

ANIR / STUDENT SUCCESS CENTER COLLABORATIVE PROJECT



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THE UNIVERSITY OF FINDLAY

AIR 2025

THE UNIVERSITY OF FINDLAY



The University of Findlay

1000 North Main Street, Findlay, Ohio 45840-3653

General information:	(800) 472-9502
Website:	findlay.edu/
Type:	4-year, Private not-for-profit
Awards offered:	Less than one year certificate One but less than two years certificate Associate's degree Bachelor's degree Master's degree Doctor's degree - research/scholarship Doctor's degree - professional practice
Campus setting:	Town: Distant
Campus housing:	Yes
Student population:	5,057 (3,954 undergraduate)
Student-to-faculty ratio:	13 to 1

HISTORY

- ▶ INTENTIONAL RETENTION EFFORTS LAUNCHED IN 2012 (STARFISH & OILER SUCCESS CENTER)
- ▶ STANDALONE IR&A ESTABLISHED IN 2021
- ▶ AMBITIOUS DESIRE TO CENTRALIZE DATA FOR IMPROVED DECISION-MAKING
- ▶ ENTHUSIASTIC COMMITMENT TO COLLABORATION TO SOLVE PROBLEMS

ASPIRATIONS

- ▶ TRACK STUDENT EXPERIENCES AND PERCEPTIONS, CREATING A MORE AUTHENTIC PICTURE OF THE FIRST YEAR AT UF
- ▶ FOCUS ON A POSITIVE, STRENGTHS-BASED VIEW OF ENGAGEMENT AND RETENTION TO STRENGTHEN STUDENTS' CONNECTION TO UF
- ▶ OFFER ADDITIONAL OUTREACH
- ▶ PROVIDE FOR YEAR-OVER-YEAR COMPARISONS
- ▶ ENSURE ACTION AND CLOSING THE LOOP

GROWTH MINDSET & DATA-INFORMED

- *Challenges = Opportunities
- *Embrace Diverse Input and Feedback
- *Focus on the Process not Only the Result
- *Use Success as Inspiration
- *Step Out of the Comfort Zone
- *Believe that Students are Ever-Improving



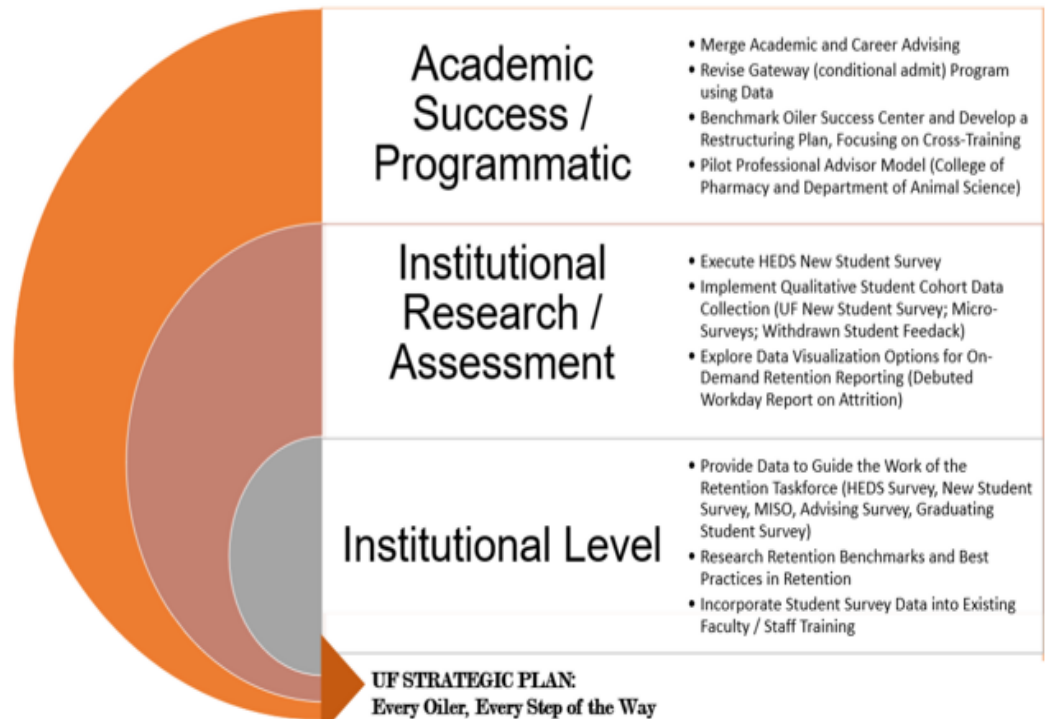
- *Use Data as One of the Tools in the Toolbox
- *Focus on all the Pieces of the Puzzle
- *Approach Students Holistically
- *Commit to Continuous Improvement
- *Prepare for Tough Questions
- *Pack for the Long Haul

