



Where *Anything* is possible

First Year Retention Task Force

BHSU Campus Town Hall

January 29, 2020

Charge from the President

To make a set of recommendations (to the President) on improvements/changes that should be made on campus to enhance retention of first year students to return as second year students (freshmen to sophomore).

- Retention at BHSU
 - 2019 63% for FYFT students
 - President's Goal 70%
- Persistence at BHSU
 - 2018 84% for FYFT students
 - 2019 87% (tentatively)
- Graduation at BHSU
 - 2019 6-year baccalaureate graduation rate was 31%

Retention Task Force

- Website: <https://www.bhsu.edu/Faculty-Staff/Retention>
- Process
 - Weekly meetings
 - Collect research on best practices
 - Study comparable institutions
 - Solicit ideas from campus stakeholders
 - Create three subcommittees focused on onboarding, student affairs, and advising

Retention Task Force Members

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Retention Task Force Proposals

Onboarding

- Systems Analysis/Student Success Committee
- Communications Plan for Incoming Students
- New Student Orientation (NSR)

Welcome to Campus

- Six Week Welcome Program
- Living Learning Communities
- Managing Academic Program Retention Efforts

Student Success

- First and Second Year Advising
- Junior and Senior Advising
- Advising Communication and Starfish
- Career Coaching
- Mental Health Counseling

Systems Analysis

We recommend training key stakeholders at BHSU in systems-thinking to better leverage existing resources. By using a systems approach BHSU will be better able to identify root causes for low retention and prioritize strategies for improving student retention

Our system is designed to retain 63% of our FYFT students.

Our system is designed to lose 37% of our FYFT students.

Campus Communication Plan for Incoming Students and Families

We recommend BHSU develop a comprehensive communication plan that provides step-by-step guidance to prospective, admitted and newly registered students and their families as well as validates their decision to choose BHSU by highlighting the University's academic strengths and opportunities for experiences outside the classroom.

New Student Orientation - Formerly “NSR”

We recommend a full day summer registration event with additional/new programming in order to better convey to students and parents the information they need to have in order to successfully transition to BHSU in the fall.

- Create connections between students, their peer attendees, and BHSU mentors
- Provide information that helps students create an individualized course schedule
- Convey relevant and timely information to parents
- Help parents understand how to support their students to be successful
- Foster sense of connection with the BHSU campus and the Spearfish community

Six Week Welcome Program

We recommend expanding and rebranding BHSU's orientation/move-in weekend and welcome week, currently known as Green and Gold Days.

We propose a six-week Welcome Program, which will include significant academic program integration, separate orientation for transfer students, and coordination with GS 100 course content.

Academic Integration	Student Resources
Social Integration	Motivation/Encouragement
Community Integration	Traditions and Institutional Commitment

Living Learning Communities

We recommend BHSU implement three Living Learning Communities (LLCs) for the Fall 2020 – Spring 2021 academic year.

Business LLC

Thomas Hall, 3rd Floor

Honors LLC

Heidepriem Hall, 3rd Floor

Outdoor Adventure LLC

Humbert Hall

Structure

- Dedicated Residence Hall Staff
- Clustered Courses
- Faculty Champions
- Residential Curriculum Model

Outcomes

- ↑ Academic performance, persistence, and degree attainment
- Gains in critical thinking skills and application of knowledge
- ↑ Faculty and peer interactions
- Eases transition to college

