

University Assembly Committee on Recruitment, Admissions, Retention and Student Financial Aid

Annual Report - AY2007-2008

Voting members

Pamela Ashmore, Anthropology
Joy Dakich, Business Management
Jaclyn Lewis-Harris, Education, Teaching & Learning
Helene Sherman, Education, Teaching & Learning
Jennifer Taylor, Nursing (chair)
Bruce Wilking, Physics and Astronomy

Non-voting members

Ann Chisholm, Student
Kelcy Siddall, Student
Curtis Coonrod, Vice Provost for Student Affairs
Glen Cope, Provost and Vice Chancellor for Academic Affairs
Anthony Georges, Director, Student Financial Aid
Andrew Griffin, Associate Director of Admissions
Greg McCalley, Associate Vice Provost for Student Affairs and Enrollment Management
Melissa Hattman, Director, Office of Transfer Services & Articulation

The regular business of the Committee was to review admissions and financial aid appeals and to make recommendations to the Office of Admissions and Student Financial Aid regarding these matters. The appeals process is an ongoing, as needed function.

In addition to the regular business of admissions and financial aid appeals, the committee focused attention on campus enrollment management initiatives to support the Chancellor's Action Plan Goals :

2. Recruit and retain an outstanding and diverse undergraduate student body.
6. Increase financial base and improve stewardship of resources.

Summary of Activities

Enrollment Management (Recruitment, Retention, Admissions) –

- The committee continued to support the implementation of a comprehensive enrollment management system that focuses on improving student retention. The plan focuses on coordinating all enrollment services to ensure an integrated operation across the recruitment, admission, and retention of students. The recommendations place specific emphasis on faculty as integral to the process of recruiting and retaining students.
- The committee recommends that attention be focused on coordinating marketing, recruitment, financial aid, orientation, advising, institutional research, student

affairs/campus life, and instruction as they each pertain to recruitment and retention.

- The committee recommends a comprehensive review of the current class schedule to examine how scheduling impacts enrollment and retention. Consideration should be given to the creation of a year round university schedule to facilitate student progression to degree completion, especially in consideration of the large contingent of part-time, transfer students at UMSL.
- To support a comprehensive admissions and enrollment process, the committee recommended that deans, directors and department chairs engage in conversation and collaboration with their counterparts at the community colleges across the metropolitan area. Those in the community college could be made aware of academic and financial aid opportunities available to their students at the University of Missouri – St. Louis.
- The committee explored the continued utilization of the Enrollment Verification Form – faculty expressed concerns about the need for the form in consideration of the MyGateway system and the electronic enrollment system. Faculty concerns were relayed to Offices of Admissions & Registrar and will be considered during the PeopleSoft implementation process.

Enrollment Services Initiatives –

- Retention Colloquium – September 2006
 - The committee co-sponsored a retention colloquium with Center for Teaching & Learning, Office of Student Affairs, and Office of Academic Affairs. The colloquium focused on the integration of retention efforts between Academic Affairs and Student Affairs – retention is the responsibility of all faculty and staff across the campus and ownership of retention concerns is intended to increase the awareness that all faculty and staff have a responsibility to do their part to improve student retention. The Executive Summary report was presented to the University Assembly/ Faculty Senate to continue the awareness and discussion of student retention efforts across the campus.
- Probation Policies/Procedure
 - The Committee reviewed and discussed campus wide probation policies and procedures. The Pathway to Success program, administered by the Center for Student Success, was designed to support the academic progress of students on probation. The Spring 2006 semester revealed positive impact on term GPA for students participating in the Pathways program. Based on data reviewed by the committee and anecdotal data from the CSS staff, students continue at USML for multiple semesters on probation. The committee expressed concern that students were not being held to the academic standards necessary for successful academic progress and recommends policies and procedures be constructed to provide more concrete initiatives for students to participate in the Pathways program. Due to the large amount of probation data available and the need to quantify and categorize the data, the committee suggests further consideration be given in the next academic year to drafting

probation policy/procedure recommendations to the Colleges and Departments.