HEDS (Higher Education Data Sharing Consortium)



The University of Findlay – STUDENT SUCCESS CHAMPION INITIATIVE

Kristen Lindsay (Director of Institutional Research and Assessment) & Liz Sabel (Associate Vice President for Student Success) | AICCO Conference | June 8, 2023



UF Goal 1: Invite Students into a Welcoming Campus Where They Find Their Place and Their Calling and Help Others Do the Same

UF Goal 2: Engage Students in Discovering and Preparing to Fulfill Their Calling(s) Alongside Others of Diverse Perspectives and Identities

UF Goal 3: Inspire Students to Reach Their Full Promise in Serving and Leading Others

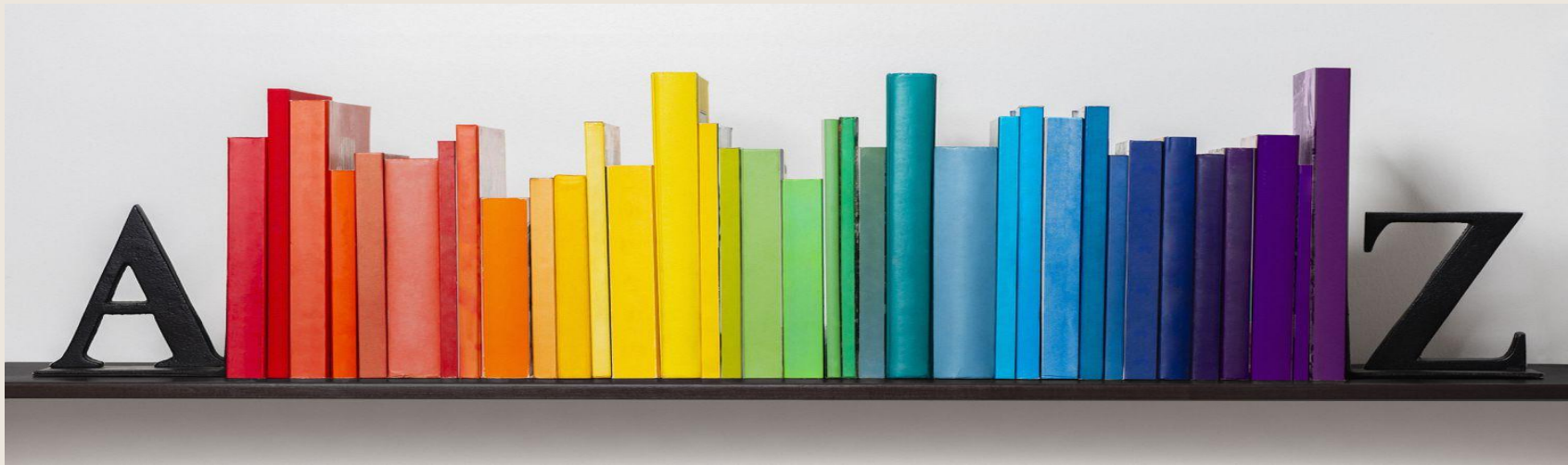


INITIATIVE #1



Retention

OVERALL SURVEY PLAN



SURVEY RESPONSE RATES

NEW STUDENT SURVEY

- 2022 54%
- 2023 56%
- 2024 32%

RETURNING STUDENT SURVEY

- 2023 29%
- 2024 6%

MICROSURVEYS

YEAR ONE 2022-2023*

- #3: 39%
- #4: 49%
- #5: 42%

YEAR TWO 2023-2024**

- #1: 38%
- #2: 39%
- #3: 30%

YEAR THREE 2024-2025

- #1: 36%
- #2: 41%
- #3: 45%
- #4: 39%
- #5: 31%

OUTCOMES EXAMPLE Encouragement

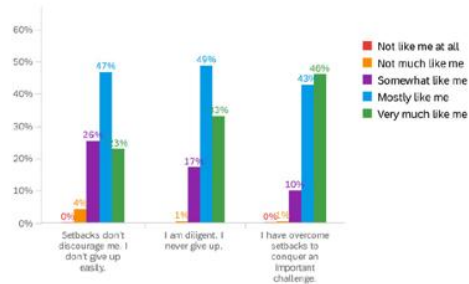
- ✓ *Continue to challenge me*
- ✓ *Challenges keep me going and allow me to learn a lot about myself*
- ✓ *Keep pushing me to do my best*
- ✓ *UF faculty and staff will keep challenging me in my courses to help me learn everything it takes to become a physical therapist*
- ✓ *Encourage me to keep going*

HOW TO SUPPORT STUDENTS 2024

- Understanding and compassion
- Clear communication and guidance
- Supportive and encouraging environment
- Accessibility and availability
- Personalized support and flexibility
- Career and internship opportunities
- Academic assistance and tutoring
- Create a positive learning environment
- Regular check-ins and support
- Encouragement to challenge themselves

DATA SNAPSHOTS

Perseverance



UF's new students report not giving up easily and view setbacks as something to overcome rather than a discouragement. This sort of hard work and dedication are keys to college success.

New Students are ...



Motivated to Learn

92% of survey responders agree or strongly agree that they'll work hard to learn material in classes even if it won't lead to a higher grade.



Dedicated to Success

