

SIYAPHUMELELA WORKSHOP

DURBAN, SOUTH AFRICA JUNE 29, 2016

RETHINKING THE STUDENT EXPERIENCE: A SYSTEMATIC APPROACH TO STUDENT SUCCESS



Timothy M. Renick, Ph.D.

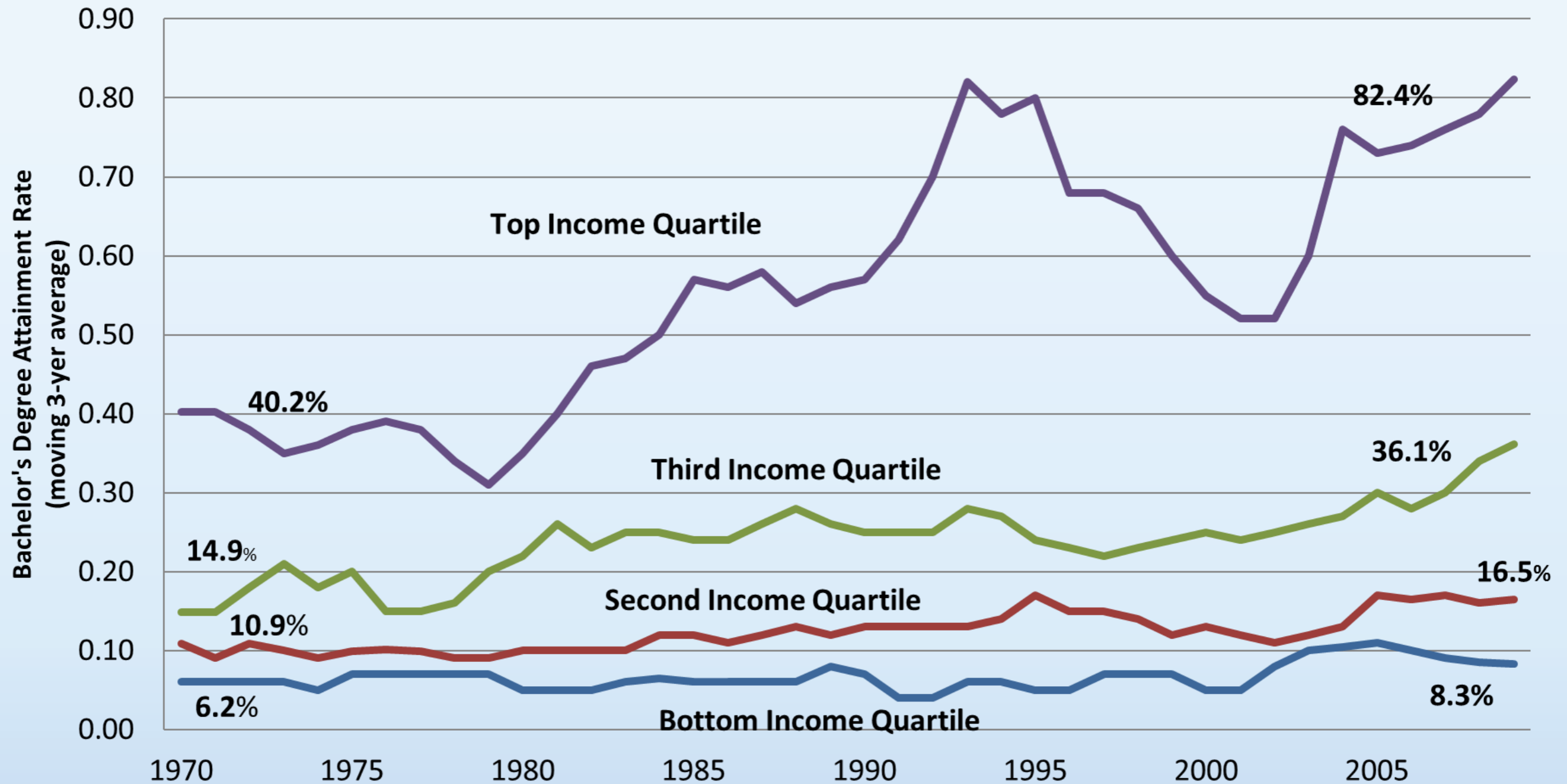
Vice President for Enrollment Management & Student Success