Student Success Center

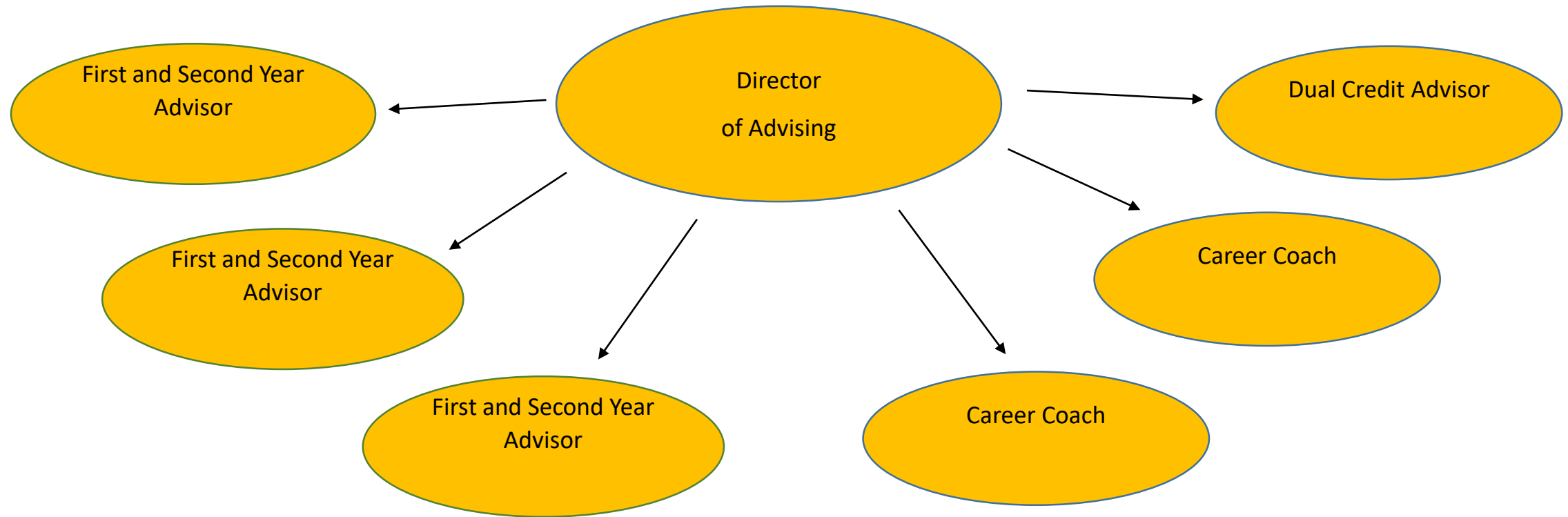
Center Responsibilities:

- Coordinate Orientation (NSR), Welcome Week Program, GS 100, Starfish
- Dual-Credit Students, First and Second Year Students, Transfer Students, Exploratory Students, Probationary Students
- Proactive Advising
- Career Coaching: Career Coaching, Job Fairs, Internships
- Parent Newsletter/Webpage
- Expand Advising and Career Coaching to BHSU-RC

Staff:

- Director, Professional Advisors, Dual-Credit Advisor, Career Coaches

Student Success Center – Spearfish and Rapid City



Academic Advising Within the Colleges

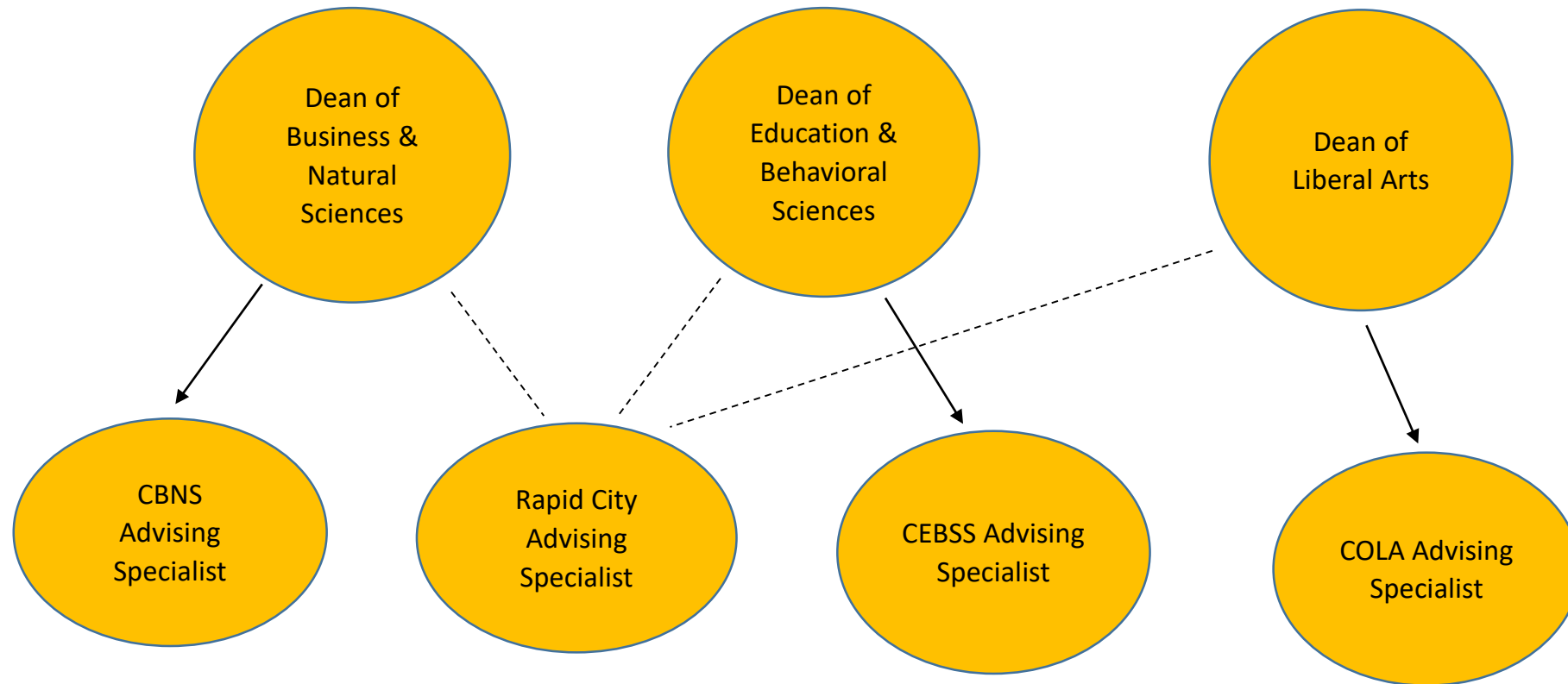
College Advising Specialists

- New title and job description for R&Rs
- Assist junior and senior students with course selection, registration, and graduation planning.
- Provide important training to the faculty in their college about registration, advising and other retention resources and tools
- Serve as the point of contact between the colleges and the Advising Center
- Strategic program management to support retention