95% of survey responders categorize themselves as hard workers and 85% say they finish what they start.



Experiencing Similar Worries

Doing well academically, balancing expectations and responsibilities, and staying healthy are among the top worries reported by new students.



Confident They Belong At Findlay

96% of respondents said they are "very" or "fairly" confident in their choice to attend University of Findlay.

THE UNIVERSITY OF FINDLAY
NEW STUDENT SURVEY REPORT 2022

New Student Survey

Hours/Week Projected = study & class prep = 9-10 hours;
extracurriculars = 6 hours; working = 6 hours

Top Worries = doing well academically, balancing academic and life responsibilities, meeting the expectations of others, and paying the bills

College Goals = prepared to begin a meaningful career, confident to be able to financially support myself, learned new things to help me in life

Academic Motivation Indicator = 3.9 (Agree)

Grit Indicator = 4.3 (Agree+)

DATA SNAPSHOTS

Concern	2022 New Student Survey	2023 Returning Student Survey
<i>Doing well academically</i>	81%	83%
<i>Balancing class, social, family, and life responsibilities</i>	81%	78%
<i>Maintaining mental health & well-being</i>	68%	66%
<i>National/global issues</i>	27%	32%
<i>Having enough to eat</i>	20%	29%
<i>Having a place to sleep</i>	21%	18%

Returning Student Survey

HIGHLIGHTS

- Biggest Worries: Doing well academically, getting the right college experiences, future job providing a comfortable life
- Experiences that have MOST prepared you for successful life after college: What I've learned in major / minor, key faculty and staff support, research opportunities with faculty
- Satisfaction with undergraduate education: 3.68 (1-5)
- Choose UF again: 3.61 (1-5)
- How to better support: internship assistance | help with scholarships | help with FA and loans | use real-world situations in classes and lectures | more faculty engagement

DATA SNAPSHOTS



Successful Future Self

For the past two years we have surveyed incoming fall UF undergraduate students concerning their college goals. We encourage them to share with us "what must happen by the time you graduate for you to feel your Oiler experience was **successful**?" Our students' goals align fairly well with the more broadly perceived societal benefits of college detailed above.

