

## Deans and Directors Meeting

Wednesday, October 25, 2017

Library 475

9:00 AM

**Attended:** Bonnie Allen, Lynn Boyd, Chris Brewer, David Butler, Mark Byrnes, Becky Cole, David Edgar, Barbara Draude, Bud Fischer, Joey Gray, Susan Myers-Shirk, Ken Paulson, Karen Petersen, Philip Phillips, Robyn Ridgley, David Schmidt, Rick Sluder, David Urban, Cheryl Torsney, Terry Whiteside, Vincent Windrow, Laurie Witherow

### I. **Advisor Professional Development and Training Plan** - Amber Bollinger

President designated \$25,000 for advisor training and travel to stay up-to-date with campus policies and best practices. [Advisor Mastery Program \(AMP\)](#). Advisors get points for teaching and taking classes, but they should be teaching after hours and online.

The vision is to be a national practices leader. Amber has done this without extra compensation, but we should consider this in the future and also consider a career path and incentives for advisors.

### II. **Retention and Graduation Rates Comparison** – Chris Brewer

Different freshmen cohort definitions produce different retention rates. [Attachment](#).

1) Institutional Full-time and Part-time

2) Institutional Full-time only

3) THEC = First-time, full-time, degree-seeking Freshman-to-Sophomore

4) IPEDS = First-time, full-time, degree-seeking (transfers removed)

Also distributed THEC Quality Assurance Funding Summary of Points Recommended

### III. **Announcements**

Saturday, October 28 planned protests in Murfreesboro. President's e-mail yesterday canceling events on campus and locking down dorms. We don't know if anything will happen, but the possibilities are there. Campus is not officially closed, but we are being cautious. The issue is that we have limited police. Crisis Council met yesterday and will meet tomorrow.

Gray – Faculty Senate working on Honor Code and two resolutions: 1) DACA (supporting president's statement) and 2) Merit Pay (one sentence requesting market pay adjustment before merit pay consideration)

Butler – Grant writing underway, moving to working groups. Digital marketing pilot project starts next week. [TN Valley Corridor](#) board meeting hosted by MTSU 2/6/18. Blue Mars and iPassenger initiatives.

Paulson – Oct. 23, 2017: [Future of Journalism Education Roundtable](#). Attacks on journalism are taking tolls on enrollment.

Urban – [“Start it Up” Conference](#) this Friday at Embassy Suites, lunch included.

Myers-Shirk – looking at Gen Ed competency/assessment reports. Re-imagining general education starting with brainstorming this year. Reading [“The New Education”](#).

Petersen – any objections to art in Todd Hall, please go to the Art and Design department chair for context rather than social media.

Fischer – Concrete and Construction Management and Chemistry career fairs went very well. Over 90 employers. [TN STEAM Festival](#), 10/12-22: CBAS had 13 events culminating with Wine and Stars Party at Arrington Vineyards. [Anne Brzezicki](#) retired recently, Horse Science Center arena named for her. [Iris Gao](#) receiving praise for breast cancer research.

Draude – Today, 15<sup>th</sup> annual Faculty Fair LT&ITC from 1-4:00PM, [Faculty Fellow](#) recognition at 2:30. [Innovation Grants](#) are back: projects related to innovative teaching.

Allen: Library hosted “how to do podcasts”, pop-up gospel concert, pop-up jazz concert on Nov 14. What is the demand for space in your colleges? We have a 50-seat room for use by students and faculty.

Boyd – President is attending November Chairs Council meeting. Resolution to request addition to Promotion and Tenure policy re: administrators receiving tenure as part of employment contract.

Ridgley – During Fall Break, COE hosted [EdTPA](#) and [AdvancED](#) conferences.

#### **IV. Deans Only – Procedure for transitioning FTT Lines to Instructor**

The Advisor Mastery Program is a professional development program for MTSU Advisors created by a committee of Advisors and approved by Advising Managers. To receive AMP certification, Advisors must earn 15 professional development points per year. Points are earned based on pre-approved opportunities or participation in ongoing sessions created and planned by the committee. AMP certified Advisors will receive priority for travel funds out of the professional development budget beginning with the 2018/2019 academic year.