Vice Provost


GeorgiaStateUniversity

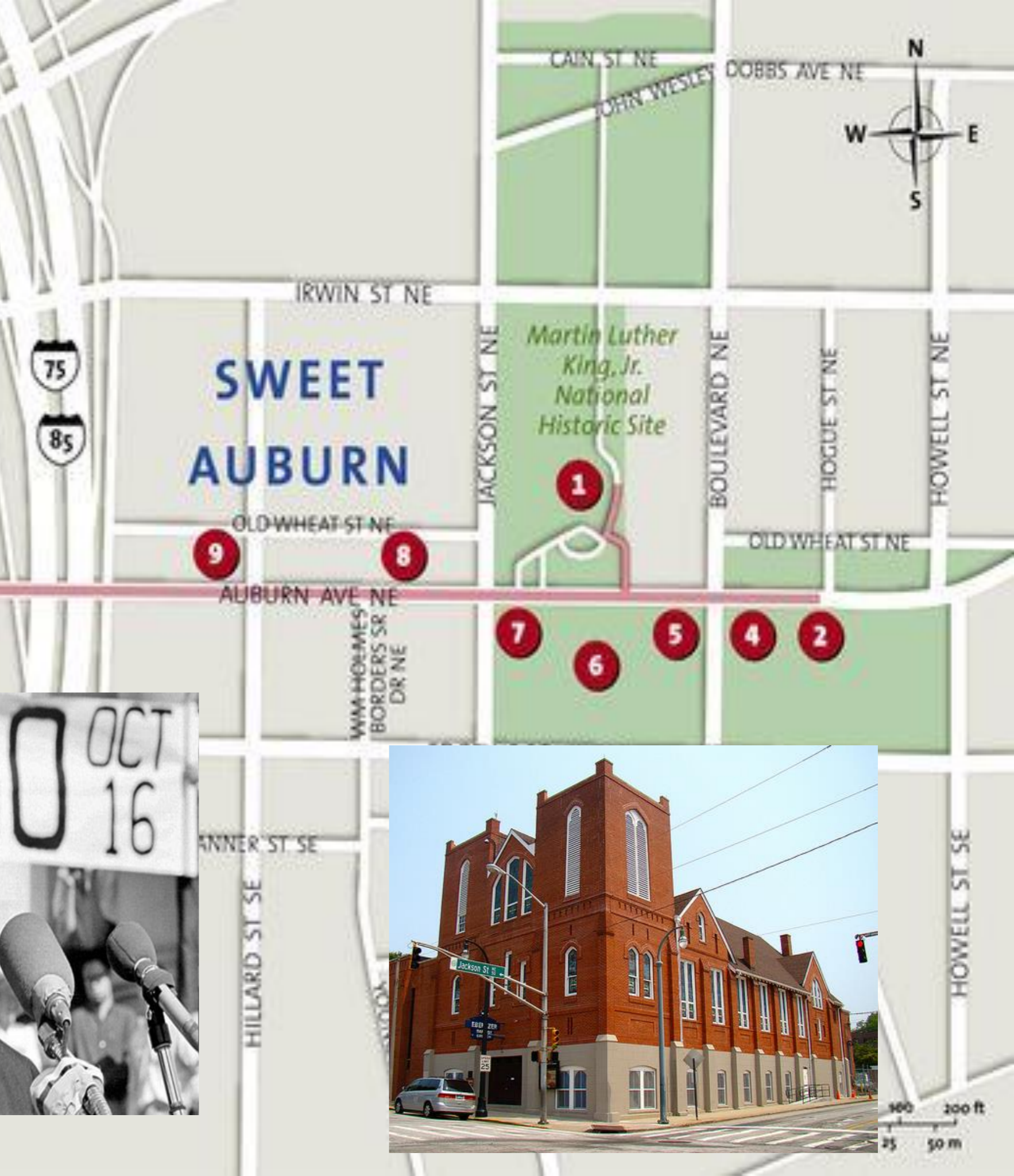
THE CHALLENGE IN FRONT OF US

Baccalaureate Degree Attainment by Age 24 by Family Income Quartile



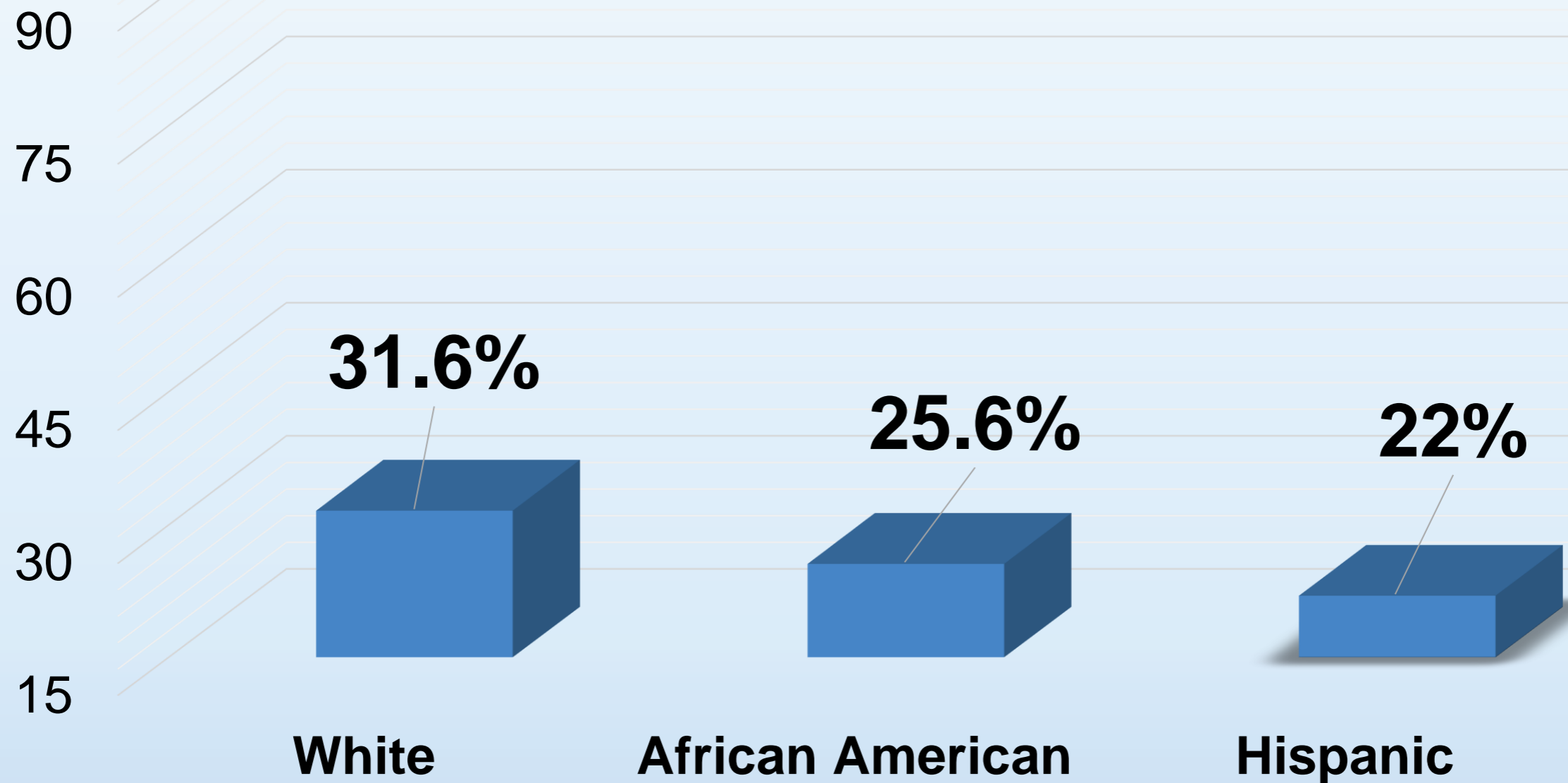
Source: New York Times, "The Reproduction of Privilege," March 12, 2012