→ Fall 2022

1. Prepared to begin a meaningful career
2. Learned new things that will help me after college
3. Able to financially support myself
4. Build friendships that will last beyond college
5. Prepared to make a positive impact on the world



→ Fall 2023

1. Prepared to begin a meaningful career
2. Able to financially support myself
3. Learned new things that will help me after college
4. Build friendships that will last beyond college
5. Prepared to deal with intellectual and interpersonal challenges that will come my way

MORE OUTCOMES EXAMPLES

- DEVELOPED A MARKETING TOOL FOR FACULTY
- PEOPLE ARE TALKING ABOUT RETENTION
- INDIVIDUALS ACROSS CAMPUS LOOK FORWARD TO NEW DATA
- RAISE AWARENESS AND EDUCATE FOR ASSESSMENT PROCESSES LIKE ACADEMIC PROGRAM REVIEW AND NON-INSTRUCTIONAL ASSESSMENT
- PROVIDED EVIDENCE TO RETAIN FIRST-YEAR COURSE FUNDING AMIDST BUDGET CUTS
- CORROBORATED THE IMPORTANCE OF ADDING A THIRD CENTRALIZED ADVISOR
- STICKY FACTOR: RELATIONSHIPS

INITIATIVE #2



Academic Preparedness

PREP GAP MEETING May 2023

LET'S START THE DISCUSSION

- Response to a Faculty Member Waving a Red Flag
- Reflect on Student Retention and Highlight Urgency
- Open Discussion
 - What Are We Experiencing?
 - What's Going On?
 - What Can We Control?
 - What Can We Do?
- Charting Next Steps

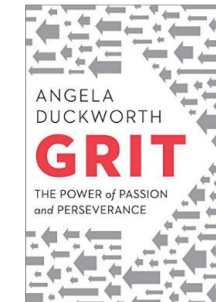
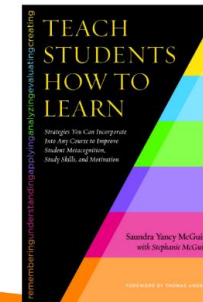


PREP GAP MEETING June 2023

FYE LEARNING GOALS & EXECUTIVE FUNCTIONING

- Review FYE Goals and Standardize Across Courses
- Mini Workshops: Pandemic Impact, High School Prep Data, Executive Functioning Skill Building, In-Course Strategies for Skill-Building
- Brainstorm Individual Initiatives that Spotlight Executive Functioning Skills development
- Data Review: New Student Survey, Orientation Student Mentor Feedback, Advising Surveys

THANK YOU!
Please choose a book on the way out!



 University of Findlay

WWW.FINDLAY.EDU

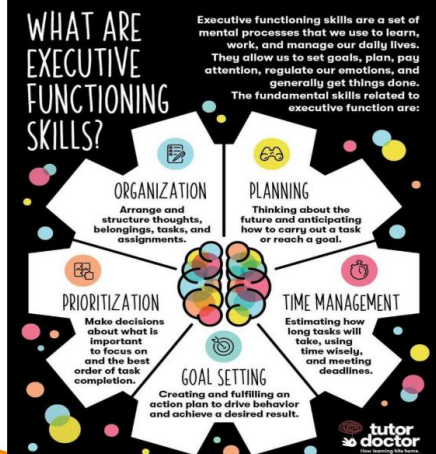
What challenges do you see among FYE students regarding executive functioning?

What executive functioning skills do you already support and how?

How can we support students in becoming “college ready”?

How can we help students reflect and assess their strengths and needs?

