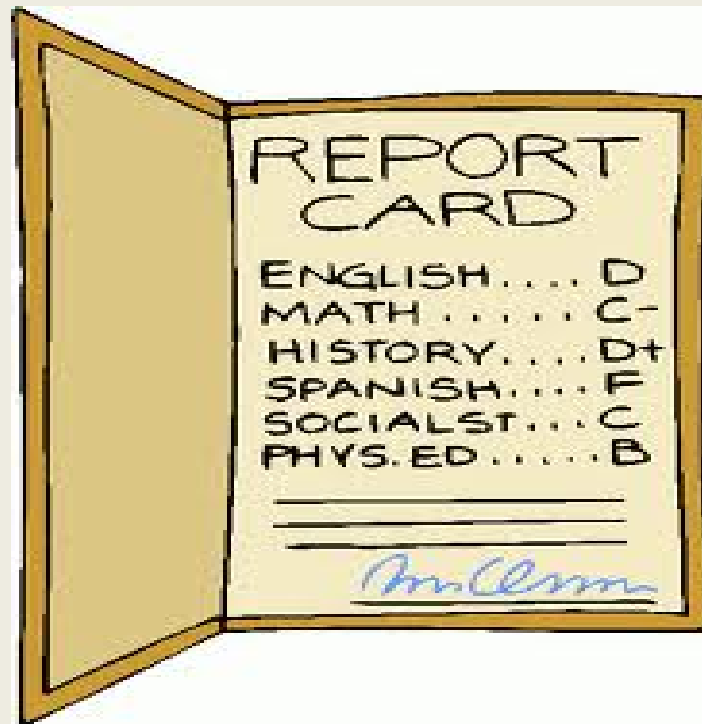


Post- Matriculation Variables



Academic Performance

Over the last 5 years, students with less than 1.9 GPA retained at **36%**.



Freshmen on Probation their First Term

Term	Retention Rate
Fall 2007	48%
Fall 2008	39%
Fall 2009	32%
Fall 2010	35%
Fall 2011	21%
Aggregate of last 5 years	35%

Scariest Probation Fact

- Of the graduates from December 2007 through August 2012, only **10.6%** (131 out of 1219) of them had ever been on probation.



Momentum

Students who earn less than 12 credit hours
their first term retain at **37%**.



Retention Interventions at TLU

Anything going on out there?

Recruiting Strategies



Admissions and Retention

- Inquiry Pool Development
 - Only purchasing names through SAT and ACT
 - Hard floor of 900 on SAT or 21 on ACT for name buys
 - Use institutional data to model the right kind of students to include in our inquiry pool
 - Eliminating marketing channels which bring a disproportionate number of academically high-risk students into the inquiry pool.
- Less emphasis on the urban San Antonio market and a broadening of TLU's reach to include more suburban Texas communities (Austin, DFW, Houston) and out-of-state areas

Admissions and Retention #2

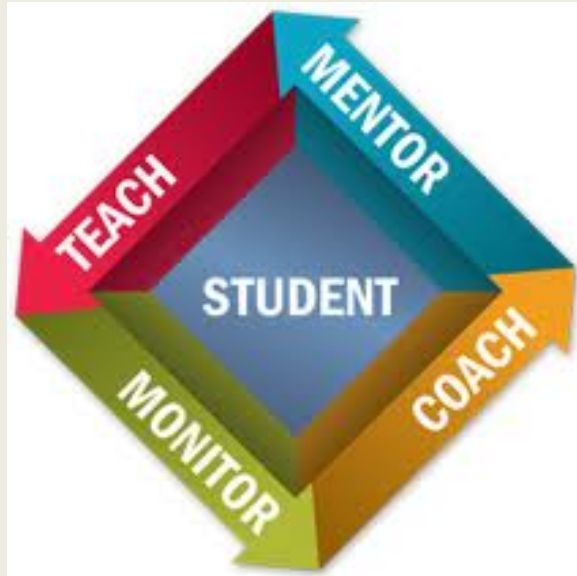
- Leveraging connections, such as our Lutheran affiliation, to attract students who have an appreciation for the value of a TLU education
- Implementing a May 1 deposit response date for admitted students, which is standard practice among selective colleges
- Transparent marketing of scholarship program to attract more academically talented students to consider TLU

Athletic Participation

- Football players, aggregated over the last 5 years, retained at **49%**.
- All other Athletes retained at **75%**.



Student Life and Learning



Department Retention Programs and Efforts

- **Division's Focus**: Develop intentional programming based on assessment information to identify student needs and make necessary adjustments; identify those who are at risk of attrition.
- **Student Alert System** – providing SL&L staff an opportunity to contact students and discuss how to help them get back on track in their course(s). *Teachable moment interactions.*
- **Academic Support:**
 - Tutoring
 - Supplemental Instruction
 - 3-week checks
 - Developing Scholars Program

Department Retention Programs and Efforts

- **Subpopulation programming:**
 - Transfers and Commuter
 - First generation (*TLU's FIRSTS*)
 - Athletes
- **Key partnerships:** Our willingness to branch and collaborate
 - Community members
 - Parents
 - Students
 - Faculty & Staff

Policies and Practices





[illegible]

————— A new science fiction thriller
From the director of *Desperado* & *From Dusk till Dawn*
Screenplay by the writer of *Scream* & *Scream 2*

[illegible]

ON DECEMBER 25th, SCHOOL'S OUT FOREVER

Personal Connections



Transformation



Every Student is Different



Ask for Help – Share Information



Take Pedagogical Risks



Facilities – Grounds, Maintenance, and Custodial Staff



Next Session

- Friday, February 15 from 3-4 p.m. in TH Dunne Conference Center. At least 1-2 representatives from your department.

