

Western Illinois University's Participation in the
Higher Learning Commission's
Persistence and Completion Academy
2013-2017



Describe the Academy

Western Illinois University's participation in the Higher Learning Commissions Persistence and Completion Academy

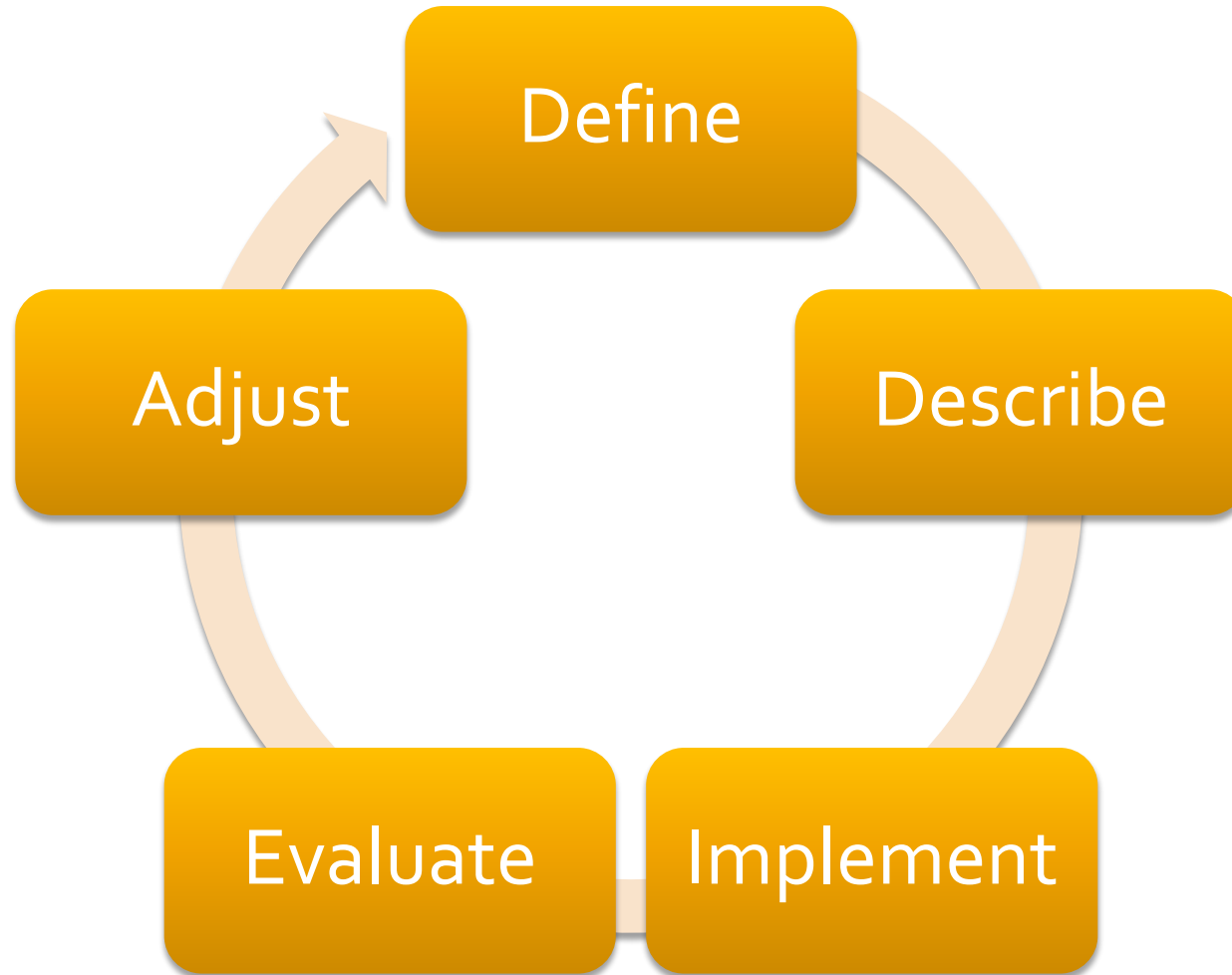
What is the Academy?

A Four Year Commitment

Governance Groups	Presentation Date
Board of Trustees	
Civil Service Employees Council	March 6, 2014
Council of Administrative Personnel	March 20, 2014
Faculty Senate	March 4, 2014
Quad Cities Faculty Council	March 6, 2014
Student Government Association-Macomb	April 1, 2014
Student Government Association-Quad Cities	March 20, 2014

What is the Academy?