 University of Findlay



PREP GAP MEETING August 2023

COURSE SPECIFIC INITIATIVES

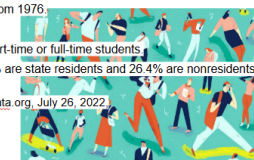
- Reflect on Data: National Enrollment Statistics
- Deep Dive into Data: CHEM 130 Success Rates
 - Brainstorm Individual Initiatives within Department
 - Brainstorm Individual Initiatives across Departments
- Placement Testing Discussion
- Starfish “Training”

Overview of incoming students

U.S. college enrollment totaled 15.85 million undergraduate students in fall 2020, a 4.31% decline year-over-year (YoY).

- 62.7% of high school (or equivalent) graduates go on to postsecondary study.
- The rate of enrollment among new high school graduates declined 5.29% YoY.
- 66.6% of college students are aged 24 years and under.
- Among first-time, first-year college students, 83.0% are full-time students.
- The rate of female college attendance has nearly doubled since 1947, increasing 98.1%.
- Women are 9.6% more likely to attend private institutions.
- 19.4% of the student population is Hispanic or Latino, a 455.9% increase from 1976.
- 5.0% of enrolled college students are nonresident noncitizens.
- As many as 6.6% of American adults are currently enrolled in college as part-time or full-time students.
- Among students enrolled full time in Ohio postsecondary institutions, 73.6% are state residents and 26.4% are nonresidents.

Hanson, Melanie. "College Enrollment & Student Demographic Statistics" EducationData.org, July 26, 2022.
<https://educationdata.org/college-enrollment-statistics>



CHEM 130: Additional Supports Offered & Information

- More students starting their CHEM sequence in CHEM111
 - FA22
 - 73% in CHEM 111
 - 27% enrolled in CHEM 130
- Faculty Study Hours- 100%
- Peer tutoring
 - 67 group meetings
 - Additional drop-in meetings

STRUGGLING WITH CHEMISTRY?
STUDY HOUR
SHAFFER LIBRARY-QUIET LOUNGE (1ST FLOOR)

	Mon	Tues	Wed	Thurs	Fri
CHEM111	9a-1050a	11a-1p	9a-1050a	11a-1p	10a-1050a
CHEM130	2p-3p		2p-3p	2p-3p	2p-3p
CHEM131	9a-1050a	11a-1p	9a-1050a	11a-1p	10a-1050a
CHEM210	2p-3p		2p-3p		2p-3p
CHEM211	9a-10a	11a-1p	9a-10a	11a-1p	2p-3p
CHEM400	9a-10a		9a-10a	4p-6p	2p-3p
	2p-3p		2p-3p		

PREP GAP MEETING November 2023

SCALING UP

- Review Successful Initiatives: Course-level Changes
- Brainstorm how to Scale Up to Department / Division
- Reflect on Data: HEDS New Student Survey; HEDS Academic Readiness Module; Starfish Midterm Progress; Starfish Student Responses

HEDS New Student Survey Highlights

Hours/Week Projected = study & class prep = 9-10 hours; extracurriculars = 6 hours; working = 6 hours

Top Worries = doing well academically, balancing academic and life responsibilities, meeting the expectations of others, and paying the bills

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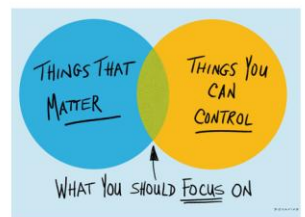
Preliminary reflections

Where are we still seeing challenges?

What new challenges/trends surprised you this semester?

What should we doing different to combat these challenges/trends?
Is it making a difference?

What support, resources, or knowledge do you need to address the outstanding challenges?



