



## Academic Department Student Success Plan Update: 2015-2018



### Context for Plan Updates

At the August 27, 2015 Board of Trustees meeting, the Board reinforced that their number one priority for Indiana State was the improvement of the graduation rate, a statistic that for at least 15 years has doggedly stayed at approximately 20% in four years and 40% in six years. These statistics have been true despite 1<sup>st</sup> year retention rates that have fluctuated approximately 16 percentage points, a freshmen enrollment that has fluctuated up and down by more than 1,200 students, and average SAT scores that have varied more than 40 points, factors that one might normally think would impact a graduation rate. Truthfully, however, attention to graduation has only been a recent phenomenon as the state and nation have shifted the conversation about college from one of access to one of both access and completion.

A graduation rate is among the most difficult metrics to impact; four and six years are simply a long time and changes take time to work through the system. With the launch of the ISU Strategic Plan, much has been put into place to impact student success. This fall, the fruits of that effort have shown promising evidence of payoff. Our 2014-15 four-year graduation rate rose 3.9% in one year to 23.3%, the largest one year increase and the highest this statistic has ever been as long as this metric has been measured. It is also an annual increase that few institutions nationally realize. Hence, we now know that intentional effort can result in a more efficient educational experience and that when linked to ensuring that it is a high quality one, students benefit enormously.

Focused efforts at the department level are an important part in continuing the momentum. Utilizing the tools of good planning as reflected in this plan template, academic departments are asked to formulate updated goals, action steps, and benchmarks in two areas, retention (freshmen) and persistence to completion (sophomores through seniors). Departments that do not teach undergraduates are welcome to adapt this template for their purposes working with graduate students.

Blue Reports on the Institutional Research website as well as resources and reports on the Office of Student Success and University College websites are rich sources of data and insight on what departments can do. A new ISU report that has been provided to all department chairs entitled, *Why Undergraduate Students Leave Indiana State University* summarizes much of the research on ISU students into five themes and provides a list of 10 action areas that research has shown departments can impact student success. The Board of Trustees also has a priority on career readiness and thus strengthening a partnership with the Career Center, as informed by data from the *First Destination Surveys*, also facilitates student success and should be embedded in plans.

Thank you for your efforts and commitment to this top institutional priority.

Sincerely,

Michael Licari  
Provost & Vice President for Academic Affairs

Joshua Powers  
Associate Vice President for Student Success

# Academic Department Student Success Plan Update 2015-2018

**Department:** Click here to enter text.

**Department Chair:** Click here to enter text.

**Department Mission:** Click here to enter text.

## Department Freshmen (1<sup>st</sup> year) Retention<sup>1</sup> Goal(s):

Click here to enter text.

### Action Steps (with dates & person(s) responsible):

Click here to enter text.

*Retention Benchmarks<sup>2</sup>*  
(by latest department)

**Fall 2013 official:**

Click here to enter text.

**Fall 2014 official:**

Click here to enter text.

**Fall 2015 official:**

Click here to enter text.

**Fall 2016 target:**

Click here to enter text.

**Fall 2017 target:**

Click here to enter text.

**Fall 2018 target:**

Click here to enter text.

*Other Freshmen Retention related benchmarks of focal interest to department<sup>3</sup>*

Click here to enter text.

## Department Persistence to Completion Goal(s):

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### Action Steps (with dates & person(s) responsible):

Click here to enter text.

*Completion Benchmarks*  
(by latest department)

**Fall 2013 official:**

Click here to enter text.

**Fall 2014 official:**

Click here to enter text.

**Fall 2015 official:**

Click here to enter text.

**Fall 2016 target:**

Click here to enter text.

**Fall 2017 target:**

Click here to enter text.

**Fall 2018 target:**

Click here to enter text.

*Other Persistence to Completion related benchmarks of focal interest to department*

Click here to enter text.

## Other Goal(s), Action Steps, and Benchmarks of focal interest to department<sup>4</sup>:

Click here to enter text.

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<sup>1</sup> Departments w/o undergraduates can adapt the retention and persistence to completion sections to serve their graduate student success purposes or alternatively, integrate into the Other Goal(s), Action Steps, and Benchmarks of focal interest to department section at the end of the template.

<sup>2</sup> Department level current and historical retention and completion benchmark data to be integrated into the plan can be found through Blue Reports: <http://irt2.indstate.edu/cms/ir/blue-reports/>.

<sup>3</sup> A retention and completion rate is an essential benchmark, but it is not necessarily the only benchmark of interest to a department. Others of interest to the department can be integrated as well.

<sup>4</sup> Departments may have student success related goals, action steps, and benchmarks that do not fit neatly into the other categories. If so, feel free to place them here.