To Continuous Process Improvement



Academy Origin:

New Accreditation Criteria



Higher
Learning
Commission
North
Central
Association

- The institution demonstrates a commitment to educational improvement through ongoing attention to retention, persistence, and completion rates in its degree and certificate programs.

Academy Origin:

New Accreditation Core Components



An institution must demonstrate it:

- Sets persistence and completion goals
- Collects/analyzes persistence and completion data
- Uses data to make improvements
- Adheres to good practices in collecting and analyzing data

Why Participate in the Academy?



- Support student success
- Fulfill accreditation requirements
- Participate in national initiatives designed to increase student retention and graduation rates

*WIU is **one of 15** institutions selected in a 19-state region for Academy participation*

- Assume national leadership for student persistence

WIU's National Persistence Recognitions

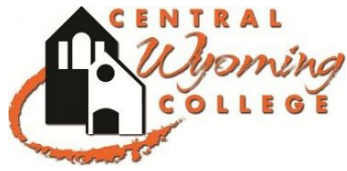
THE PELL INSTITUTE
for the Study of Opportunity in Higher Education



Lumina™
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Academy Participants: Cohort I



Academy Participants: Cohort II includes institutions similar to WIU



University of Missouri-Kansas City



Oakland University



Northeastern State University

Academy Participants: Cohort I

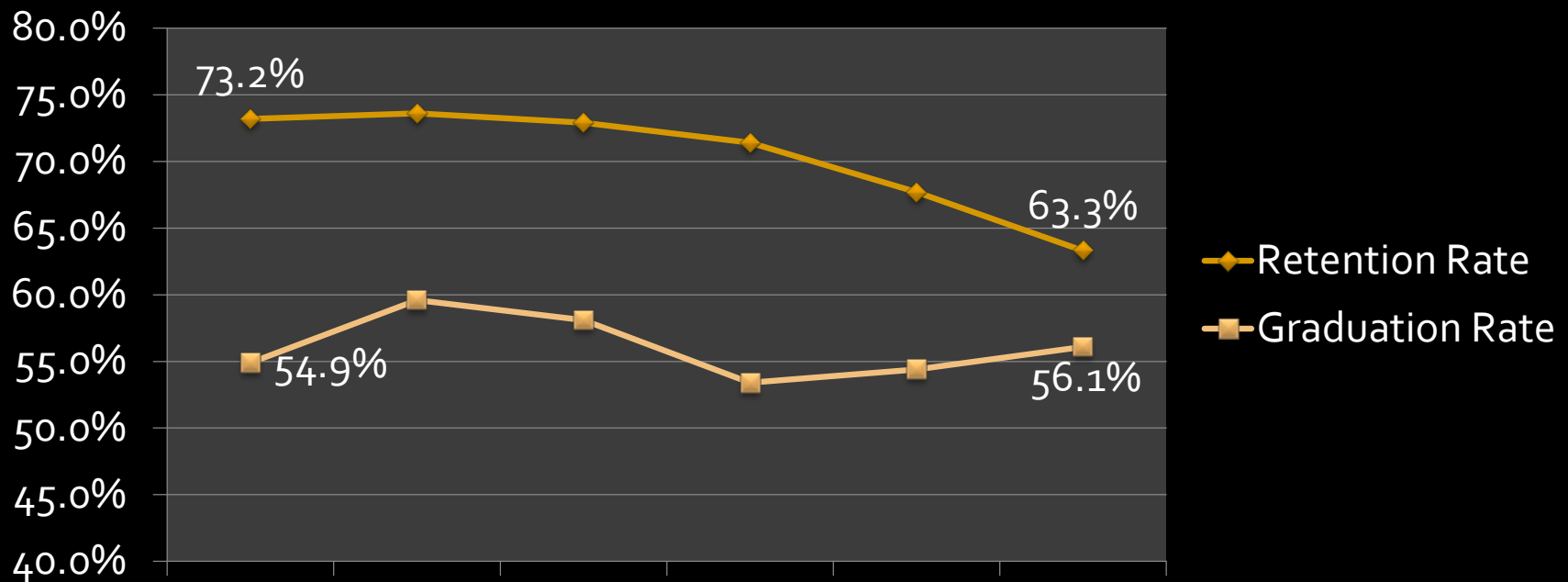
Institution	Sector	Highest Degree	Enrollment
CWC	Public	Associates	2,139
CCD	Public	Associates	11,901
DU	Private-FP	Masters	79,870
FI	Private-NFP	Doctoral	281
GRCC	Public	Associates	17,817
IAIA	Tribal	Masters	525
LTC	Private NFP	Doctoral	4,327
MCC	Public	Associates	18,884

