

Using the Foundations of Excellence® Process to Enhance Cross-Institutional Collaborations



Foundations of Excellence®
Second Annual Winter Meeting
February 16, 2007 ♦ Addison, Texas

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Why collaborate?

A Good Pairing in Asheville



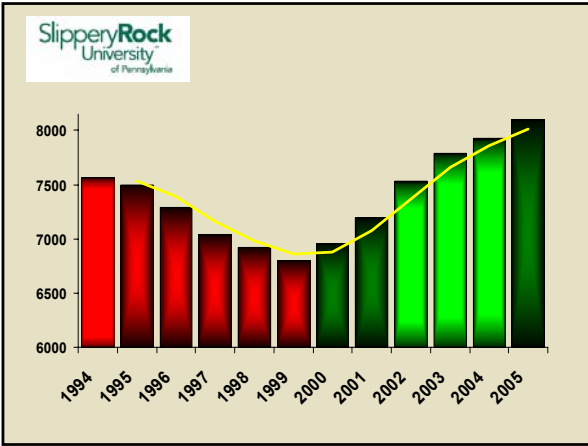
- Relative proximity
- Similar missions as public, regional universities
- Relatively similar size
- Not in direct competition for students

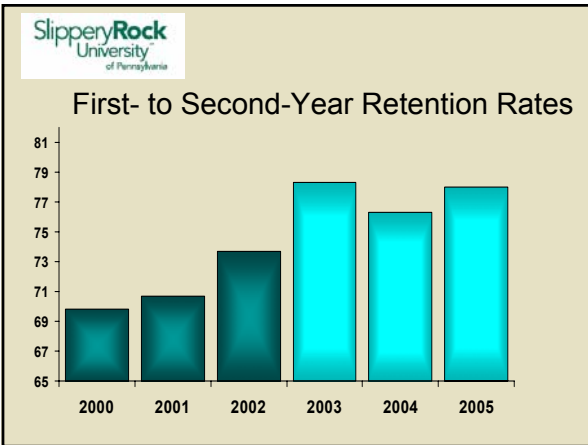


Differences in Approach to the Foundations of Excellence® Program



- Reasons for addressing the first year
- Ways to organize the campus for studying the first year





SlipperyRock University of Pennsylvania

- Fourteen consecutive semesters of unbroken enrollment increases.
 - Headcount enrollment up 19% and credit hour generation up 20%
- Quality of entering freshman class up.
 - SAT scores of freshman class up nearly 60 points since 2000.



– Increases in first-year student enrollment across the four colleges.



- Academic program increases ranged from 14% to 70%.
- Incoming first year students choosing majors in the College of HES increased from 22% to 33%.



- Since 2001, diversity enrollments up for African-American students by 98%.
- Four years of improved first-to-second year retention. Overall retention up 77-78% as compared to 69-70%.
- Improvement of first-to-second year retention rates for at-risk students and students of color. Improved first-to-second year retention of at-risk students (22%), African-American (26%), and Hispanic students (28%) since 2001.



- Six year graduation rates are increasing from 47% to 52%. Five year from 43% (1995 cohort) to a current status of 47% (1999 cohort). Rates are expected to increase as first cohort of enrollment management plan reach their fifth year.
- Transfer students have increased 15%.
- Graduate students have increased 26%.



- Improvement in student perceptions of learning outcomes for first year students as evidenced from the results of the First-year Initiative Survey on 14 of 15 student learning outcomes.
- Improvement in student engagement as evidenced from the results of the National Survey of Student Engagement and benchmark study.



- Look for ways to create a campus attitude and climate that are consistently focused on meeting student needs and helping students succeed
- Emphasize overall campus culture within which these practices are deployed and the quality of leadership that keeps them moving and coordinated.

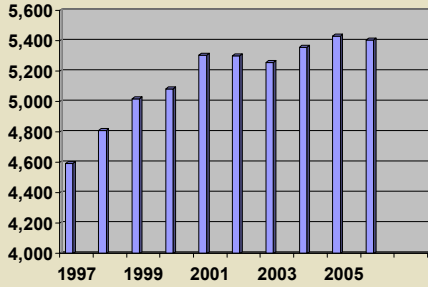


A culture focused on improving student learning and success. . .PRICELESS!