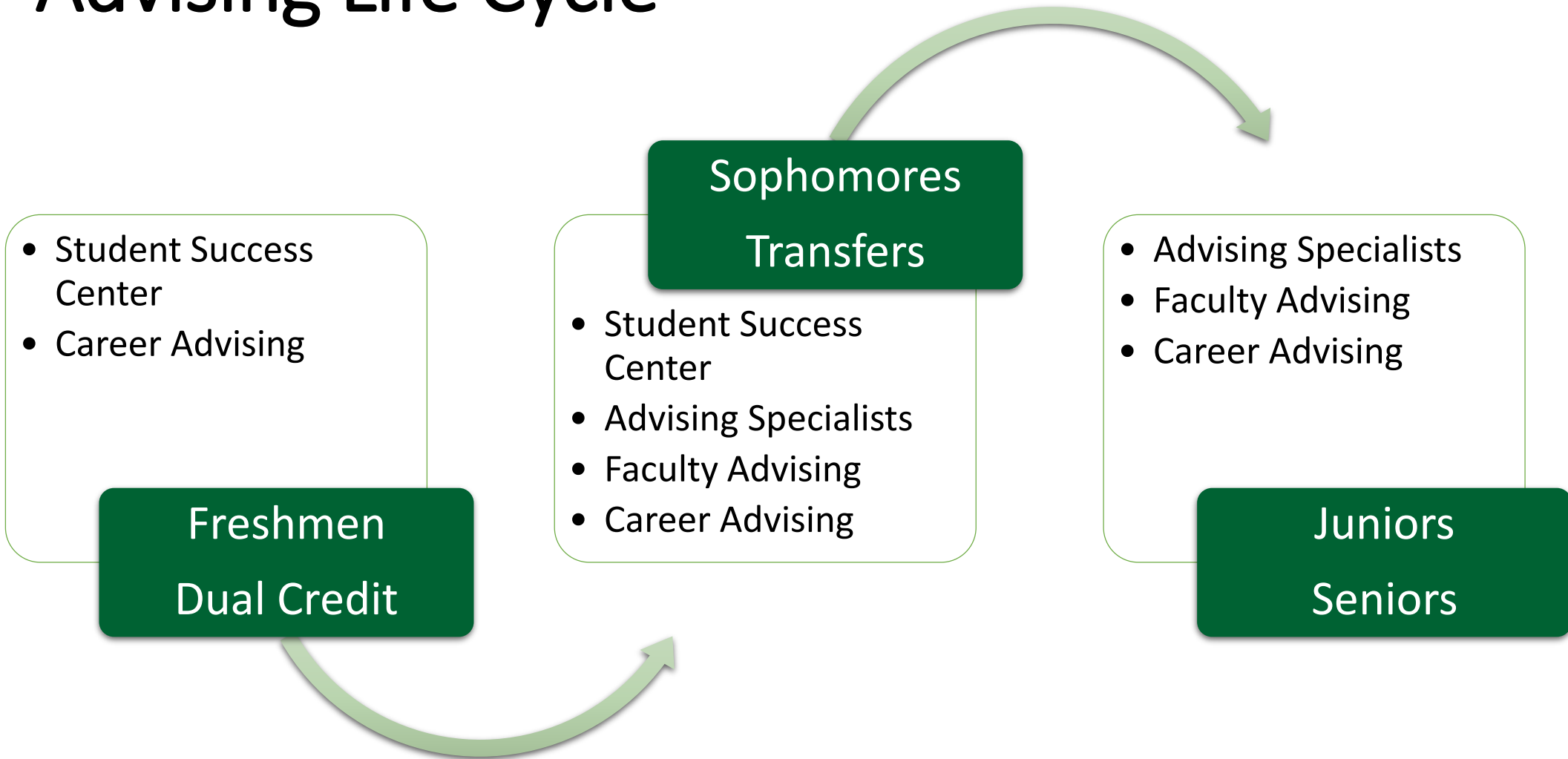
Faculty Advisors

- Increase focus on Developmental Advising

Professional Advising Within the Colleges and Rapid City



Advising Life Cycle



Campus Communication Plan for Advising and Starfish

We recommend a more robust plan of communication across campus as it relates to advising through Starfish with the goal of developing better record keeping and improving our ability to make future advising assessments.

Mental Health Counseling

We recommend that a combination of increased awareness, diagnoses, and need for mental health counseling in our current student population requires additional staffing of counseling professionals.

Staffing levels at regional peer campuses suggest an increase of at least one full-time counseling position is needed.

Strategic Academic Program Management

We recommend BHSU academic programs develop more strategic academic program management in order to more effectively achieve the expected program actions regarding recruitment, marketing and communication, event coordination, course development and management, and program assessment and evaluation.

Student Success Committee

We recommend BHSU establish a standing Student Success Committee focused on student retention and completion with representation from professional advisors, career advisors, faculty, the Provost's Office, the Registrar's Office, Admissions, Student Engagement, Financial Aid, TRiO/SSS, Athletics, Honors, the Center for American Indian Studies, and BHSU-RC.

Next Steps

Retention website: <https://www.bhsu.edu/Faculty-Staff/Retention>

- Read the white papers
- Tell us what you think

RNL Working Groups

- Student Success
- Academics
- Admissions and Recruitment
- Marketing and Communications
- Fiscal and Financial Aid



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