

10/15/2015	New Mexico State University Alamogordo			
	Retention Plan 2015 - 2016			
Goals	<ul style="list-style-type: none"> Overall retention rate of 50% - fall 2015 new students Overall retention rate of 52% for fall 2016 same STEM retention rate of 40% - fall 2015 STEM retention rate of 42% Deciding Students - fall 2015 - TBD% and fall 2016 - TBD% 	<ul style="list-style-type: none"> Students applying after the cutoff date, prior to the beginning of fall term Retention rate of 38% - fall 2015 students Retention rate of 40% - fall 2016 students 	<ul style="list-style-type: none"> Overall retention rate of 50% - fall 2015 students Overall retention rate of 52% for fall 2016 students 	<ul style="list-style-type: none"> Overall retention rate of 30% - fall 2015 new Hispanic students; 20% - fall 2015 new American Indian students; 24% - fall 2015 African American students Overall retention rate of 32% - fall 2016 Hispanic students; 22% - fall 2016 American Indian students; 26% - fall 2016 African American students.
Strategies	Advising Redesign and Development	Late Applicants	Quality Customer Service	Ethnicity
Actions	<ul style="list-style-type: none"> Make Advising the priority Participation in NMSU Academic Advising Council & NMSU Academic Advising Workgroup Utilize NMSU training resources for current/new advisors Rewrite Advising SOP manual; develop Advising Syllabus Assign specific degree programs to each advisor; share Assoc. Arts; cross-train advisors on programs Create set protocols; collaborate with DHs to ensure all faculty are up-to-date on the early intervention process Put advising hold on all Freshmen for 2 semesters - requires multiple contacts w/advisors Revise mandatory orientation process (f2f/online) - streamlined, interactive, user-friendly Provide first-year activities to assist with transition to college Utilize CSI info. - supplementary Utilize Career counselor; develop Career Resource center and career fair Develop Workforce Catalog Develop and implement new intake rule re: new students Hold open houses in each division to provide connections between degrees and careers 	<ul style="list-style-type: none"> Define "late application timeframe; hold line on deadlines More effective marketing - website, media tools, etc. Flag late applicants - must see advisor by appointment; create "low risk" schedule; require use of checklist - signatures Last orientation coincides with cutoff date before semester starts. Same for online orientation Develop and implement late registration fee - non-refundable and non-waivable 14 days prior to semester start used to readjust schedules if class is cancelled; can still register for 2nd 8 weeks Implement use of "College Scheduler" or similar to streamline registration process 	<ul style="list-style-type: none"> Determine service providers Investigate resources from NMSU - onsite, interactive training Determine needs by area (academic, student services, business and finance, work-study students, etc.) Provide required area-specific training sessions for all staff and faculty Reinforce training periodically Develop CS Recognition program Devises method of electronic feedback Develop follow-up reporting system demonstrating usefulness of student evaluations of learning Incorporate student satisfaction into P&T process Continue to utilize voluntary, informal faculty/staff mentoring process 	<ul style="list-style-type: none"> Increase opportunities for on-campus involvement - additional organizations or targeted marketing for established organizations Localized tutoring for specific groups Begin process/research to get TRIO grant - specifically Student Services version Utilization of additional grant funding (Title V and HSI STEM) Implementation of STEM advisor to provide specialized guidance Investigate NMSU resources for additional options
Timeframe	Fall 2015-Spring 2016; Ongoing	Dec 2015-Fall 2016; Ongoing	Fall 2015; Ongoing	Fall 2015-Spring 2016; Ongoing
Expected Outcomes	Increased interaction - all students/advisors; Increased retention/completion overall	Higher spring to fall and fall to spring retention rates; Stronger correlation between f2f/online orientations and retention	Monitored progress towards degree completion; Campus connection; Culture of completion; Reduction in student loans; Higher fall-to-fall retention rates	Students receive guidance and build university/community relationships; Increased retention of first-year students
Budget	Prof. Dev. \$5000; Grant funds - Career Center	College Scheduler or similar software (system level expenditure)	TBD	Grant development for TRIO
Responsibility of:	<ul style="list-style-type: none"> VP of Student Success VP of Academic Affairs Lead Advisor Advisors & Student Services Staff Student Success/Retention Coordinator Dir. Instit. Effect. Division Heads Dir. of Marketing/Pub STEM Outreach Coord Students 	<ul style="list-style-type: none"> VP of Student Success VP of Academic Affairs Director of Admissions Student Success/Retention Coordinator Student Services Staff Division Heads Staff Students 	<ul style="list-style-type: none"> President VP of Student Success VP of Academic Affairs Office of Financial Aid Academic Advisors Division Heads Faculty IR Director Students 	<ul style="list-style-type: none"> President VP of Student Success VP of Academic Affairs Assoc. VP Continuing Ed. Director of Admissions P&T Chair(s) Student Organizations Division Heads/Faculty Staff Students