GRADUATION RATES BY RACE & ETHNICITY

Where We Were: 2003



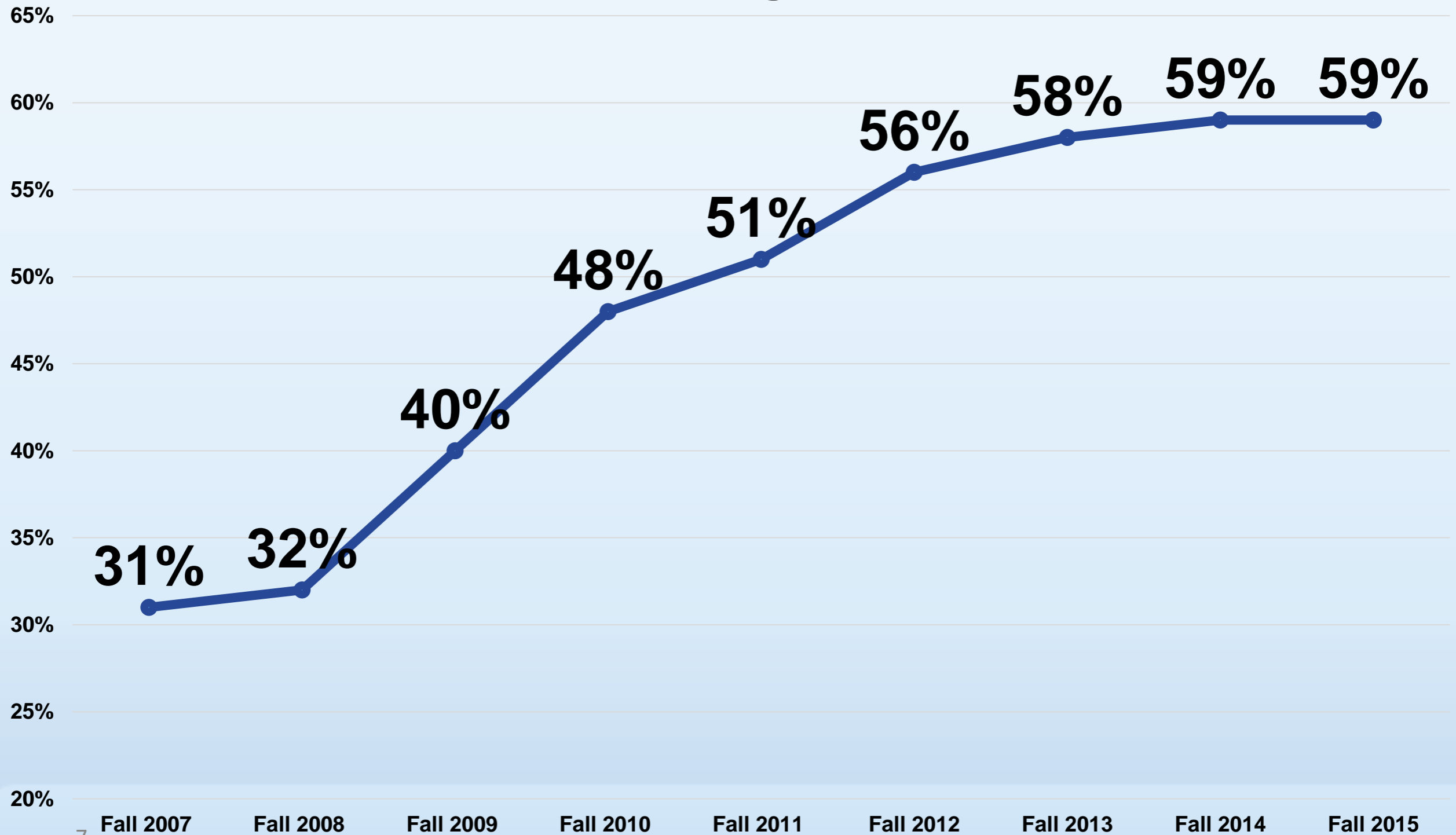
CHANGING DEMOGRAPHICS: RACE & ETHNICITY

UNDERREPRESENTED MINORITIES



LOW-INCOME STUDENTS

Percent of GSU Undergraduates on PELL



APPROPRIATIONS CUTS

-\$40 million

**What would a university
look like that was
designed for the
students it serves?**

OVERWHELMING CHOICES



Academic Guides with Live Job Data

 Est. Time

Program Picker




Take control of your future! Explore majors and certificates that work for you.

You chose this...
on your application

Would you consider...

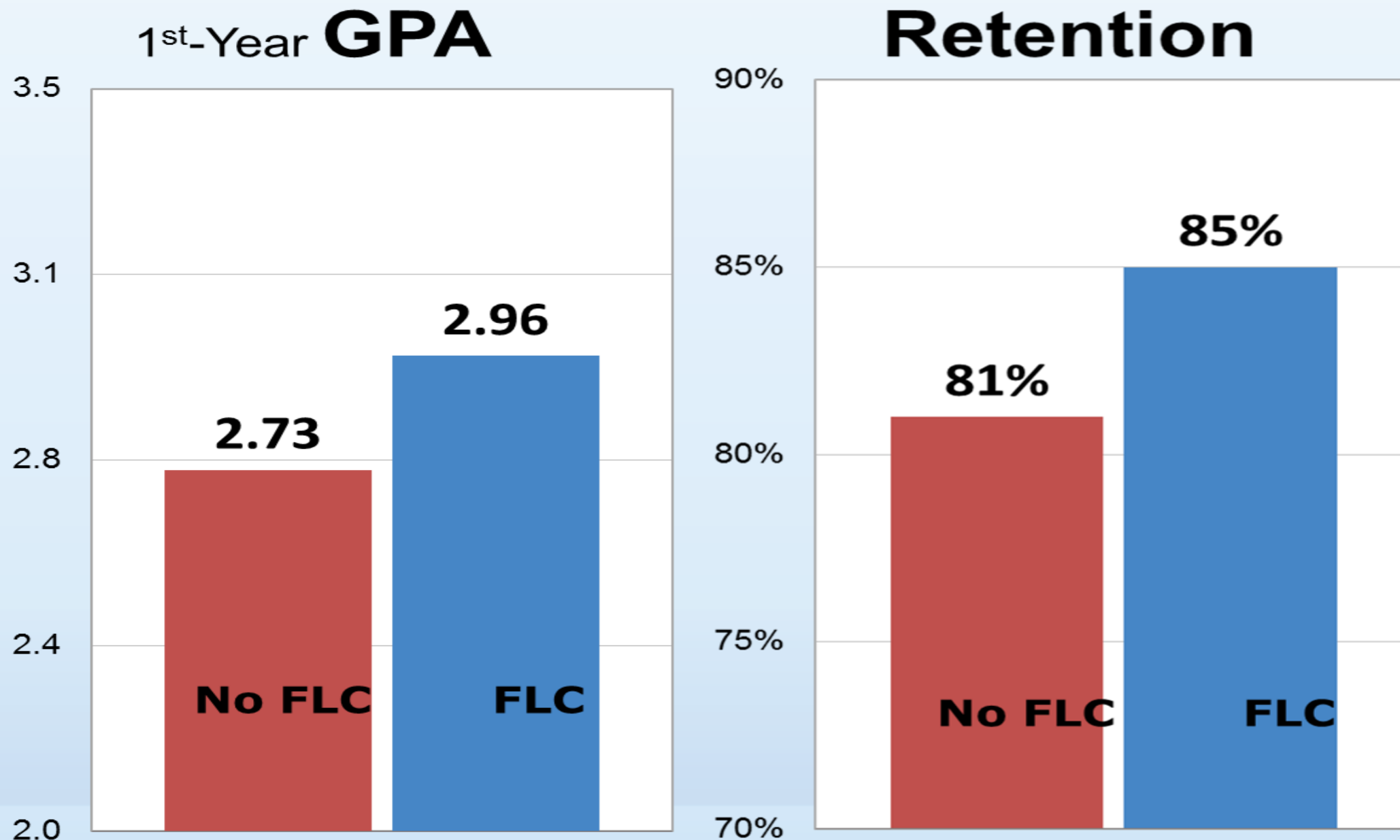
Explore these possibilities for you based on your interests and priorities

[Find more options](#)