**Professional Development provided thus far:**

Utilizing Coaching in Advising Keynote and 2 Hour Hands-on Workshop – 44 keynote/34 workshop participants

Dr. Kathleen Shea Smith is the Associate Provost for Academic Advising at the University of Oklahoma. In this role, she is responsible for overseeing advising services to ensure that each individual student is on a pathway to academic fulfillment, degree completion, and career success. Since her arrival to OU, she has introduced coaching as a key retention initiative. Currently 28 campus professionals are completing an International Coach Federation accredited coaching program, Academic Life Coaching. Prior to her role at the University of Oklahoma, Kathleen led Advising First where she rose from the ranks of Academic Advisor to Director of Advising First. During her time at FSU, the university saw an increase in retention from 85% to 93%.

NACADA Webinar Events – 36 participants

Effective Referrals and Communication – 17 participants

iShare Advising Brown Bag Luncheons – 38 participants

Safe Zone Training – 14 participants

**Future Sessions:**

iShare Advising Monthly Brown Bag Luncheons

NACADA Webinar Events

Decision Making Keynote and Hands-on Workshop

Kevin Smith serves as the founding Director of the Institute for Leadership Advancement in the College of Business Administration at The University of Akron. This Institute was conceptualized from a \$1 million dollar gift from The J.M. Smucker Company. In 2012, after winning a national award for his work in developing a comprehensive university-based leadership center, Kevin was hired away from Ohio University to oversee this, now, \$2 million gift.

Appreciative Advising Training

Jennifer L. Bloom, Ed.D. is a co-founder of the Appreciative Advising and Appreciative Education movements. Dr. Bloom joined the Department of Educational Leadership and Research Methodology at Florida Atlantic University in August 2015 as an Associate Professor and Coordinator of the Higher Education Leadership Master's Degree Program. She previously served as a Clinical Professor and Director of the Master's degree program in the Higher Education & Student Affairs Program housed in the Department of Educational Leadership and Policies at the University of South Carolina (USC) from August 2007 to August 2015.



# Retention Rates

Middle Tennessee State University

## Institutional Retained or Graduated Rate for Full-time and Part-time Students

Student Classification	F12-F13	F13-F14	F14-F15	F15-F16	F16-F17
First-time FT & PT Freshmen*	68.5%	70.5%	73.7%	75.8%	76.5%
First-time FT & PT Freshmen (Fall start only)	68.2%	70.1%	73.2%	75.7%	76.4%
Continuing Freshmen	64.4%	65.8%	67.7%	67.5%	67.7%
New Transfer	70.5%	70.7%	73.2%	73.8%	74.5%
Sophomore	78.2%	78.5%	80.0%	80.6%	81.0%
Junior	84.3%	84.2%	84.1%	85.7%	85.7%
Senior	84.9%	85.6%	86.9%	87.1%	87.5%
All Degree Seeking Undergraduate	78.8%	79.7%	81.1%	82.1%	82.6%
All Degree Seeking Graduate	84.7%	85.6%	87.6%	88.6%	88.4%

\*includes first-time degree-seeking freshmen starting in Fall or prior Summer

## Institutional Retained or Graduated Rate for Full-time Students

Student Classification	F12-F13	F13-F14	F14-F15	F15-F16	F16-F17
First-time, full-time Freshmen*	69.0%	70.9%	74.2%	76.2%	76.8%
First-time, full-time Freshmen (Fall start only)	68.7%	70.7%	73.7%	76.2%	76.7%
Continuing Freshmen	68.0%	68.5%	70.8%	70.4%	71.0%
New Transfer	75.5%	75.5%	76.5%	77.3%	79.0%
Sophomore	81.4%	81.8%	82.6%	83.4%	84.4%
Junior	87.7%	87.9%	87.1%	89.0%	89.0%
Senior	90.2%	91.2%	92.0%	92.4%	92.6%
All Degree Seeking Undergraduate	81.7%	82.5%	83.6%	84.8%	85.4%
All Degree Seeking Graduate	91.3%	92.9%	90.7%	92.2%	92.6%

\*includes first-time degree-seeking freshmen starting in Fall or prior Summer

## Freshmen-to-Sophomore Retention Rates from THEC Fact Book

	F12-F13	F13-F14	F14-F15	F15-F16
First-time, Full-time Freshmen*	3,158	3,231	3,047	2,810
Enrolled the Following Fall				
at Admitting Institution	2,176	2,301	2,248	2,122
at Other TN Public Institution	232	221	185	129
Total Enrolled Following Fall	2,408	2,522	2,433	2,251
First-time, Full-time Freshmen Retention Rate	76.3%	78.1%	79.8%	80.1%