PREP GAP. Spring 2024

INDIVIDUAL DEPARTMENT MEETINGS

- Small Representative Group of Prep Gap Committee Met Individually with Departments
- Report on Success
- Chart New Directions
- English: Scaffold the Student Portfolio Process
- Biology: Institute Open Hours and Enhanced Tutoring



PREP GAP MEETING October 2024

MOVING FROM COURSE-LEVEL TO WHOLE STUDENT SUPPORT

- Review Successful Initiatives: Prime the Pump was our First Success
- Reflect on Data: 3-Year DFW Rates; Microsurveys; Student Retention %
- Brainstorm a Student Orientation Redesign
- Brainstorm an accelerated Summer Program

HEDS New Student Survey

- Self-reported expectations and goals for college and beyond
- 30% response rate
- “I am willing to work hard in a course to learn the material even if it won’t lead to a higher grade” = AGREE (4.45)
- “In the past, I frequently did more reading than was required in a class simply because it interested me” = NEITHER AGREE OR DISAGREE (3.09)
- “My academic experiences will be the most important part of college” = AGREE (4.28)
- “Confidence in choosing to attend UF” = VERY CONFIDENT (3.65)
- Instrument available [online](#)

Imagine a new way to bring first-year students into the University. What would that experience look like if you had the freedom to design it?

OUTCOMES

- “OFFICE HOURS” → “OPEN HOURS”
- CENTRALIZED BIOLOGY, CHEMISTRY, AND MATH TUTORING IN THE LIBRARY
- FOSTERED CROSS-DEPARTMENTAL IDEA SHARING
- OILER EARLY ADVANTAGE PROGRAM (online course package at reduced cost)
- ESTABLISHED AN EFFECTIVE TASKFORCE / WORKING GROUP MODEL OF INITIATIVE DEVELOPMENT
- NOW → TRANSFORMATIONAL TEAM

CLOSING THE LOOP



Student Success Champion Initiative 2022-2023



Recruit
Retain
Complete



Know Your On-Campus Resources

In August, new students participated in the New Student Survey. Responding to surveys like this helps UF better support all students through on-campus resources to help with time management, homework support, working through worries, and much more.



Plan Homework Time

Studies show students typically need 2-3 hours of homework and study time per credit hour. This means students with a typical class load of 15-16 credits will spend about 30 to 48 hours a week on homework.



In the HEDS survey, 86% of respondents estimated they'd spend less than 20 hours a week on homework. 47% thought they'd spend less than 10 hours a week on homework. Be careful not to underestimate how much study time you'll need!



Get Study Help

If you'd like help planning out your homework and study time, you can sign up for a Study Strategy Counseling appointment through the Oiler Success Center. You can also get help at the Writing Center, Academic Support Center, and ELL Support Center, and by visiting your professor's office hours.

What Worries You?

Doing well academically, balancing expectations and responsibilities, and staying healthy are among the top worries reported by new students. Some new students also worry about having food to eat every day and a safe place to spend the night.



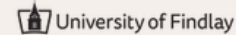
Resources on Campus

Whatever concerns you have, UF is here to help. Talk with your advisor or get in touch with one of the resources on campus:

- Office of Accommodation and Inclusion
- Counseling Services
- Equity and Title IX
- Cosiano Health Center
- Intercultural Student Services



Access these resources and more through your Starfish 'My Success Network'



New Student Goals and Resources

Thank you to everyone who filled out the HEDS New Student Survey when starting your first year at the University of Findlay! Responding to surveys like this helps UF invite, engage and inspire students through their educational endeavors and lead them toward a meaningful life and productive career.



Motivated to Learn

92% of survey responders agree or strongly agree that they'll work hard to learn material in classes even if it won't lead to a higher grade. A commitment to learning will serve you well in your classes and your pursuits beyond UF!

92%

Dedicated to Success

95% of survey responders categorize themselves as hard workers and 85% say they finish what they start. Hard work and dedication are keys to college success, and a support system of friends, professors, and UF staff will help you stay on track.

Shared Goals

Many incoming first year students identified similar top goals for their time at UF. These goals describe where they want to be at graduation. Do you see yourself on this list?

1. Prepared to begin a meaningful career.
2. Learned new things that will help me after college.
3. Able to financially support myself.
4. Build friendships that will last beyond college.
5. Prepared to make a positive impact on the world.

Resources For You

Resources at UF can help you achieve your goals for college and beyond.

- Oiler Success Center
- Center for Career and Professional Development
- Student Employment
- And more!