Academy Participants: Cohort I

Institution	Sector	Highest Degree	Enrollment
NAU	Private FP	Doctoral	11,684
NMSU	Public	Associates	2,660
OSU-IT	Public	Bachelors	4,102
TC	Private NFP	Masters	741
UR	Private FP	Doctoral	2,015
WSC	Public	Masters	3,582
WIU	Public	Doctoral	11,707

From a Descriptive Perspective, Don't We Already Do This?

First Year Retention Rates
and Six Year Graduation Rates
Last Six Published Comparisons



From a Descriptive Perspective, Don't We Already Do This?

We Also Know Retention/Graduation Rates By:

- Race
- Gender
- Race x Gender
- Major
- Associate degree Status

From a Implementation Perspective, Don't We Already Do This?



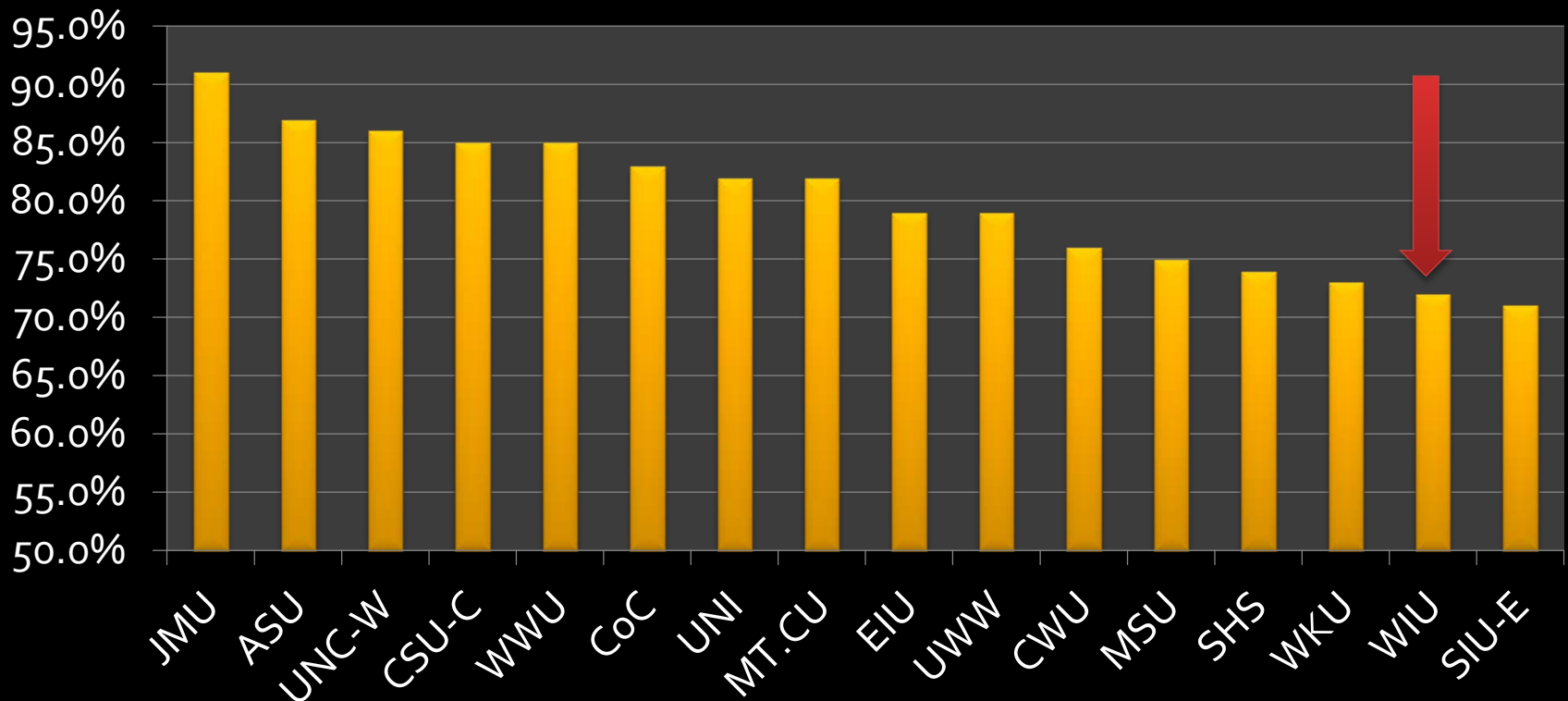
- First Year Experience and Review
- Building Connections
- University Theme
- Review of General Education
- Summer Orientation and Registration
 - Changes in SOAR
- Strengthening Distance Education Special Emphasis