	Nursing A.S.	Medical Office Assistant Certificate	Radiologic Technology A.A.S	Health Studies A.S.
	<p>Learn More</p> <p><input checked="" type="checkbox"/> Selected</p>	<p>Learn More</p> <p><input type="checkbox"/> Explore</p>	<p>Learn More</p> <p><input type="checkbox"/> Explore</p>	<p>Learn More</p> <p><input type="checkbox"/> Explore</p>
<i>Classes/Credits</i>	20 classes / 60 credits	8 classes / 24 credits	20 classes / 55 credits	20 classes / 62 credits
<i>Time to Complete</i>	2 years	1 year	2 years	2.25 years
<i>Financial Aid</i>		May not be Financial Aid eligible		
<i>Total Tuition</i>	\$9,176 in state	\$3,641 in state	\$8,850 in state	\$9,427 in state
<i>Outcomes</i>	High rate of transfer to 4-year colleges	Students seek employment or another stackable certificate	Most students seek employment post-graduation	High rate of transfer to 4-year colleges
<i>Average Salary</i>	\$38,500 \$51,100 with BA degree	\$29,129	\$37,819	\$42,774 \$51,553 with BS degree
<i>Hiring Demand</i>	129 job posts	137 job posts	459 job posts	661 job posts
	<p><input checked="" type="checkbox"/> Selected</p>	<p><input type="checkbox"/> Explore</p>	<p><input type="checkbox"/> Explore</p>	<p><input type="checkbox"/> Explore</p>

FRESHMAN LEARNING COMMUNITIES & META MAJORS

Freshman Learning Communities with Block Schedules of 5 to 6 courses: 95% of non-Honors Freshmen (Opt-out model)



CHOICE ARCHITECTURE: META MAJORS

**Business
Education
Exploratory
STEM**



**Humanities & Arts
Health Professions
Policy/Social Science**

META MAJORS

Major Changes 2013: 2,718

Major Changes 2015: 1,853

2-Year Change: -32%



STRENGTHENING MATH PATHWAYS



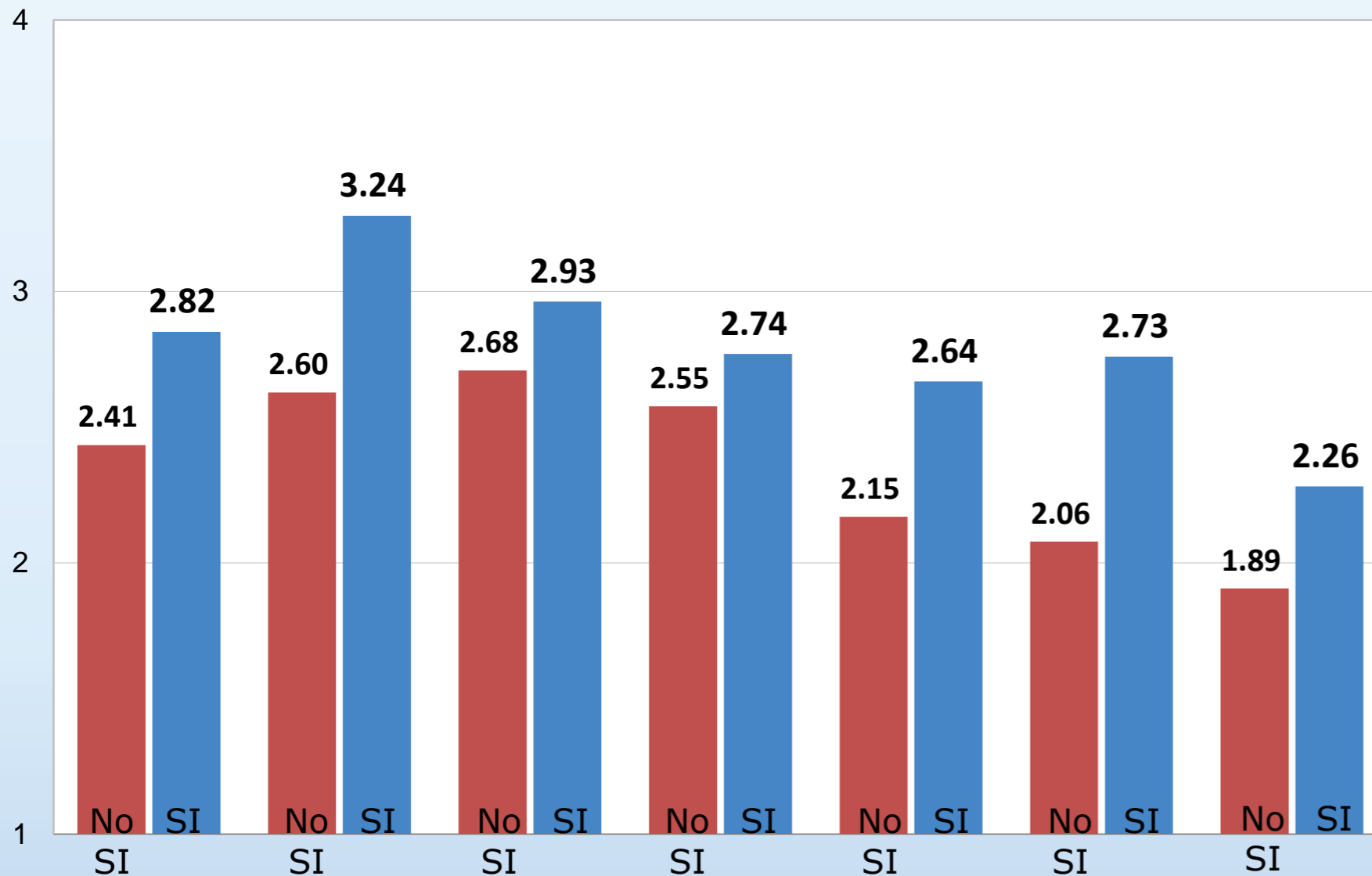
Pre-Calculus, College Algebra, Intro to Stats

- **Prior to Change: DFW rates were 43%**
Today: DFW rates are 28% (35% drop)
- **Number of Students enrolled in courses taught through the MILE, 2014-15: 7,500**

ELIMINATING BOTTLENECKS: PEER TUTORS

Supplemental Instruction (SI)

BIOL POLS PHIL CHEM ACCT PHYS CRJU



Course GPA

Non SI: 2.41

SI: 2.91

One-Year Retention

No SI: 83.5%

SI: 91.2%

Students: 9,700

PANTHER RETENTION GRANTS

Grants Since 2012: **7,291**

Average Grant: **\$900**

Seniors Graduated: **70%**



ADVISEMENT: GPS ADVISING

Predictive Analytics

- **10 years of data**
- **2.5 million grades**
- **144,000 student records**
- **800+ analytics-based alerts**
- **30,000 students tracked daily**



