Work to date has made an impact on graduation and retention rates.

**UTSA Retention and Graduation Trends**
*Cohorts Fall 2010 to Fall 2016*

- **7%** increase in 4 and 6 year graduation rates across 5 years of cohorts

Graduation rate is a lagging indicator and thus retention trends by cohort show projected increase in graduation rate. More opportunity for improvement.

- Data from UTSA Institutional Research
CONTINUE TO STRIVE TOWARDS STUDENT SUCCESS

First Year Retention
• Currently 74%
• 5 Year Goal 78%
• 10 Year Goal 85%

Four-Year Graduation Rate
• Currently 22%
• 5 Year Goal 25%
• 10 Year Goal 34%

Six-Year Graduation Rate
• Currently 37%
• 5 Year Goal 44%
• 10 Year Goal 60%
WHAT ARE THE NATIONAL CHALLENGES?

A True Perspective on Outcomes Demands a New Set of Success Performance Indicators

For Every 100 Students Who Start a Bachelor’s Degree...

22 Drop out of college
12 Still enrolled after six years
3 Earn an associate’s degree
28 Graduate but are underemployed
35 Graduate and are working a job requiring a BA by age 27

Our new student success mandate:

Graduate more students...
...in less time, at lower cost...
...with better post-grad outcomes...
...to deliver a better Return on Education

Source: Shapiro D, et al., “Completing College: A National View of Student Attainment Rates – Fall 2010 Cohort (Signature Report No. 12)” National Student Clearinghouse Research Center (2016); Federal Reserve Bank of NY: https://www.newyorkfed.org/research/college-labormarket/college-labormarket_underemployment_rates.html; EAB interviews and analysis
Members Prioritizing an Expanded Set of Institution Performance Indicators That Match Goals

**BREAKING FREE OF THE FY RETENTION TUNNEL VISION**

Generating a Better

*Return on Education*

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**GRADUATE MORE**

- First-Year Retention
- Sophomore Retention
- Transfer Retention
- Overall Persistence
- Six-Year Graduation
- Degrees Conferred

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**LESS TIME/LOWER COST**

- Credit Attempts per Term
- DFW Rate
- Four-Year Graduation
- Average Time to Degree
- Excess Credits at Graduation

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**BETTER OUTCOMES**

- Career Readiness Index

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Source: EAB interviews and analysis.
WHAT IS STUDENT SUCCESS AT UTSA?

Student Retention and Persistence
All entering college students remain, re-enroll, and continue their undergraduate education (inclusive of transfer and part-time students)

Educational Attainment
All entering students persist to degree completion and attainment of their degree, program, or educational goal within a timeframe that does not create diminishing returns (4 year and 6 year graduation improvements)

Academic Achievement
Students achieve satisfactory or superior levels of academic performance as they progress through and complete their college experience

Student Advancement
Students proceed to and succeed at subsequent educational and occupational endeavors for which their college degree or program was designed to prepare them
Major milestones that impact students throughout the college journey that have an impact on both social and academic belonging
KEY RECOMMENDATIONS

Initial areas of focus to make a strong impact and accelerate positive retention and graduation rates

**Onboarding**
- Increase yield with focus on summer melt
  - Send financial aid awards earlier
  - Conduct transfer credit evaluation prior to application fee
  - Resources: Financial recruiters and increased academic engagement for presidential scholars
- Expand LEAD I program beyond conditional admit to students performing in the murky middle
  - Expand outreach efforts
  - Resource: Secure funding beyond 3 year initial grant

**Retention and Belonging**
- Track cohorts for retention using real time data reporting
  - Resource: Hire a data person
- Centralize peer mentoring programs to improve training and increase proactive accountability
- Leverage first year experience to create a continuum of belonging

**Academic Support**
- Engage faculty to track progress of students in math, redesign courses, and comp embedded tutor courses
- Resource: Secure funding for increased space and program capacity

**Financial Aid Optimization**
- Define holds and provide proactive communication to students to adjudicate
- Identify key financial risk factors
- Utilize early alert system to proactively notify students and staff of student financial barriers
- Expand financial literacy and make information broadly available via multiple communication mechanisms
Initial areas of focus to make a strong impact and accelerate positive retention and graduation rates