The Key Differences

1. Building on Initiatives
2. Using the Predictive Analytic Framework

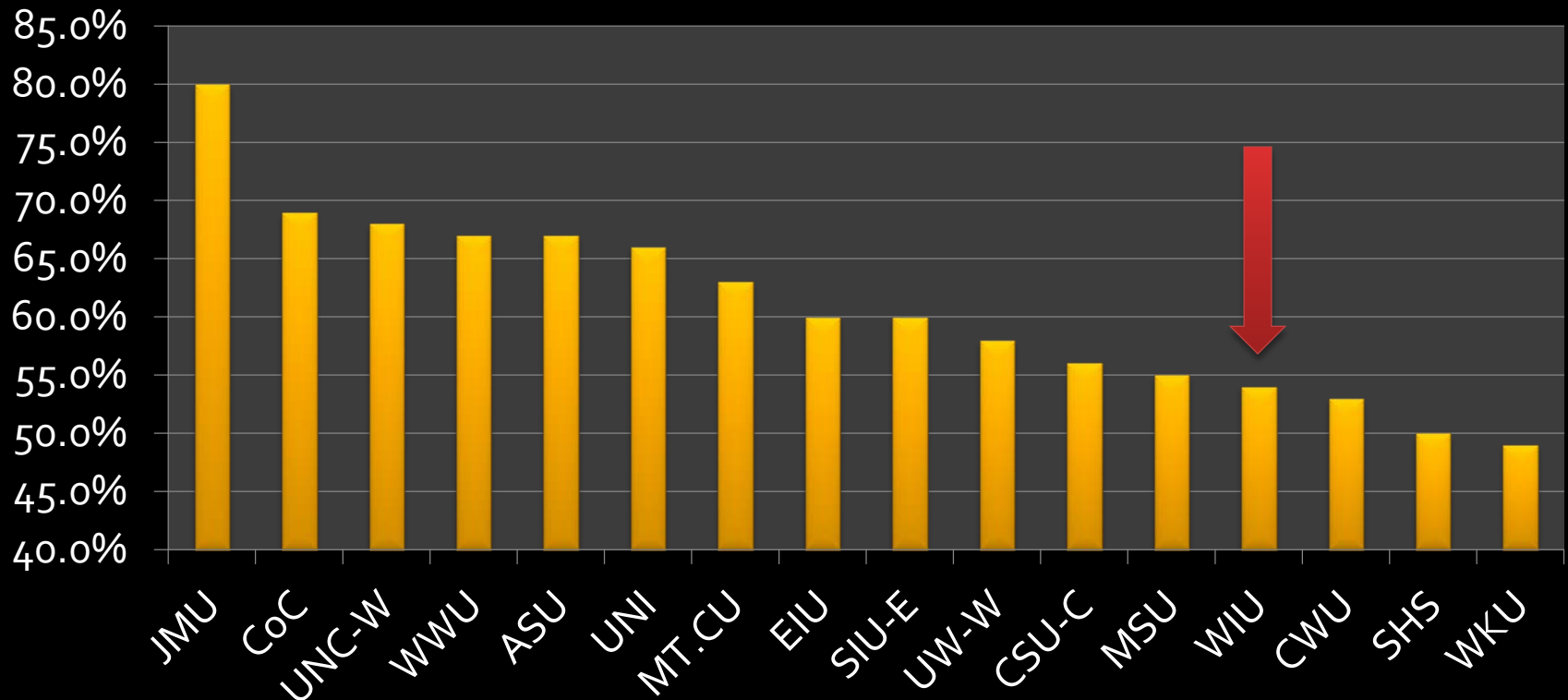
Building on Initiatives: Increasing Freshmen Retention Rates