ACADEMIC PROGRAM MAPS

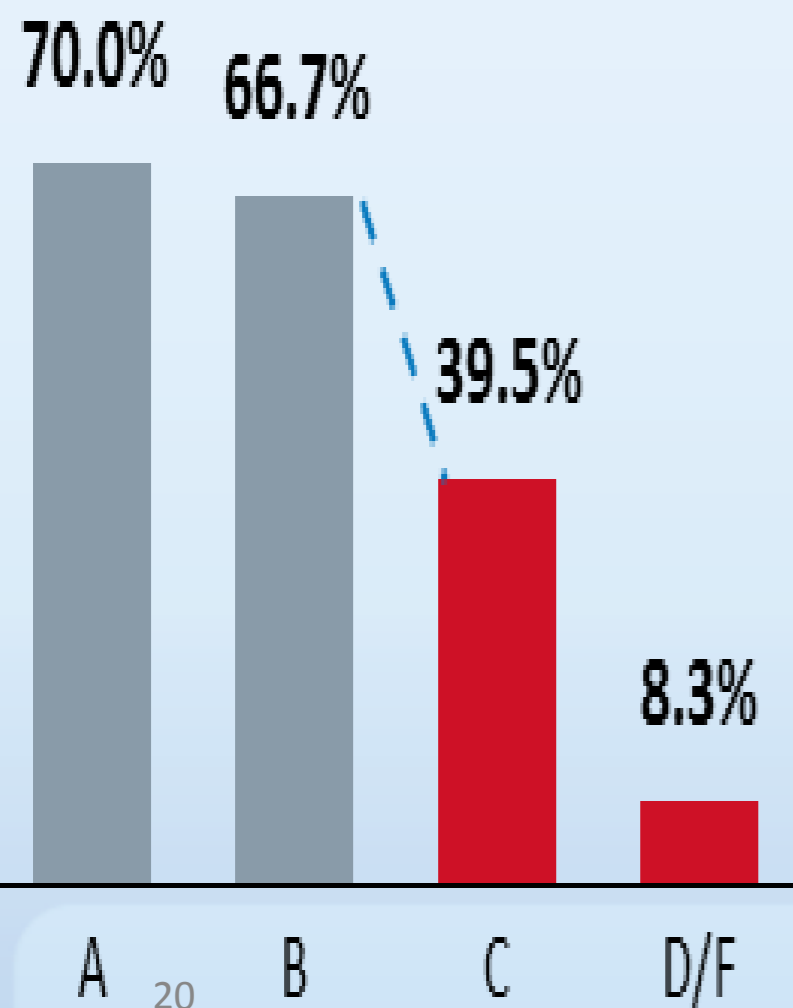
Chemistry (B.S.)

Semester 1	Semester 2
<ul style="list-style-type: none"> • Complete 1 of ENGL 1101, ENGL 1102 or ENGL 1103 (C or Better) • Complete MATH 1113 or Higher (B- or Better) • Complete CHEM 1211K (B- or Better) 	<ul style="list-style-type: none"> • Complete ENGL 1102 or 1103 (C or Better) • Complete MATH 2211 or Higher (B- or Better) • Complete CHEM 1212K (B- or Better) • <i>Maintain a cumulative GPA of 2.25 or Better</i>
Semester 3	Semester 4
<ul style="list-style-type: none"> • Complete CHEM 2400 (B- or Better) • Complete MATH 2212 (C or better) • Complete PHY 2211k (C or better) 	<ul style="list-style-type: none"> • Complete CHEM 3410 (C or better) • PHY 2212k (B- or Better) (C or better) • <i>Maintain a cumulative GPA of 2.25 or Better</i>
Semester 5	Semester 6
<ul style="list-style-type: none"> • Complete CHEM 4000 with a C or Better • Complete CHEM 4110 with a C or Better 	<ul style="list-style-type: none"> • Complete CHEM 4010 with a C or Better • Complete CHEM 4120 with a C or Better
Semester 7	Semester 8
<ul style="list-style-type: none"> • Complete CHEM 4160 with a B- or better 	<ul style="list-style-type: none"> • Complete CHEM 4190 with a C or Better

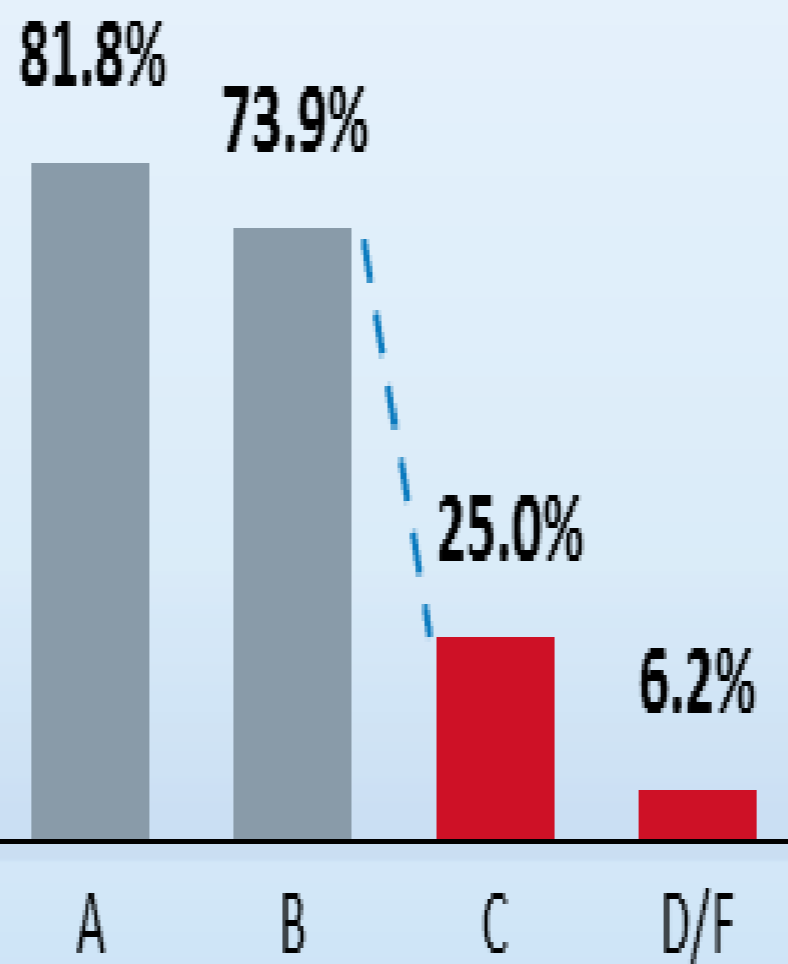
ALERTS BASED ON HISTORICAL RPG DATA

Graduation Rate in Major by Introductory Course Grade

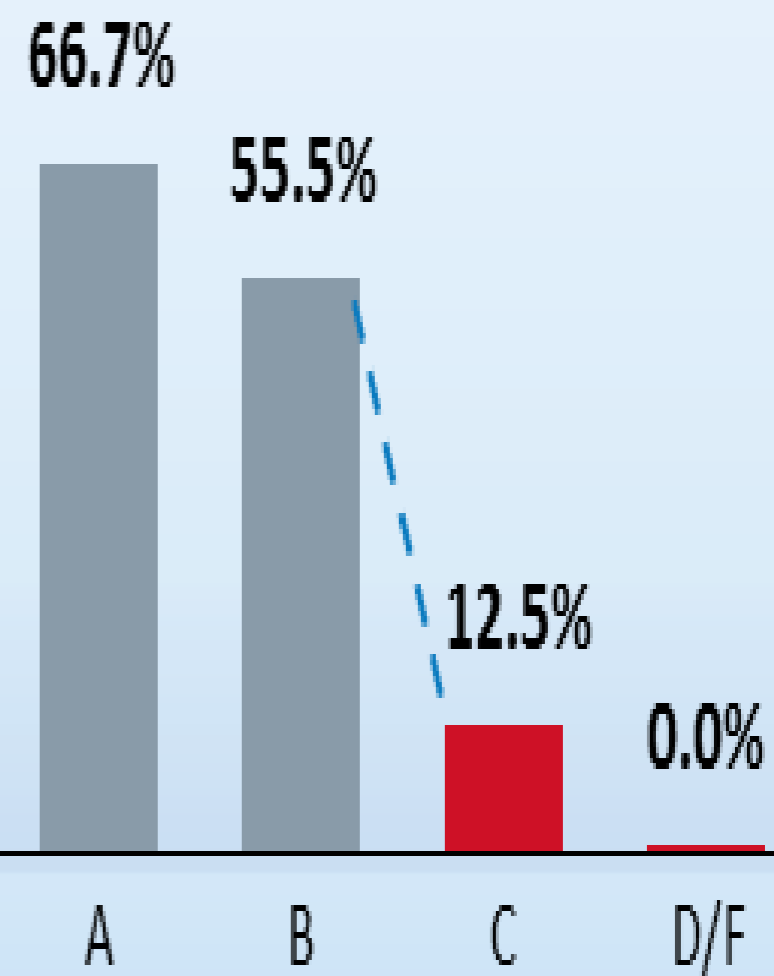
Introduction to Chemistry
Natural Science majors



