Review Process

- Staff Interviews
- Focus Groups
- External Reviewers
- Visioning Group Retreats
- Staff Discussions
Our Mission Statement: Empowering Students to create and achieve their personal and educational goals
The Center for Advising and Student Achievement

- Health Professions Advising
- Key Communities
- Opportunity Scholar Programs
- Orientation and Transition Programs
- Outreach and Support
- Undeclared Student Advising
Health Professions Advising

- Provide HP Advising for Current and Prospective Students, Alumni and Community Members 7,200+ contacts in 2012

- 7 Pre-Health Clubs: (Pre-Vet, Premedica, Pre-OT, Pre-PT, Pre-Pharmacy, Pre-Dental, Pre-Optometry) Over 750 students participate each year

- Workshops: Preparing for the Health Professions, Writing Your Personal Statement, Applications (CAS)

- MCAT Preparation Course

- Weekly Health Professions E-Newsletter
New Freshman Interested in Health Professions 2008-2013

- 2008: 4404 (839, 19.5%)
- 2009: 4062 (839, 20.3%)
- 2010: 4160 (839, 20.0%)
- 2011: 4232 (839, 19.7%)
- 2012: 4272 (839, 19.5%)
- 2013: 4443 (388, 8.7%)

HP
CSU
Health Professions Advisor FTE

<table>
<thead>
<tr>
<th>Year</th>
<th>FTE</th>
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</thead>
<tbody>
<tr>
<td>2003</td>
<td>4.0</td>
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<tr>
<td>2005</td>
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<td>2011</td>
<td>3.1</td>
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<tr>
<td>2013</td>
<td>3.25</td>
</tr>
<tr>
<td>2015</td>
<td>3.5</td>
</tr>
</tbody>
</table>
Recommendations

- Establish baseline information on diversity of HP population and explore strategies to support and encourage these students to consider a health career.

- Expand services by developing expertise in allied and complimentary health fields (i.e., naturopathic medicine, radiology and sonography tech programs, reparatory therapy etc.)
Recommendations

- Improve methods of assessing the impact of HP advising

- Determine necessary staffing for unit and most efficient distribution of work and advising loads
Key Communities
AT COLORADO STATE UNIVERSITY

The Key Communities bring together dedicated students from diverse backgrounds to form a supportive community designed to foster student success. Students engage in learning and their campus community, as well as enhance their leadership skills, while forming lifelong friendships. Peer Mentors, faculty, and staff authentically care and support students to achieve excellence. Key creates a supportive, family culture, and expects excellence within a shared residential and classroom experience.
Timeline and Growth

1998
• Key Academic Community

2002
• Key Plus Community

2005
• Key Service Community

2006
• Network CSU Community

2010
• Key Health Professions
• Key Explore Community

2012
• Global Village (INTO)

2013
• Key Culture, Communication and Sport

# of Students

502
Key Communities
AT COLORADO STATE UNIVERSITY

Through intentional outreach and partnerships with scholarship programs and high schools, the Key Communities serve a statistically significant larger proportion of first-generation, Pell recipient, and students of color compared to the CSU population.
2008-2013 Enhancements

New Communities
• Key Explore
• Key Health Professions
• Key Culture, Communication and Sport
• Global Village
• Key Plus “tracks” and growth

New Initiatives
• Comprehensive Recruitment
  – Key Student Ambassadors
• Spring Seminars
• Staff Training
• Alumni Reunion
• Technology enhancements
Key students attain higher fall, spring, and cumulative grade point averages than non-Key students. The chart above represents the cumulative GPA comparisons starting with the 2005-2006 cohort.
Graduation and Retention

Retention and Graduation Adjusted for Demographic Profile

<table>
<thead>
<tr>
<th></th>
<th>Non-Key Students</th>
<th>Key Students</th>
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</thead>
<tbody>
<tr>
<td>Freshman Retention</td>
<td>80.4%</td>
<td>88.7%</td>
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<tr>
<td>Four Years to Degree Completion</td>
<td>37.1%</td>
<td>38.5%</td>
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<tr>
<td>Five Years to Degree Completion</td>
<td>55.6%</td>
<td>60.8%</td>
</tr>
<tr>
<td>Six Years to Degree Completion</td>
<td>56.4%</td>
<td>66.2%</td>
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</table>
The positive difference on graduation ranges from 2 percentage points difference to +44 percentage points depending on student’s background.
Key Communities Recommendations

Increase Capacity

- College partnerships
- Serve 10% incoming freshman class
- New designs and community models, more flexible
- Off-campus students

Initiatives

- Science of Learning
- Student Staff Training
- Faculty Recruitment
- Alumni
- Parents and Families
Opportunity Scholar Programs