\*includes first-time degree-seeking freshmen starting in Fall or prior Summer

## First-time Bachelor's Cohort Retention Rates from IPEDS

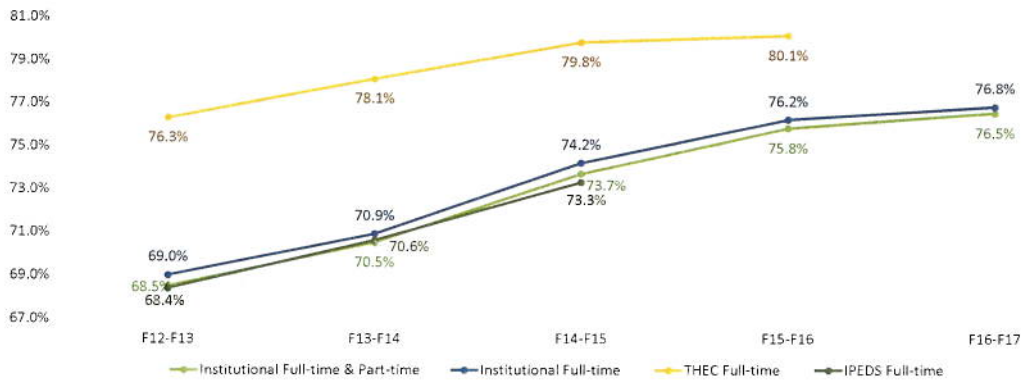
The Integrated Postsecondary Education Data System (IPEDS) is the primary source for information on U.S. colleges, universities, and technical and vocational institutions. IPEDS data is often used in college rankings.

	F12-F13	F13-F14	F14-F15
Full-time, First-time Bachelor's Students*	3,068	3,129	2,873
Enrolled Following Fall	2,098	2,209	2,106
Full-time, First-time Retention Rate	68.4%	70.6%	73.3%
Part-time, First-time Bachelor's Students	52	50	59
Enrolled Following Fall	19	19	29
Part-time, First-time Retention Rate	36.5%	38.0%	49.2%

\*includes full-time, first-time bachelor degree seeking students starting in Fall

## Different Freshmen Cohort Definitions Produce Different Retention Rates

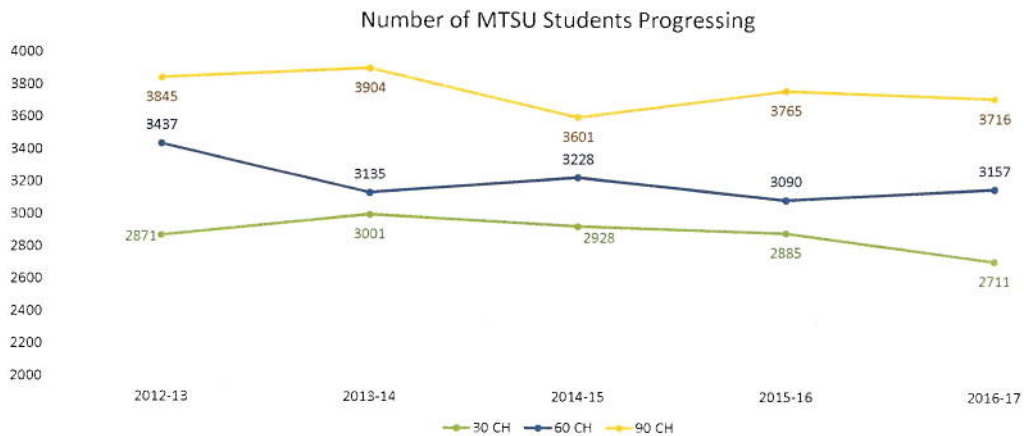
First-time Degree-Seeking Freshmen Fall-to-Fall Retention Rates



## Retention vs. Progression

- **Retention rate** is the percentage of an institution’s first-time, first-year undergraduate students who continue at that institution the next year.
- **Progression** is the number of undergraduate students reaching 30, 60, or 90 credit hours during an academic year.
- **Progression** is measuring the attainment of benchmarks while **retention** is measuring continued enrollment.
- **Progression** is 15% of MTSU’s THEC outcome-based funding.

## Student Progression



# Progression Rates