Comparative Politics
Political Science majors



Music Theory I
Music majors



MAJOR MATCHER

Students

Institutional Analytics

Students >

◀ Previous student

Next student ▶

✕ Close

Major Matcher

Browse Majors (70)

Saved Majors (5)

Total Credits Earned: 171.00
 Cumulative GPA: 2.23
 Major: Pre-Nutrition, BS

Filter View:

Dock Current Major

Criminal Justice

Health and Physical Education

Nutrition

Pre-Nursing

Social Work

Update Saved Majors

Predictive Courses Sorted by Major

● Pre-Nutrition		● Health and Physical Education		● Criminal Justice		● Nutrition		● Social Work	
Completed	Grade	Completed	Grade	Completed	Grade	Completed	Grade	Completed	Grade
BIOL1110K	W	KH2130	B	ANTH1102	C+	BIOL1110K	W	ANTH1102	C+
BIOL1120K	D	KH3020	A	SOCI1101	C	BIOL1120K	D	ECON2105	B
BIOL2300	D	KH3600	B	Others Have Taken	Difficulty For You	BIOL2300	D	MATH1070	D
BIOL2310	C	KH3610	C+			BIOL2310	C	SOCI1101	C
CHEM1151K	C-	KH3650	A	CRJU3610	High	CHEM1151K	C-	No Other Predictive Courses	
CHEM1152K	C-	Others Have Taken	Difficulty For You	CRJU4350	Med	CHEM1152K	C-		
Others Have Taken	Difficulty For You			KH3410	High	CRJU4010	Low		
		BIOL2240	High	KH3200	Low	CRJU4080	Low	BIOL2240	High
NUTR3150	Med	EDUC2110	Low	CRJU4110	Low	NUTR3150	Med		
▼ Next		▼ Next		CRJU4900	Low	▼ Next			

LINKING ACADEMICS TO CAREER PATHWAYS



ID: _____
Age: _____
DOB: _____

- Overview
- Success Progress
- Term Details
- History
- Major Explorer**

KEY INFO

Email: _____

Phone: _____

Address: _____

MAJOR EXPLORER



ACADEMIC SUMMARY

COURSE GRADE of D/F: **0** REPEATED COURSES: **0** COURSE WITHDRAWALS: **0** Current risk: **LOW**

Expand ▼

CURRENT MAJOR

Major Name	Risk Level	Related Careers
Biological Science College of Arts & Sciences	Low Risk	Biochemist Biological Technician Biologist Biomedical Engineer Biostatistician 12 more...

MAJOR OPTIONS

College:

Major Name	Risk Level ▲	Related Careers
Real Estate Robinson College of Business	Low Risk	Apartment Manager Appraiser / Assessor Community Manager Leasing Manager Property Manager Real Estate Agent / Broker

STUDENT ADV: In Person

I want to...

[Change student status](#)

[Email student](#)

[Remind me to follow-up](#)

[Add a note on this student](#)

[Browse student majors](#)

DRILL-DOWN, LIVE DATA ON INDIVIDUAL CAREERS

MAJOR EXPLORER



ACADEMIC SUMMARY

COURSE GRADE OF D/F

0

REPEATED COURSES

0

COURSE WITHDRAWALS

0

Notifications

0

Expand

[< Back to Major Options](#)

Biochemist

Studies the chemical composition of cells and organisms and conducts research using advanced technologies. Studies the chemical interactions involved in biologic processes such as metabolism, reproduction, and growth, or the effect of drugs or hormo... [View more](#)

Related titles: Research Manager, Wildlife Biologist, Chemist, Food and Agricultural Scientist / Technologist, Soil / Plant Scientist

National Hiring Statistics Provided by Burning Glass

Statistics for this career, and its related titles, are derived from nationwide, online job postings from the last 12 months.

Salary

\$55K - \$112K *

* From U.S. Bureau of Labor Statistics

Hiring Demand

Low

Education & Experience Requirements

Minimum education and experience levels typically required by employers.