Events Timeline

First Generation Award Scholarship 1984

Daniels Scholarship 2000
- CASA Created 2003

Puksta Scholarship 2006

C4E Created 2010-2012

Daniels Opportunity Scholarship 2004

Reisher Scholarship 2012
First Generation Award

- 2008-2009: $664,370
- 2009-2010: $684,035
- 2010-2011: $703,500
- 2011-2012: $711,943
- 2012-2013: $749,862

Dollars Distributed

- First Generation Award Funding
- First Generation Award Students Served

<table>
<thead>
<tr>
<th>Year</th>
<th>Funding</th>
<th>Students Served</th>
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<tbody>
<tr>
<td>2008-2009</td>
<td>$664,370</td>
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<td>2009-2010</td>
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<tr>
<td>2010-2011</td>
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<td>2011-2012</td>
<td>$711,943</td>
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<td>2012-2013</td>
<td>$749,862</td>
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Daniels Scholars

Daniels Scholars Funding

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<td>$682,338</td>
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<td>2011-2012</td>
<td>$900,804</td>
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<td>$1,034,990</td>
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Daniels Scholars Served

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<td>2008-2009</td>
<td>63</td>
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<tr>
<td>2009-2010</td>
<td>74</td>
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<tr>
<td>2010-2011</td>
<td>78</td>
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<tr>
<td>2011-2012</td>
<td>92</td>
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<tr>
<td>2012-2013</td>
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Daniels Opportunity Scholars

Funding

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<td>$47,500</td>
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<td>$22,500</td>
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<td>2012-2013</td>
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Served

<table>
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<tr>
<td>2009-2010</td>
<td>10</td>
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<td>2010-2011</td>
<td>10</td>
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<tr>
<td>2011-2012</td>
<td>5</td>
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<tr>
<td>2012-2013</td>
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Puksta Scholars

Puksta Scholars Funding

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<td>2011-2012</td>
<td>$67,500</td>
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<td>$67,500</td>
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Puksta Scholars Served

<table>
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<th>Year</th>
<th>Number</th>
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<tbody>
<tr>
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<tr>
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<tr>
<td>2011-2012</td>
<td>14</td>
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<tr>
<td>2012-2013</td>
<td>15</td>
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One example of Active and Experiential Learning

- CSU Dream Project
- Ram Kidz Village
- Service trip to Nicaragua
Opportunity Scholar Programs
Recommendations

**Explore**
- How to best serve ASSET students
- Collaboration with Colorado Challenge
- Community partnerships
- How to support growing programs

**Enhance**
- Campus awareness of Faculty First Generation Initiative
- Best practices and reporting with partners
- Services with Health Network Programs
Orientation and Transition Programs

Mission:

Orientation & Transition Programs creates dynamic, student-centered experiences to inspire purposeful transitions.
History of OTP

2007
- Transfer Programs
- Transfer Mentoring

2008
- Getting to Year 2 at CSU Conference
- Spring Ram Welcome

2009
- Ram Welcome Leader position created

2010
- FY Mountain Experience
- Year 2 Board
- Tau Sigma Transfer Student Honor Society
- Transfer Ram Welcome

2011
- Transfer Student Online Orientation
- TR Mountain Experience
- Year 2 Programs

2012
- International Student Orientation

2013
- FY Online Orientation
- Ram Welcome Event Assistants

2014
- Ram Orientation name change

2015
- New Student Seminar
- Customized Online Orientation
First Year Student
One Year Retention

- First Year who attended an on-campus Orientation: 82.60%, 83.80%, 82.00%, 83.50%, 85.10%
- First Year who DID NOT attend an Orientation Program: 75.70%, 77.20%, 76.50%, 77.80%, 80.30%

Important Factors
First-Year Students One Year Retention

First Year who attended an on-campus Orientation
- 2010: 82.00%
- 2011: 83.50%
- 2010: 16.6%
- 2011: 18.5%

First Year who DID NOT attend an Orientation Program
- 2010: 76.50%
- 2011: 77.80%
- 2010: 29.8%
- 2011: 35%
Transfer Student One Year Retention

Transfer students who attended an on-campus Orientation Transfer students who DID NOT attend an Orientation Program

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attended</td>
<td>81.20%</td>
<td>86.80%</td>
<td>83.50%</td>
<td>82.10%</td>
<td>83.10%</td>
</tr>
<tr>
<td>Did Not Attend</td>
<td>75.80%</td>
<td>75.30%</td>
<td>76.80%</td>
<td>68.60%</td>
<td>76.40%</td>
</tr>
</tbody>
</table>
OTP Change Highlights

Expanded Services

- Transition Programs at CSU
- Year 2 Board
- International Student Orientation
- Additional student staff positions to serve specific populations
- New Student Seminar pilot

Process Changes

- Enrollment Deposit for all new students
- Shifted the Orientation Schedule
- Ram Orientation name change
- Ram Orientation requirement
OTP Recommendations / Future Initiatives

Programs and Process
- New Student Seminars
- Pre-Orientation
- Expand extended orientation options - Camp 1870
- Ram Ready confirmation process

Focus on options for additional populations
- Racially and ethnically diverse students
- First generation students
- Low-income students
- Graduate students
- International students
- Senior student transition
Mission: To provide increased access and support to struggling students, connecting them to appropriate campus resources so that they remain in or regain good standing and ultimately graduate from CSU.