- Center for Student Success
 - The Center for Student Success was formed to further integrate student support within the Office of Student Affairs.
 - The committee received progress reports from the CSS regarding programs such as Freshman in Jeopardy, Pathways to Success, etc. Committee members gave support and improvement suggestions to these programs on an as needed basis.
- Office of Transfer Services
 - The Office of Transfer Services and Articulation was formed to specifically address to serve the needs of transfer students.
 - The committee received reports from the OTSA regarding programs and committee members provided support and improvement suggestions on an as needed basis. The committee reviewed the Dual Admission Proposal and gave recommendations regarding implementation of the program.
- Early Alert System
 - Committee members assisted and supported the development and implementation of a campus wide Early Alert system designed to support students who are at risk for course failure. The Early Alert system was based on early indicators of course failure and retention concerns; these at-risk categories were developed based on retention literature and UMSL retention data. Faculty utilize the system to refer students who have the early indicators for course failure. The Early Alert system is managed by the Center for Student Success.
 - The committee provided input for the reporting process for the first full semester of system implementation. Reports were to be created based on grade outcomes and close the feedback loop to the participating faculty, departments, and Colleges.
 - The committee received reports regarding the implementation of the Early Alert System and gathered input from faculty and students regarding responses to the system and its usage. After reviewing usage data from the Fall and Spring semesters, the committee discussed and recommended methods to promote increase faculty usage of the system.

Student Financial Aid

- Student scholarship distribution is identified by the committee as not well coordinated across the campus. Each academic year, scholarship dollars are not awarded – the committee sought to determine what could be changed to increase the number of scholarship dollars awarded to deserving students on the UMSL campus. It is recommended that financial aid utilization be systematically reviewed to ensure UMSL's student financial aid procedures strategically support program and campus goals. The committee received a presentation from the Director of Student Financial Aid regarding the current scholarship process and discussed the opportunities that existed to improve that structure.

- The committee recommended that the Office of Financial Aid work with the students to improve advertisement to the students of the services and financial support opportunities available. The student representatives from the committee participated in the process to represent the student perspective.
- In coordination with the Provost for Academic Affairs, the committee formed an Inquiry Group to review the current scholarship structure and develop recommendations for improving the utilization of scholarships across the campus, colleges, and programs. The recommendations of the Inquiry Group were reported to the committee and members provided further input prior to a summary report to the University Assembly/Faculty Senate.
 - The Inquiry Group proposed changes to the Freshmen scholarship structure to better reflect the typical UMSL Freshmen applicant and increase the campus's ability to competitively recreate in the Metro area and beyond.
 - The Inquiry Group proposed changes to the transfer scholarship structure to more accurately reflect the number of transfer students at UMSL. The proposal quadrupled the number of transfer scholarships available and increased the scholarship dollars provided to support those students. The multiple scholarship initiatives proposed are intended to recruit and retain academically high-performing transfer students.
 - In the current scholarship structure, part-time students have limited eligibility for scholarship support. The Inquiry Group proposal includes a Dean's Scholarship intended to reward high-performing students and retain those students at UMSL. The scholarship is directed to full-time and part-time students not currently receiving scholarship support from the University.
 - In addition, the Inquiry Group's proposed scholarship changes added summer scholarship support to each of the scholarships awarded by UMSL. This supports the committee's support of the year round university concept to improve the time frame for student degree attainment.
 - To effectively manage the large amount of scholarship dollars awarded at UMSL, the Group proposed the creation of a Scholarship Coordinator position to report to the Associate Vice-Provost for Student Affairs and Enrollment Management. The position will be responsible for managing ongoing assessment of scholarship utilization and coordination with departments, colleges, and the Development Office.
- The committee affirmed the enforcement of a campus policy to only provide institutional scholarships to students who maintain a cumulative campus grade point averaged of at least 2.0.

Data/Research Agenda

- The committee recommended a longitudinal approach to the collection, analysis and management of data related to recruitment and retention. The recommendations were forwarded to the Associate Vice Provost for Student Affairs and Enrollment Management for implementation consideration. A

longitudinal approach would allow analysis of current and historical trends in enrollment and attrition.

Carry Over Business for AY 2007-2008

Financial Aid –

- The committee should continue to evaluate and support the implementation of the scholarship recommendations made this academic year. Further discussion is needed to determine what structure can be recommended to recruit High School students with high achievement potential.

Probation –

- The committee recommends the data gathered for the probation discussion this academic year be categorized and reviewed for further consideration. The committee should create recommendations for action to improve support of those students on academic probation.

Recruitment –

- The committee recommends that consideration be given to Recruitment and Admissions. For the past few years, the RAFAR committee has focused attention on the topics of retention and student financial aid. To further support the Chancellor's Action Plan goals for recruitment, the committee should review current the current recruitment and admissions processes and determine if recommendations can be made to enhance campus recruitment and admissions efforts.