Education

Bachelor's Degree	80%	
Graduate/Prof. Degree	20%	

Experience

<2 years	15%	
2-5 years	49%	
5-8 years	28%	
>8 years	8%	

Foundation Skills, Most Requested by Employers

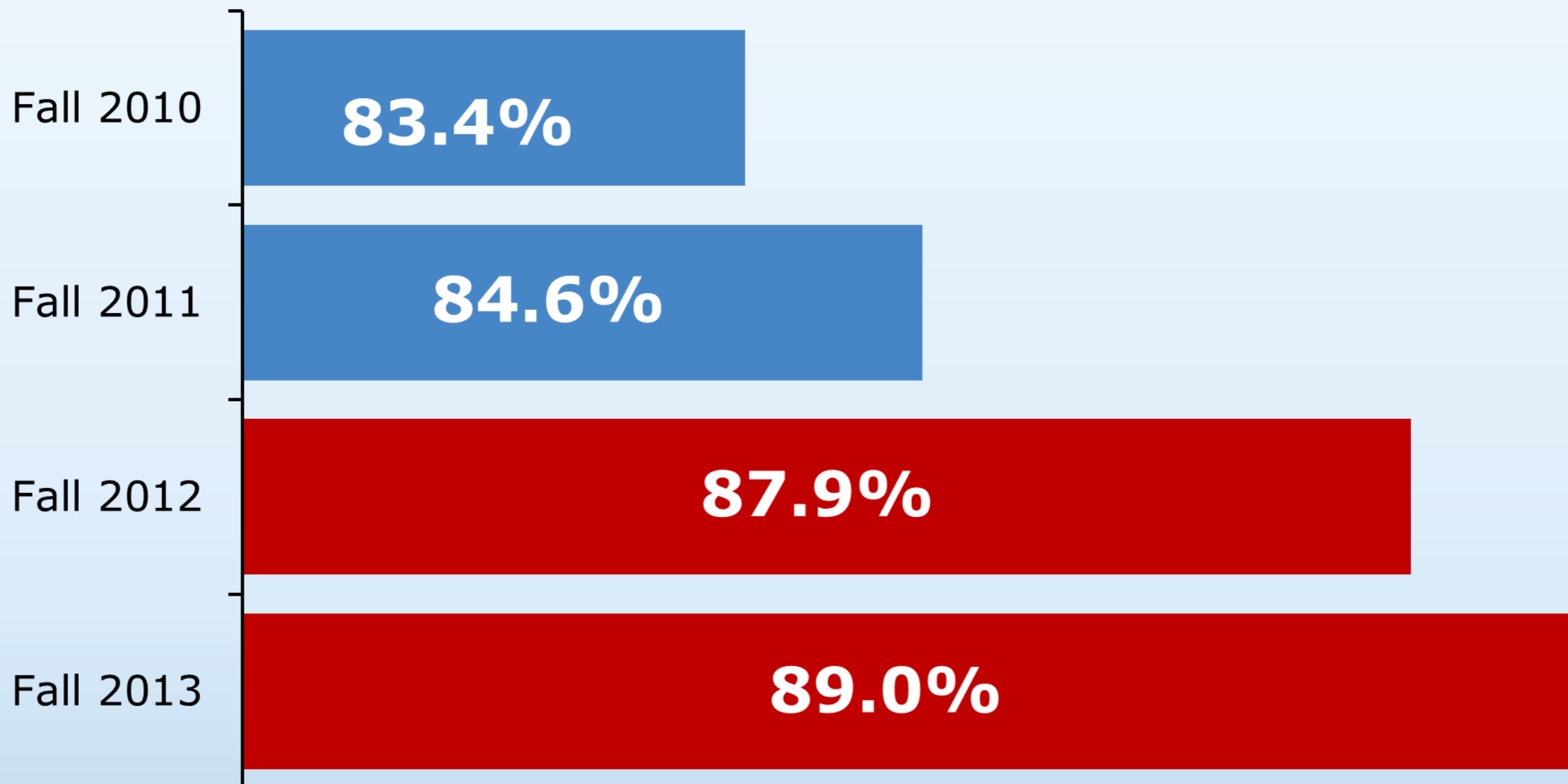
1. Research
2. Communication Skills
3. Writing
4. Organizational Skills
5. Problem Solving
6. Creativity
7. Leadership
8. Detail-Oriented
9. Quality Assurance and Control
10. Planning
11. Multi-Tasking
12. Presentation Skills