**Advising Excellence**
- Strategic campaigns for at-risk students
- 100% completion of registration campaigns and students that submit a degree plan
- Decrease the % of students who are undeclared by 60 credits
- Resources: Centralized space; transfer student and prospective student advising

**Leadership and Professional Preparation**
- Create a student-facing plan that outlines high impact practices available to a student throughout their college journey and publish on a portal
- Require students to input their experience reflections into DegreeWorks

**Graduation Action**
- Provide consistent and coordinated communication about the graduation application process
- Revise graduation application to make it shorter and more accessible

**Data, Technology & Progress Tracking**
- DATA: Implement Real-Time Performance Indicators and Schedule Reports
- TECHNOLOGY: Conduct technology system audit to identify and understand which technology systems are currently being used on campus, for what purpose, by which stakeholders
- Potential Resource Need: A data and assessment person; technology system owner(s)

**Communication**
- Coordinate student success action team progress tracking
- Execute communication plan to engage stakeholders in student success culture and ensure awareness about progress towards achieving student success goals
HOW DO WE GET THERE?

1. **Engage Stakeholders in a Unified Vision of Student Success**
   - Lay the foundation for collaboration among student support units by introducing common definitions for student success.
   - Help units define their role and contribution to this initiative and communicate the role technology will play in realizing this vision.

2. **Create Shared Governance for Student Success**
   - Collaborate with support units to identify priority next steps.
   - Develop a sustainable, scalable approach to accelerating progress.

3. **Build Collaborative Practices**
   - Facilitate inter-unit collaboration and develop processes and protocols that facilitate information sharing, process oversight, and data insights.

4. **Optimize Student-Centered Care Coordination**
   - Improve existing processes for care coordination with wraparound trainings and cross-departmental committees designed to implement rapid change.
CURRENT TASK FORCES IN PLACE

- **Student Success Task Force Charge**
  The Student Success Task Force will develop an integrated student success plan that includes goals, metrics, accountability and self-assessment. The plan will adopt a student-focused strategy and consider a pipeline continuum from K-12 through recruitment, enrollment, academic progress, career services and placement. This task force will examine best practices from other institutions and think expansively about administrative structure, accountability and resources.

- Building on the great work of the SSTF, we expect to launch action teams in April.
**Student Success Task Force Chair** (Rhonda Gonzales): Reports progress and escalates challenges to Presidential Joint Task Force.

**Student Success Task Force (SSTF):** Change agent to hard wire culture of student success. Tracks progress to ensure accountability, collaboration, and lack of redundancies.

**Student Success Task Force Champions:** Designated member of SSTF serves as a champion for each focus area to collect, monitor, and report out progress. Responsible for convening individuals executing work in support of each area.

**Student Success Action Teams:** Comprised of initiatives, projects, grants currently underway, as well as, new action areas identified by the SSTF.

**SSC Campus & Guide Leadership Team:** Focuses on implementing and leveraging functionality to support initiatives, student outreach, coordinated care network and tracking.
Questions? Comments?

After today, we welcome your comments or questions at:

initiatives@utsa.edu
Presidential Initiative Town Halls

Student Success
Monday, March 19 | 4:00 – 5:30 p.m. | Denman Room, UC 2.01.28 | Main Campus
Thursday, March 22 | 4:00 – 5:30 p.m. | Frio Street Building, FS 1.512 | Downtown Campus

Strategic Enrollment
Monday, March 19 | 4:00 – 5:30 p.m. | Aula Canaria, BVB 1.328 | Downtown Campus
Monday, March 26 | 3:00 – 4:30 p.m. | Retama Auditorium, UC 2.02.02 | Main Campus

Finance & Budget Modeling
Tuesday, March 27 | 1:30 – 3:00 p.m. | Retama Auditorium, UC 2.02.02 | Main Campus
Wednesday, March 28 | 3:00 – 4:30 p.m. | Frio Street Building, FS 1.512 | Downtown Campus