First Year Retention Rates
Fall 2011 Freshmen



Building on Initiatives: Increasing Six-Year Graduation Rates

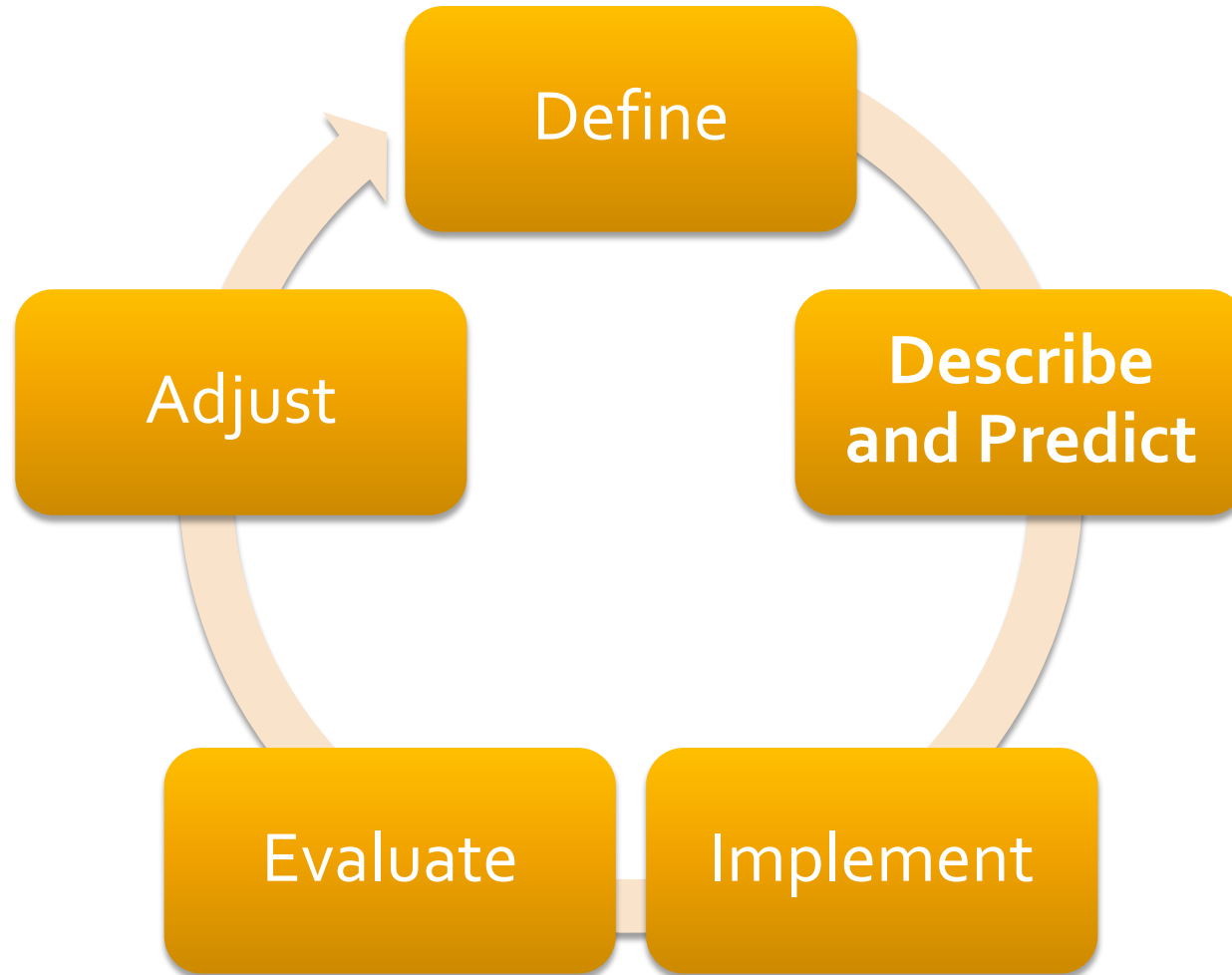
Six Year Graduation Rates
2006 Cohort



The Predictive Analytic Framework Supports:

- **Describing** subpopulations of students who persist and students who do not persist (R^2)
- **Predicting** what retention strategies can have even more pronounced effects with different subpopulations of students (Not “Retention by Hammer”)
- **Supporting continuous process improvement** recommendations that respect university roles, responsibilities, structures and processes

The Predictive Analytic Framework



Western's Engagement in the Academy

Western Illinois University's participation in the Higher Learning
Commissions Persistence and Completion Academy

WIU's Academy Participation

- ✓ Evaluate Academy Participation (July 2013)
- ✓ Form Research Questions (August 2013)
- ✓ Academy Application & Acceptance (August-December)
- ✓ Attend Information and Planning Workshop (December)
- ✓ Host Data Mentor Visit (January 2014)
- ✓ Form Implementation Teams (January-March)
- ✓ Academy Roundtable (March)
- ✓ Implementation Teams Begin (March)

Academy Application: Research Questions

1. What are the empirical reasons for lower retention and graduation rates and have programmatic changes in the First Year Experience helped reverse these trends?