Focus: Working with students on academic probation, supporting & developing the Fostering Success Program, and on university wide outreach & intervention strategies.
Services for Students on Academic Probation

Academic Workshops

- **Project Success**
  - Avg. EOT GPA fall participants vs. non-participants: 2.20 vs. 2.08

- **Ram Re-Route**
  - Avg. EOT GPA fall participants vs. non-participants: 2.43 vs. 2.23

- **Ram Reconnect**
  - Avg. Cum GPA fall participants vs. non-participants: 2.14 vs. 1.89

Academic Coaching

Appeal Assistance & More

- Dismissal Appeal Guidance
- Retroactive Withdrawal Support
- Assist BOT & OTC Students & Staff
Support network for CSU students who have experienced foster care, kinship care, group homes, ward of court, orphan status, or other independent backgrounds.

Increasing # of FSP Students

- 13
  - 2010
- 58
  - 2012
- 205
  - 2015

17% Transfers
60% First Generation
62% Female

74 FSP Graduates since Spring 2011
Early Warning, Outreach & Intervention

**Taking Stock Transition Survey**

- 90-95% Survey Completion Rate
- 92% Met w/ RA for 1-on-1
- **2.94 vs. 2.67** FA14 term GPA completed survey and met w/ their RA vs. did not complete survey or meet w/ RA

**Early Performance Feedback**

- Of students with S in the 5th week: 93% Earned final course grades of C or better
- Of students with U in the 5th week: 43% Earned final course grades of D or F

**U-Turn Event**

- 1-on-1 academic coaching
- Action plan for improvement
- Connection to campus resources

**293** Avg. # of U-Turn Attendees
Campus Wide Outreach Interventions

**Fall**
- Early Warning (EPF & Taking Stock) (late Sept – mid-Oct)

**Spring**
- Early Warning (mid-Feb – mid-Mar)
- PRB 1 & PRB 2
- Precipitous Grade Change (late May – early June)

**Summer**
- PRB 1 & PRB 2
- Planned Leave
- Departing Student/Non-Registered (mid-July – mid-Aug)
- Precipitous Grade Change
- Planned Leave
- Departing Student/Non-Registered (mid-July – mid-Aug)

**Fall**
- Early Warning (late Sept – mid-Oct)
- PRB 1 & PRB 2 (late Dec – mid-Jan)

Students of Concern (@ Ram Orientation)
Recommendations

- Secure funding for Fostering Success dedicated staff position
- Increase recruitment, participation, & retention of diverse student populations w/in OaS programs & service areas
- Expand Early Performance Feedback & U-Turn to Spring semesters
- Utilize EAB/SSC tools in campus wide Outreach Intervention Initiatives
Undeclared Student Advising

Who are Undeclared Students?

- 2008-2013
- 26%-29% of all incoming students were undeclared

25% First Generation

More Males

More non-residents

6 Point Lower Index Score

Slightly Higher Minorities

Compared to Colleges
Undeclared Student Support

11 Professional Academic Advisors (ASC’s)

serve undeclared students by:

CONNECT
Students & Resources

OUTREACH
At Risk Students

DEVELOP
Education Plans

CREATE
Resources and Programs

COLLABORATE
On and Off-Campus Partners

INITIATE
Advising Resources
Performance Improvements

Performance for Undeclared Students since 2006

- Academic Probation After First Year: 8.9%
- First Year Students Retained to Second Year: 3.3%
- PEAK +12% to good standing

Six Year Graduation Rates Higher than Predicted

- Undeclared: 63.2%
- Declared: 66.6%
2008-2013+
Highlights

- Improved retention & graduation
- Enhanced Advisor Training
- Increased Major Choices by 45 Credits
- Fewer Major Changes
- University Jack E. Cermak Advising Award
- Student Affairs Impact Award
- Seminar Creation & Facilitation
- Increased Staffing
- 12 Professional Presentations
Recommendations

• Enhance collaboration with Career Center on the refinement of Ram Welcome College Days for Major Exploration
• Collaborate with OTP on an expanded Exploring Majors Fair
• Expand Key Explore to 8 sections and maintain student success.
• Contribute toward developing an online University Withdrawal process.
• Continue to work with Student Success Initiatives/Tools - integrating them into good advising practices.
Questions?