Assessment Partnerships to Inform and Improve Student Success

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McMurry University
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McMurry University

Student Success: Reframing Campus Culture

- Improvement Targets
  - Academic Performance
  - Retention
  - Graduation

- Biggest Challenges
  - Academic preparedness of FTFT students
  - Student financial situation
  - Limited resources
  - Change resistant structures
Student Success: Reframing Campus Culture

Timeline Catalysts
2013-2014 McMurry Momentum Strategic Plan: University Strategic Plan
2015-2019 60x30xTX: THECB Strategic Plan
2016-2019 Dr. Charles Schroeder: Student Success & Retention Consultant
2017-2018 6 Year Graduation Study
2018-2019 SACS/COC visit (decennial)

Key Student Success Initiatives

<table>
<thead>
<tr>
<th>Implementation</th>
<th>Student Support</th>
<th>Course and Curriculum</th>
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</thead>
<tbody>
<tr>
<td>Fall 2016</td>
<td>First-Year Experience (precursor)</td>
<td>First-Year Seminar (precursor)</td>
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<tr>
<td>Fall 2018</td>
<td>Step-up Financial Aid Program</td>
<td>Gateway Course Redesign</td>
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<tr>
<td>Fall 2019</td>
<td>Mindset for Success (QEP)</td>
<td>General Education Revision</td>
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Student Success Initiatives Stakeholders

<table>
<thead>
<tr>
<th>Stakeholders</th>
<th>Step-Up</th>
<th>Gateway Course</th>
<th>Mindset for Success</th>
<th>Gen Ed</th>
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<tbody>
<tr>
<td>Students</td>
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<td>Faculty</td>
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<td>President's Cabinet</td>
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<td>Board of Trustees</td>
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<td>Departments</td>
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<td>Financial Aid</td>
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<td>Student Affairs</td>
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<td>Admissions</td>
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<td>Registrar</td>
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<td>Athletics</td>
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Step-Up Financial Aid Program

- Catalyst
  - Strategic Plan
  - Charles Schroeder
  - 6 Year Graduation Study (Self-Study 2006-2013 F.15 cohort)

- Goals
  - Recruit students who are likely to retain and graduate
  - Increase proportion of students who retain and graduate

- Purpose
  - Academic success
  - Financial support

Gateway Course Redesign

- Catalyst
  - Strategic Plan
  - Foundations of Excellence (INGI)
  - Charles Schroeder
  - External Funder (Board of Trustees)

- Goals
  - Identify areas in which improvement of policies, procedures and/or pedagogy in gateway courses will foster greater student learning and matriculation to higher level courses.

- Purpose
  - In-depth examination of course policies, procedures and pedagogy in gateway courses
    - Campus Culture
    - Faculty Culture
    - Departmental Culture

Mindset for Success

- Catalyst
  - Strategic Plan
  - Dr. Charles Schroeder
  - SACSCOC

- Goals
  - The goal of Mindset for Success is to increase student retention at McMurry University by improving the academic success of at-risk students.

- Purpose
  - Centralized academic support office
  - Campus culture
  - Improve academic success and student retention
General Education & University Competencies

- Catalyst
  - McMurtry Strategic Plan & 10-Year Review Cycle
  - 60% N/A: & A&CU Value Rubrics
  - SACSCOC Change in General Education Assessment
- Goal (Mission Statement)
  - The purpose of general education is to cultivate broadly educated individuals through the development of critical thinking and effective communication to address complex real-world issues.

Student Success Data Collection

- FTU
  - Graduate Courses
  - Student Success
  - Tech-Up
- Data Collection
  - Student Information System
- Data Quality
  - Faculty-submitted data & OGSs

Data Collection Tools

Faculty Submitted Ratings
- A&CU Value Rubrics
  - Critical Thinking
  - Inquiry and Analysis
  - Problem Solving
  - Quantitative Literacy
  - Creative Thinking
  - Written Communication
  - Oral Communication

Student Response
- CLA (Council for Aid to Education)
  - Critical Reading and Evaluation
  - Critique and Argument
  - Analysis and Problem-Solving
  - Scientific and Quantitative Reasoning
  - Writing and Communication
- College Student Inventory (Buffalo-Niagara)
- Student Learning Gains Survey (INGL, GIC)
- First-Year Experience Survey (McMurtry)
Data – Central Dependent Variables

<table>
<thead>
<tr>
<th>Gateway Course Redesign</th>
<th>Step Up Financial Aid Program</th>
<th>General Education &amp; University Competencies</th>
<th>Mindset for Success</th>
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<tbody>
<tr>
<td>• DFWM rates</td>
<td>• Recruitment Status (Graded &amp; Funded)</td>
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<td>• Student Learning Outcomes</td>
<td>• Cumulative GPA (mid of academic year)</td>
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<td>• Retention of students</td>
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<td>• Effective Communication</td>
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<td></td>
<td>• End of Term Grades</td>
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<tr>
<td></td>
<td>• Cumulative GPA (end of academic year)</td>
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McMurry’s Assessment

Structure

- RAP: Director of Institutional Effectiveness
- V.P. for Unit
- Department Head/Unit Head

Cycle

- Unit Data Collection
- Submit Unit Assessment Plan
- Data Analysis & Report
- If Summary and Recommendations
- RAP Review
- RAP & RAC

Student Success Initiatives Assessment Model

RAP* & RAC**

Student Success Team

- Gateway Course Redesign
- Step Up
- University Competencies
- Mindset for Success
- First-Year Experience
- Academic Department Reports
- First-Year Seminar

* RAP: Research, Assessment, and Planning
** RAC: Review, Analysis, and Collaboration
**Successes to Date**

**Campus Culture**
- Faculty Behavior
  - Reporting Midterm Grades
  - Faculty development in student success

**Student Behavior**
- Mindset for success

**Academic Departments**
- Assessment
- Gen Ed Reinforcement
- Program/Rec design

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**Student Success**
- Academic Success
  - Stepup Program Results
    - Improved 1st year Cumulative GPA
    - 2.4017 in 16
    - 2.79 in 19 (first Stepup cohort)

- Student Retention (FTFT)

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<th>Fall 2016</th>
<th>Spring 2017</th>
<th>Fall 2017</th>
<th>Spring 2018</th>
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<tbody>
<tr>
<td>Initiation 1 (2011-2012)</td>
<td>88.6</td>
<td>87.2</td>
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<td>Initiation 2 (2016-2017)</td>
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<td>66.7</td>
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**Key Lessons Learned (so far)**

- Campus-Wide Engagement
- Training & Feedback
- Clear & Consistent Communication
- Assessment

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**Student Success**