Academy Application: Research Questions

2. How effective is the Linkages program and are there different results based on categorization of students and community college partners
 - Since writing we have learned that Quad Cities students is a better measure. Linkages is a subset of the student population.

Academy Application: Research Questions

3. What are empirical reasons for off-campus student attrition and how do retention and graduation rates for off-campus students compare to retention and graduation rates of on-campus students?
 - We need to be mindful of the three types of off-campus students: (1) Students at approved locations; (2) Students taking on-line and on-campus courses; and (3) Students taking on-line courses only.

Information and Planning Workshop

- Learn Academy Roles and Responsibilities

Angela Bonifas, Institutional Research and Planning

Sara Lytle, Admissions

Kristi Mindrup, WIU-Quad Cities

Data Mentor Visit

- Two-Day Visit from Mike Wilds, Northeastern State University
 - ✓ President's Leadership Team
 - ✓ Academy Steering Team
 - ✓ Advising
 - ✓ Institutional Data and Reporting
 - ✓ Enrollment Management
 - ✓ Admissions and Financial Aid
 - ✓ Distance Learning
 - ✓ Quad Cities

Actions To Date:

Data Mentor Visit (January 2014)

- Assign an Academy Track
 - Track A: Need to collect data
 - Track B: Begin analytic work

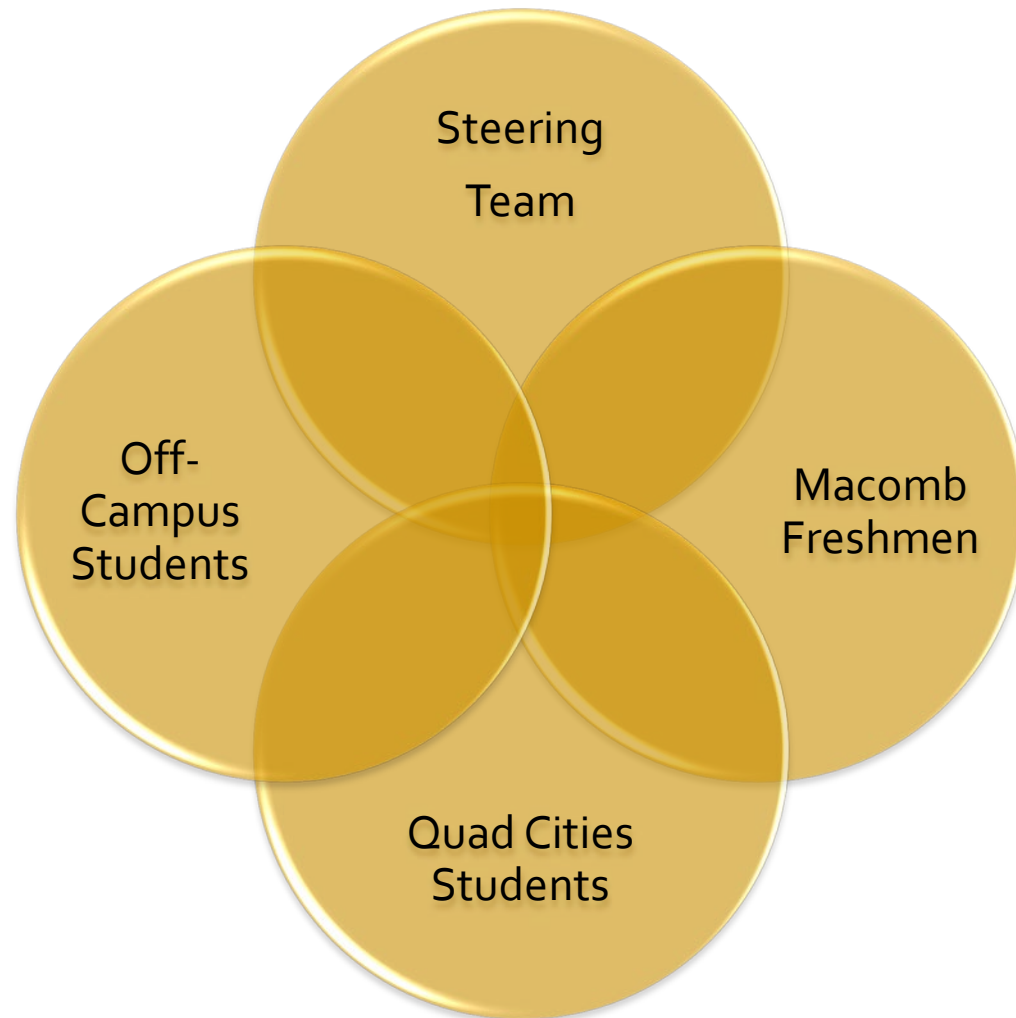
Actions To Date:

Data Mentor Visit (January 2014)

- Conclusion

“WIU is rich with data. WIU is also very proactive in terms of transparency and openly shares summaries of this data on the WIU website. Accordingly, the upcoming challenge will not be to create new data sets, but to identify what data most closely aligns with WIU’s three research questions”

Forming Teams



Academy Roundtable

- Representing the University
 - Andy Borst, Director, Admissions
 - Rhonda Kline, Director, Institutional Research and Planning
 - Sara Lytle, Assistant Director, Admissions
 - Kristi Mindrup, Assistant Vice President, Quad Cities and Planning
 - Roger Runquist, Director, Center for Innovation in Teaching and Research
- Begin to Refine Research Questions and Align to Data Sets
- The Team created the WIU Framework to be applied to all three research questions

Academy Roundtable: The WIU Framework



FRAMEWORK: What do students bring with them? What happens to students while enrolled at the institution?

GOAL #1: Identify subsets of "at risk" students, then explore what factors allow these students to be successful.

ACTION 1: Create summary report of "at risk" factors with supporting data

ACTION 2: Identify subsets of students who perform academically and retain better than predicted.

ACTION 3: Investigate qualitative factors that allow at risk students to be successful.

Seeking Volunteers

Western Illinois University's participation in the Higher Learning
Commissions Persistence and Completion Academy

Seeking Volunteers



Seeking Volunteers

Academy Steering Team

- Gary Biller, Vice President Student Services/Co-Chair
- Joe Rives, Vice President, Quad Cities and Planning/Co-Chair
- Angela Bonifas, Associate Director, Institutional Research and Planning
- Andy Borst, Director, Admissions
- Chris Brown , Administrative Aide, Western Illinois University-Quad Cities
- Rick Carter, Director, Distance Learning, International Studies, and Outreach
- Lindsay Fender, Assistant to the Vice President, Quad Cities and Planning
- Rhonda Kline, Director, Institutional Research and Planning
- Angela Lynn, University Registrar
- Sara Lytle, Assistant Director, Admissions

Seeking Volunteers

Academy Steering Team

- Kristi Mindrup, Assistant Vice President, Quad Cities and Planning
- Dana Moon, Assistant to the Dean, College of Education and Human Services/President, Council of Administrative Personnel
- Wendi Mattson, Office Manager, Theatre and Dance/President, Civil Service Employees Council
- Brenda Parks, Director, Administrative Information Management Services
- Nancy Parsons, Associate Provost
- Padmaja Pillutla, Associate Professor, Accountancy and Finance/Chair, Quad Cities Faculty Council
- Steve Rock, Professor, Economics and Decision Sciences/Chair, Faculty Senate
- Roger Runquist, Director, Center for Innovation in Teaching and Research
- Jennifer Tibbitts, Assistant Director, General Studies Degree Program
- Ron Williams, Assistant Vice President, Academic Affairs

Seeking Volunteers

Macomb Freshmen

- Nancy Parsons, Associate Provost/Co-Chair
- Sara Lytle, Assistant Director, Admissions/Co-Chair
- Andy Borst, Director, Admissions
- Gary Biller, Vice President, Student Services
- Katrina Daytner, Professor, Educational and Interdisciplinary Studies
- Holly Fecht, Chief Accountant, Foundation and Development
- Jennie Hemingway, Instructor, Recreation, Park and Tourism Administration
- Sarah Jewell, Assistant Director, Admissions
- David Lane, Professor, Psychology