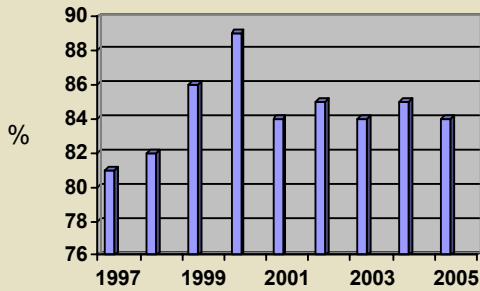


Enrollment 1997-2006





First- to Second-Year Retention, 1997-2005





- Sense of strong programs for first-year students in Student Affairs and Academic Affairs
- Little institutional conversation about learning goals for the first year or coordination across divisions





- Strong commitment to student learning and student success as part of the culture
- Little opportunity for Academic Affairs and Student Affairs to work together in defining and supporting this success



Need for a coherent, coordinated program to challenge and support first-year students

Our Collaboration



- Launch meeting in Asheville
- Conference calls between campus liaisons
- Shared access to FoEtec® sites

- Slippery Rock visit to Fredonia in November
- Fredonia visit to Slippery Rock in February

[INSERT PICTURE FROM
SLIPPERY ROCK VISIT HERE]

Value of Collaboration

PROCESS

- Becoming more deliberate by sharing our reasons for the choices we were making about the process
- Understanding how another institution approached a holistic campus-wide planning process



RESOURCES

- Benefits of sharing FoEtec® sites and other materials



SPECIFIC EXAMPLES

- Steering group and taskforce development
- Composition of Dimension Teams
- Processes for Group Gatherings
- Workshop process for Dimension Teams
- Current Practices Inventory Approach
- Evidence Library Approach
- Reporting-out functions for Dimension Teams

FOE Taskforce

Considerations: Steering Committee & Dimension Groups

- **Co-Facilitators**
 - Associate Provost & Assistant VP for Student Life
 - Provost, Vice President Student Life, & President (invited to group gatherings)
- **Steering Committee**
 - Faculty, Deans, Institutional Research, Graduate Intern, Co-Facilitators
- **Ex-officio Members**
 - President, Provost, VP SL, IT
- **Dimension Membership (Nine Groups)**
 - **Faculty** (Across all colleges and ranks) (Curriculum leadership, General Education leadership, Assessment leadership, Union leadership, First Year Involvement (Freshman Seminar, Visitations, Orientation, Academic Services & EOP Programs, Academic Advisement, and Basic Competencies)
 - **Administrators** (Finance, Advancement, Facilities, Admissions, Records, Financial Aid, Career Services, Deans, Retention Services, Athletics, Student Life, Housing, Food Services, Leadership, Academic Services, Library, Counseling, Student Organizations, Health Services, Bookstore, Fitness Center, Health Services, Students with Disabilities, Orientation, Judicial Affairs, Intercultural Programs, Grants and Sponsored Research, Diversity and Equal Opportunity, Middle States Accreditation Mid-Review Co-Chair, University Police, Student Accounts, and Human Resources)
 - **Support Staff** (Clerical Support-Academic and Student Affairs, Facilities, Printing Services)
 - **Students** (SGA president, SGA VP SL, Student Leaders, First Year Students, Upper-Division Students)
 - **Council of Trustees** Member/Chair
 - **Foundation/Development** Member

FOE Taskforce Group Gatherings

- **Launch** –
 - Breakfast – Full Taskforce
- **Meetings** –
 - Steering Group
 - (Every Other Week)
 - Individual Dimension Groups
 - (Weekly, Bi-Monthly, Monthly)
- **Taskforce Update Sessions**
 - Mid-Point – January – Breakfast Update Session
- **Celebration Sessions**
 - April

