

Winter 2015

# FOSTERING STUDENT SUCCESS

Strategic Priority:

Increase Retention & Degree Completion

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# Strategic Priority 1.1: Retention as outcome

## Defining “student success”

Students define their own success in many different ways:

- Success might include one full year at Dalhousie followed by several years in the labour force, for example

There are thus many ways to measure success

Dalhousie’s strategic priority focuses on success as measured by student persistence and degree completion

# Goals for Strategic Priority 1.1

1. To improve student success year over year, with a focus on those students identified by analysis as being the most likely to be aided by defined strategies and organizational cultures.
2. To increase first year student retention rates for both Canadian and international students to the U15 average by 2018.
3. To increase six-year completion rates to the U15 average by 2018.

STRATEGIC PRIORITY:

# **Increase retention and degree completion**

- Focus on undergraduate student success
- Factors underlying student attrition
- Strategies and programs to increase retention

OPPORTUNITY:

# Strategic Retention Planning

- Integrated, institution-wide retention framework
- Actionable retention plan
  - Increased retention and degree completion

PROCESS:

## How we get there

- RFP development
- Partnering with SEM Works  
[semworks.net](http://semworks.net)
- Expertise in recruitment, retention and student success.

# CONSULTANT'S ROLE:

- Phase 1 – Discovery

- pre-visit situational analysis and research
- student persisters analysis
- Best practices research
- Campus audit site visit
- full-day audit presentation to senior leaders

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- Phase 2 – Retention Planning

- recommended retention planning framework
- two strategy development sessions
- written 3-5 year Strategic Retention Plan

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## PHASE 2:

Consultant visits:

- January 21<sup>st</sup> – 23<sup>rd</sup>
- February 26<sup>th</sup> – 27<sup>th</sup>

University-wide consultations

Strategy groups composed of faculty, staff and students to develop segments of the Retention Plan.



# Data Analysis and Strategy Development

## Dal Analytics role in “deep” analysis

- Understanding who stays and who leaves: “Persisters’ analysis”
- Most of those who leave are in good academic standing
- Enrolment dashboard

Development of strategies to address issues identified through analysis

## **NEXT STEPS:** February to April, 2015

- Finalize the plan (including resource strategy) and identify short, medium and long-term priorities
- Identify training and development requirements
- Review regulations and procedures in relation to student success.
- Launch first initiatives
- Develop communications plan around retention framework and goals

## **NEXT STEPS: 2015-2018**

- Campus events as part of continuing communications and professional development strategy (Sep. 2015)
- Roll out of initiatives, in line with the plan (ongoing)
- Analysis and evaluation of initiatives; adjustments as required (annually)
- Final Report (Sep. 2018)
- Development of next 4-year plan for student success (Sep. to Dec. 2018)

# Comments? Queries?

