

College of Education Diversity Committee

1/16/16

MINUTES

Present: Joe Waters, Dilys Schoorman, Rena Bousalis, Melissa Mariani, Renas Bousalis, Michael Zourdos, Laura Snellgrove, Jillian Powers, Maysaa Baraka, Barbara Ridener, John Hardman

1. University Student Advising Services (Overview) Joseph Murray, Director

There has been an important shift of approach from the old Freshman Advising to the new FAU University Advising Services (UAS), from simply scheduling to relationship building. FAU is now the national center for appreciative advising, and all advisors are going through AA certification.

UAS is working with OIT and IEA to prioritize student advising. They came up with predictive analytics, modeled along the FIU process. Joe Murray shared some of the data on student progression. These have been used to create a ranking of FTIC freshman as likely to be unsuccessful. Given the number of students who have been identified as struggling and the limited resources available for support, efforts have targeted students who are at risk but not those who are most likely to fail.

Among the findings from the data collected, it appears that ACT and SAT scores have little impact on retention. FAU has instituted the Jumpstart program in summer to support admitted freshmen through a cohort based, two-course program. Students matriculate with C or better.

Findings also indicate that socio-economic status is an important variable, though financial aid data is not reliable. Females better than males except for males living at home. Residential students not doing as well as commuter students.

Advising has become far more proactive in reaching out. With Dr. King and Housing UAS has developed the Student Success Center, from Monday to Thursday in Glades Park Tower. This operates 4 – 9 pm, and offers tutoring, advising, mentoring.

Their goal is to get freshmen to declare their right major by the end of their first year. The center is open to all FAU students, not restricted to students housed in the building. Does not include commuter students.

The next issue to figure out is how to ensure an effective handoff to the Colleges once students have declared their major. It would be important to start up a conversation between UAS and OASS, then TL, ESE, and ESHP about the handoff, possibly at 45 hours into the program.

Advising has gone to a case management model. Advisors are assigned 300 students, and they are required to reach out personally to students. This process kicks off long before the students arrive on campus (average 20 interactions with students and family prior to coming to FAU).

The yield on admissions has increased close to 15%.

Dan: Have you considered how the predictors can be discriminated by ethnicity?

Dilys: What can we know about the students who did not make it?

The system does not collect demographic data, but it would be fairly simple to identify students who have not returned to identify their ethnicity according to the state classification. Advising emphasizes engagement; how to build relationships with students in every office. UAS is pulling data on student engagement (clubs, activities, socialization, identification with FAU)

Barbara: Concern about Secondary Ed majors, and the possibility of meeting with staff in UAS to discuss advising strategies.

UAS has an official liaison in each College (Deborah Ackerman in OASS). It would be important to get information on the needs and concerns of programs.

Students now can change majors almost on a daily basis. It would be valuable to have open houses for programs to talk to students about the requirements of the program.

Financial aid and loan information is not reliable.

Students with an intent to leave who ask for transcripts are now being flagged in the system. Deferred enrolment is an issue. Students come to FAU as a second choice for a semester and transfer out to their university of first choice the following semester.

UAS would be pleased to start setting up appointments with the different departments/programs in order to gain a better understanding of what is happening at FAU in terms of advising, and how better to support students who are being unsuccessful.

2. Continuous Improvement Plan (CIP) update Andres Leon

Banner is the only source for our data at FAU.

Dan: We need a model that can be expanded on the basis of new insights on what would help understand students' persistence.

Andres reviewed the current state of the CIP. This is currently an early warning system that can be used to identify students who are showing a sufficient change in their GPA and number of courses they are taking to merit an initial intervention by Laura Snellgrove.

3. Review of the mission and goals of the Diversity Committee – tabled for next meeting.
John to send out:
 - the COE Conceptual Framework with the ‘official’ definition of diversity as ratified by the Faculty Assembly. This to serve as a starting point for a review of our definition of diversity to be the first item on the agenda for the next meeting.
 - The report on student persistence developed by Student Advising Services

4. Tentative meeting date: **Friday, February 19, Melby Center, 10:00 am.**