

Retention Sub-Committee Report

June 2021

*Prepared and Presented
by
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Committee Members

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 - Mia Gormandy
 - Michael Cherrie
 - Susan Sandiford
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- Trichell Joseph – Proposed Student Representative

Academy Current Data

Flagged students have presented two or more troubling anomalies in the most recent assessment period

Programme	Anomalies	First Year Cohort	Other Cohorts
ALL Programmes	Flagged	10/24 (42%)	14/24(58%)
Performing Arts	Flagged	10/60 (17%)	12/168 (7%)
Digital Media Arts	Flagged	0/32 (0%)	2/60 (3%)

LOA and Withdrawal

Programme	Anomalies	First Year Cohort	Other Cohorts
ALL Programmes	LOA and Withdrawal		
Performing Arts	Leave of Absence		
Digital Media Arts	Withdrawal		

Introduction

Keeping them
in the fold
Luke 15:3-7



Strategic Theme	Indicator	Target by 2018	Target by 2020	Target by 2022
Teaching and Learning	Average first-year retention rate	80%	85%	90%

Retention Study

*Supporting student success:
A data-driven approach to
improving student retention*



**VP Quality Assurance &
Institutional Effectiveness**

Seidman Formula and Success Model

$$\text{Retention} = \text{Early ID} + (\text{E} + \text{In} + \text{C}) \text{ IV}$$

Supporting Strategies:

1. Pre-enrolment Skills Assessment (PSA)
2. Modular Skills Mastery programmes (MSM)
3. Transition Assistance (TA)
4. Early Alert System (EAS)
5. Active Learner Communities (ALC)

Factors that impact student retention

Institutional factors:

- Insufficient data
- Communication issues with administrative depts
- Inefficient collaboration with Student Affairs
- Inconsistent use of the University EAS
- Lack of student engagement

Personal factors:

- Academic
- Financial
- Personal

Academic Challenges and Strategies

Assessment of academic issues in conjunction with personal tutor

- Inadequate foreknowledge
- Time management challenges
- Test taking challenges
- Writing , literacy, (LAB)
- Learning disabilities

Strategies for Change

- PSA, MSM, TA, EAS, ALC

Financial Challenges and Strategies

Assessment of financial issue

- **Navigating GATE**
- Means testing
- Financial aid for those ineligible for GATE
- Coordination with Accounts Department
- Emergency financial issues

Strategies for Change

- Fund raising efforts
- Financial Counseling
- Improved GATE Administration

Personal challenges and strategies

Assessment of personal issues

- Advising sessions to identify mental health or other personal issues
- Consultation with University counselor and other mental health professionals
- Follow up as needed

Strategies for Change

- TA

Action Items

- Create modules to target gaps in reading, writing, music history, and theory
- Create Transition Assistance Programmes as part of our advising strategy.
- Establish consistent coordination with University Early alert system (Web Adviser, Web Counselor)
- Conduct internal flagging of non performing students
- Create active learner communities

Action Items

- Conduct collaborative meetings with:
 - Advisor/Tutors
 - Guild
 - Student Services
 - Librarian
 - Accounts
 - GATE Representative
 - University Counselor

End-of-Retreat Goals

- Create timelines for action items
- Identify persons responsible for implementing actions
- Specify outcomes for Action Items