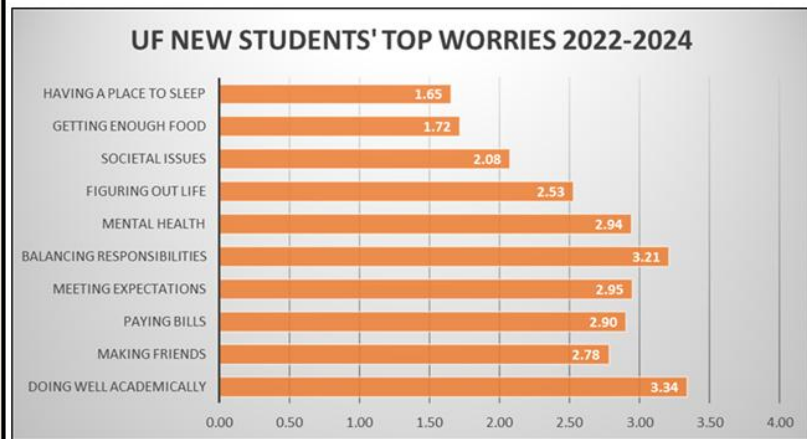
2022

HEDS NEW STUDENT SURVEY REPORT

Report prepared by Kristen Lindsay, PHD | Director of Institutional Research & Assessment and Marissa Baker | Research Assistant with the Office of Sponsored Programs

CLOSING THE LOOP

Over the last three years, based on 1000+ respondents to the New Student Survey, UF students report they struggle with well academically, balancing responsibilities, meeting expectations, mental health, and paying bills.



UF Institutional Research and Assessment Team

↑ DATA COMFORT

In one of the First Year Student Microsurveys here, the table below provides a thematic compilation of responses. We want to cultivate in order to strengthen retention.

Reasons First Year Students Report Staying at UF

Financial Considerations

Several students highlighted that they received significant scholarships or financial aid, which made staying more affordable, and others noted that transferring would be too expensive.

Academic Programs and Opportunities

Many students stayed because of specific programs and the opportunity for hands-on experiences.

Social and Community Factors

A strong sense of community and friendships made students feel more comfortable and supported.

Convenience and Proximity

Being close to home was a significant factor for many students, allowing them to stay connected with family and friends.

Personal and Emotional Reasons

Support from advisors, professors, and family played a role in their decision to stay.

Extracurricular Activities

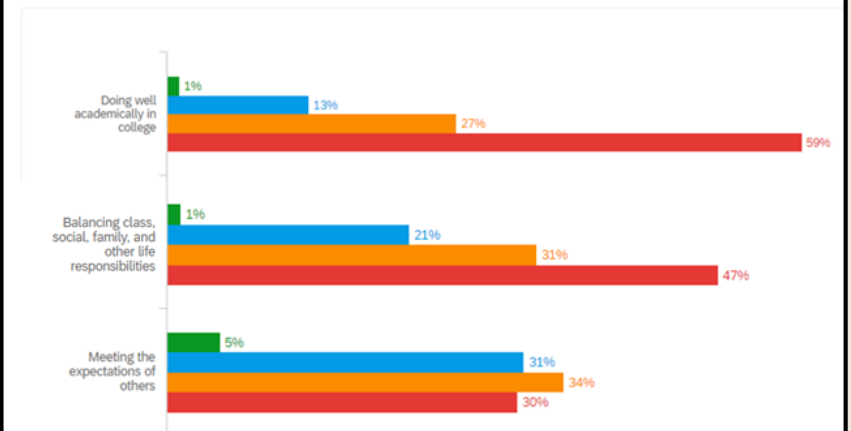
Involvement in various athletic teams, clubs and organizations provided a sense of belonging and purpose.

UF Institutional Research and Assessment

WEEKLY DATA INSIGHT

This is the third year that IR&A and the Oiler Success Center have teamed up to better understand student success. Approximately 25% of our incoming class responded to the New Student Survey, and several are included below. Look for more insightful data points in the future.

How often do you worry about the following?



QUESTIONS