Seeking Volunteers

Macomb Freshmen

- Wendi Mattson, Office Manager, Theatre and Dance/President, Civil Service Employees Council
- Mishelle Oaks, Director, Residential Life
- Steve Rock, Professor, Economics and Decision Sciences/Chair, Faculty Senate
- Joe Roselieb, Director, Residential Facilities/Alumni Council Member
- Michelle Terry, Academic Advisor, College of Business & Technology
- Connie Upton, Office Manager, Psychology
- Heriberto Urby, Assistant Professor, Health Sciences
- Ron Williams, Assistant Vice President, Academic Affairs
- Michelle Yager, Director, University Advising and Academic Services Center
- YOUR NAME HERE

Seeking Volunteers

Quad Cities

- Joe Rives, Vice President, Quad Cities and Planning/Co-Chair
- Kristi Mindrup, Assistant Vice President, Quad Cities and Planning/Co-Chair
- Angela Bonifas, Associate Director, Institutional Research and Planning/Co-Chair
- Audrey Adamson, Assistant Director, Quad Cities Student Services
- Bob Andersen, Director, Financial Aid
- Scott Brouette, Assistant Director, Quad Cities Student Services
- Ryan M Colclasure, Instructor, Psychology
- Lindsay Fender, Assistant to the Vice President for Quad Cities and Planning

Seeking Volunteers

Quad Cities

- Alex Hall, Financial Aid Adviser
- Everett Hamner, Assistant Professor, English
- Angela Lynn, Registrar
- Blair McDonald, Associate Professor, Engineering
- Jim Patterson, Assistant Dean, College of Business and Technology-Quad Cities
- Dana Requet, Admissions Counselor, Western Illinois University-Quad Cities
- Kenny Wheeler, Academic Advisor
- Curtis Williams, Associate Director, Quad Cities Student Services
- YOUR NAME HERE

Seeking Volunteers

OFF-CAMPUS STUDENTS

- Rick Carter, Director, Distance Learning, International Studies, and Outreach/Co-Chair
- Roger Runquist, Director, Center for Innovation in Teaching and Research/Co-Chair
- Jennifer Tibbitts, Assistant Director, General Studies Degree Program/Co-Chair
- Kim Dodson, Assistant Professor, Law Enforcement and Justice Administration
- Stacy Dorethy, Office Manager, Art
- John Drea, Associate Dean, College of Business and Technology
- Anne Gregory, Chair, Curriculum and Instruction
- Hoyet Hemphill, Chair, Instructional Design and Technology
- Leanda Hemphill, Professor, Instructional Design and Technology

Seeking Volunteers

OFF-CAMPUS STUDENTS

- Leanda Hemphill, Professor, Instructional Design and Technology
- Kris Kelly, Alumni Council Representative
- Lloyd Kilmer, Assistant Dean, College of Education and Human Services-Quad Cities
- Rhonda Kline, Director, Institutional Research and Planning
- In Lee, Professor, Computer Science
- Kristi Mindrup, Assistant Vice President, Quad Cities and Planning
- Lea Monahan, Director, School of Nursing
- Holly Nikels, Professor, Counselor Education
- Padmaja Pillutla, Associate Professor, Accountancy and Finance/Chair, Quad Cities Faculty Council
- Emeric Solymossy, Professor, Management and Marketing
- Jeanette Thomas, Professor, Biological Sciences
- Connie Upton, Office Manager, Psychology
- YOUR NAME HERE

Seeking Volunteers

Data/Facilitation Team

- Angela Bonifas, Associate Director, Institutional Research and Planning
- Lindsay Fender, Assistant to the Vice President, Quad Cities and Planning
- Rhonda Kline, Director, Institutional Research and Planning
- Angela Lynn, University Registrar
- Sara Lytle, Assistant Director, Admissions
- Kristi Mindrup, Assistant Vice President, Quad Cities and Planning
- Brenda Parks, Director, Administrative Information Management Systems
- Joe Rives, Vice President, Quad Cities and Planning

Current and Next Steps

Western Illinois University's participation in the Higher Learning
Commissions Persistence and Completion Academy

Current and Next Steps

Teams Meetings (Now-2017)

- Post on Collaboration Network Every Six Months
- Access to Other Institutions
- Receive Mentor Feedback

Other Landmarks

- 2016 Mid-Point Roundtable
- 2016-2017 Mentor Visit for Sustainability Strategies
- 2017 WIU Impact Report
- 2017 Mentor/Commission Results Report

Summary

Western Illinois University's participation in the Higher Learning Commissions Persistence and Completion Academy

Presentation Objectives



- Describe Academy
- Describe Western's Engagement
- Seek Volunteers
- Overview Current and Next Steps
- Discussion

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