Current Practices Inventory

Inventory of Programs

- Act 101/EOP Program
- Activities Night
- Advising Structure
- AlcoholEdu Pre-Matriculation
- Alpha Lambda Delta Honor Society
- ARC Recreation Center Usage
- Bi-Weekly Freshman Counselor
- Career Services
- Freshman Leader Scholar Program
- College Success Workshops
- Counseling Center
- English Composition/College Writing
- Exploratory Program
- Financial Aid
- Food Services
- Frederick Douglass Institute
- FYRST Seminar/Freshman Orientation
- FYRST Seminar Peer Leadership
- Honors Program/Honors Colloquium
- Help Desk – Technology
- ID Office
- Intercultural Programs
- International Student Services
- Judicial Affairs
- Learning Communities
- Major Courses – Freshman Seminar
- New Student Convocation
- Orientation/Extended Summer Orientation Program
- Placement Testing – Modern Languages
- Pro-Peer Advisors
- Residence – Housing
- Living-Learning Communities
- Retention Services
- Service Learning Institute
- Services for Students w/ Disabilities
- Student Accounts
- Student Support Services Program
- Summer Reading Program
- Supplemental Instruction
- Tutorial Services
- Welcome Week
- Workshop on Campus Violence Issues
- Writing Center

Current Practices Inventory

Committees/Councils

- Academic Deans Council and Directors
- Association of Residence Hall Students
- Enrollment Council
- Enrollment Services Directors/FYRST Program Representation (Recruitment & Retention)
- Enrollment Services Directors/Student Life Directors
- FYRST Seminar Faculty Planning Group
- Housing Release Committee
- Judicial Hearing Board
- Liberal Studies Committee
- Library Committee
- National Coalition for Building Institute
- Parking Committee
- Residence Hall House Councils
- Scholarship Committee
- Student Government Association
- Student Health Advisory Board
- Student Life Director Meetings
- Summer Orientation & Advising Committees
- TLTR (Teaching Learning Technologies Roundtable)
- University Athletic Committee
- University Programming Board

Current Practices Inventory

Policies

- Academic Advisor Assignments
- Academic Probation
- Academic Progress for Financial Aid
- Good Academic Standing
- Adding Classes
- Change of Major
- Class Attendance
- Classification of Students
- Code of Conduct
- Course Levels
- Course Withdrawal
- Dean's List
- Declaring Minors
- Declaring Second Major
- Dropping Classes
- English Placement
- Excess Hours
- Freshman Parking
- FYRST Progression Requirements
- Immunizations
- Grade Change
- Grade Reporting Policy
- Math Placement
- NC Basic Competencies Policy
- Pass/No Credit
- Plagiarism & Cheating
- Priority Registration
- Refund Policy
- Registration Process
- Residency Requirement
- Repeat a Course
- Serving Students w/ Disabilities
- Transfer Credits
- Transient Clearance
- University – Withdrawal

Evidence Library Resources

- Applicable Research
- Strategic Planning Documents
- Institutional Mission and Vision Statements
- Organizational Charts
- Institution-Level Informational Documents
- Department-Level Informational Documents
- Institutional Survey Results
- Institutional Websites
- Program Brochures
- Program Schedules
- Program Evaluations
- Presentations
- Annual and Five Year Program Reviews
- Extensions to the CPI
- FOE Information

Survey Participation

- Survey Participation rates SRU and Fredonia
 - Faculty and Staff - 54%
 - Student (Web) – 25%
- Institution Specific Questions
 - Fredonia – No
 - SRU – Yes
- Open-ended institution specific answers were reviewed and summarized by type of employee (faculty, administration, professional staff, staff)
 - Example: Please list the institution's top three strengths regarding the way it conducts the first year college.
 - Congruency between all four groups that FYRST Year Studies & FYRST Seminar were the number strength of the first year of college.

MOTIVATION AND ENERGY

- Benefits of having team members meet in Asheville and on our campuses



Lessons for Others

- Simply finding “best practices” somewhere and plugging them is unlikely to be effective.
- The tools provided by the Foundations of Excellence® Program can be used in different ways, based on campus culture.
- Finding a good institutional partner can expand the resources and perspectives on the process.

For Further Information

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