49,964

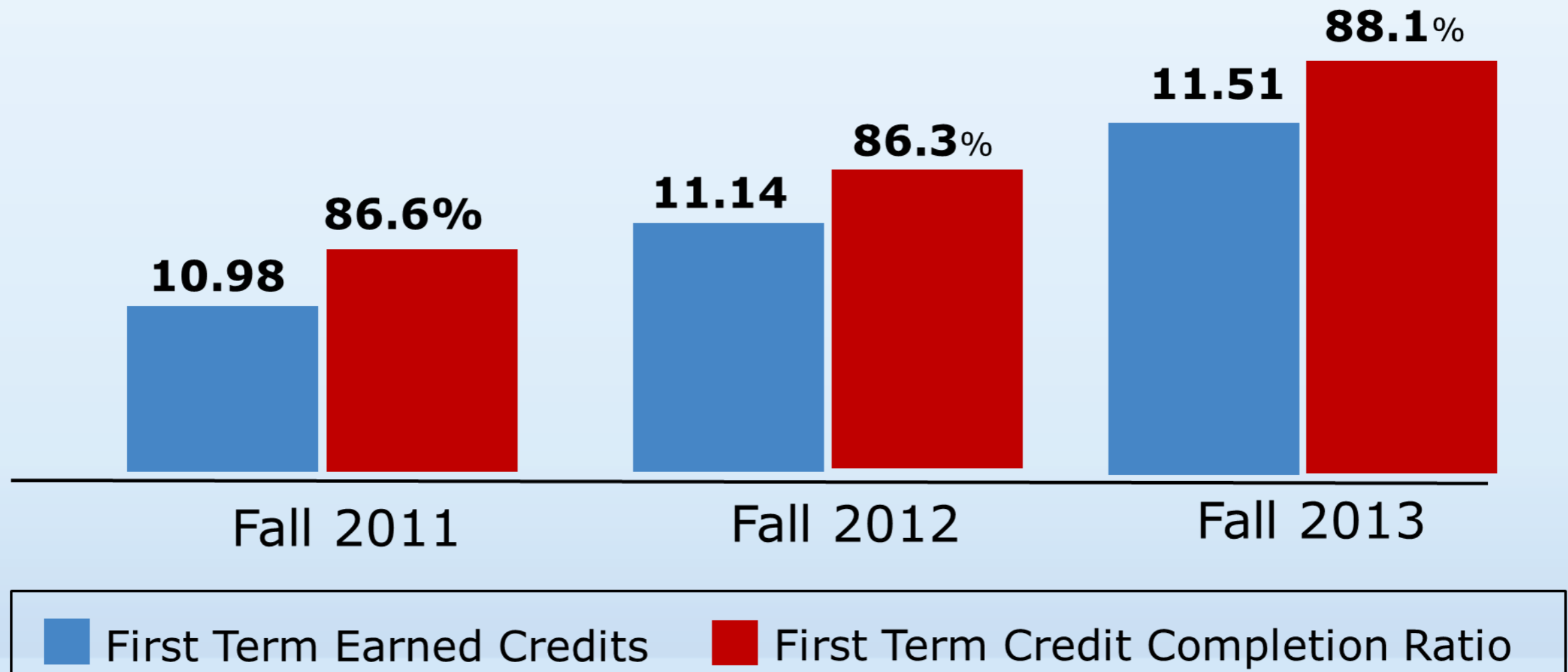
RESULTS: INCREASED RETENTION

Increased Average First Term Retention *Fall to Spring Retention*



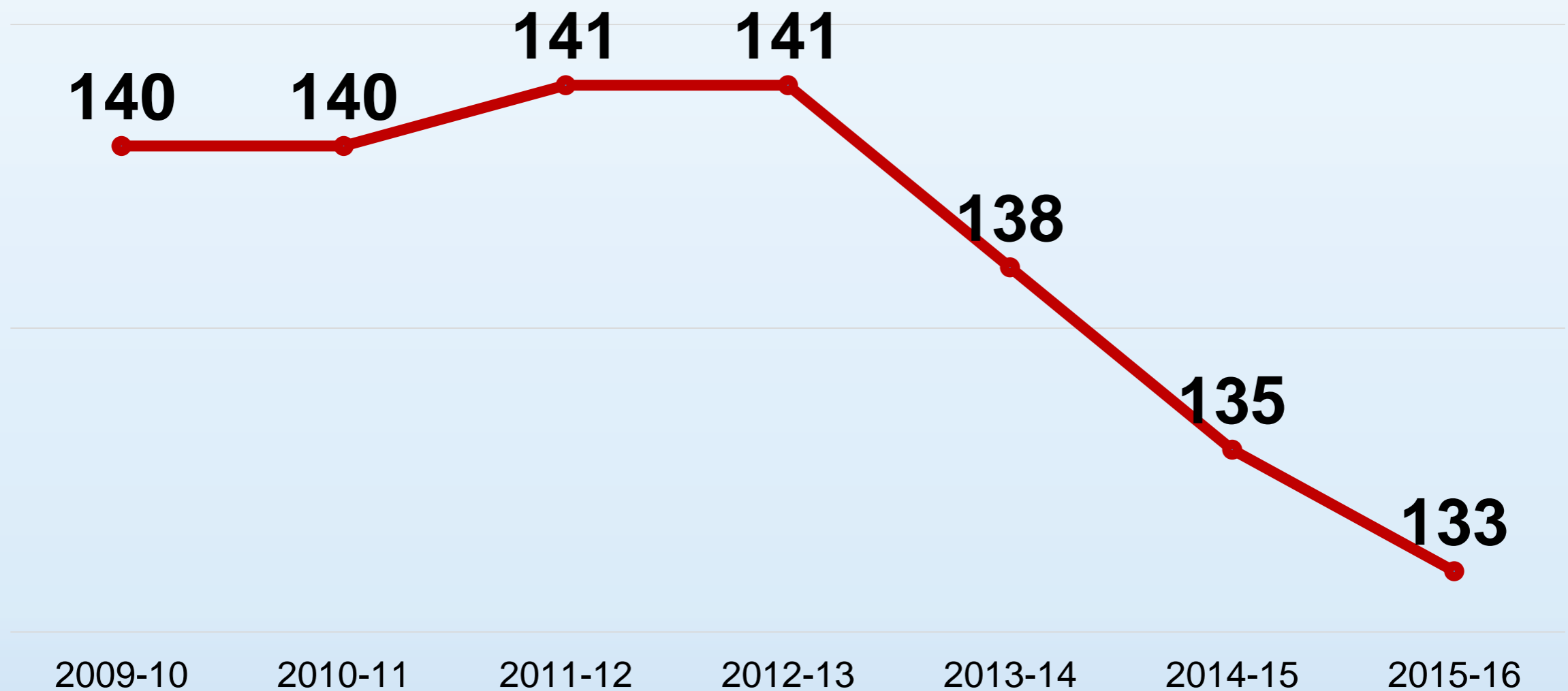
RESULTS: FASTER PROGRESSION

First Term Earned Credits and Credit Completion Ratio By First Academic Term



DECLINE IN WASTED CREDIT HOURS

Credit Hours at Completion: All Students



Why Bother?

The New York Times

PBS NEWS HOUR

The CHRISTIAN SCIENCE MONITOR

TIME

Money

THE CHALLENGE OF HIGHER EDUCATION

National Journal

The Economist

How a Little Data Can Solve Education's Biggest Problem

COMPLETE COLLEGE AMERICA

FP



The Atlantic

The Washington Post

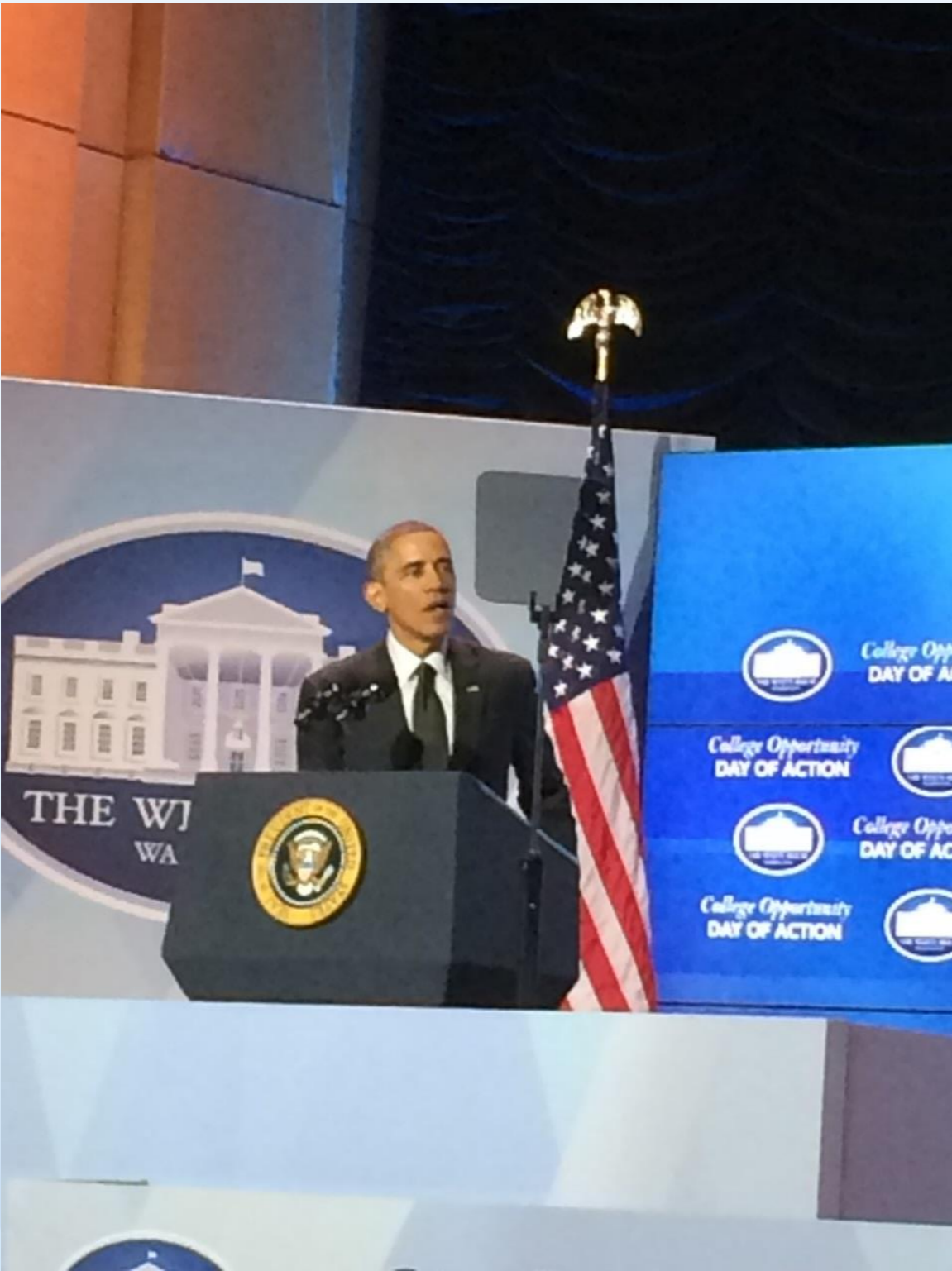
THE WALL STREET JOURNAL

THE ASPEN INSTITUTE



PBS NEWSHOUR

GROWING RECOGNITION



GEORGIA STATE DEGREE CONFERRALS

2008-09: 5,857

2014-15: 7,601

Increase: 1,744 (+30%)

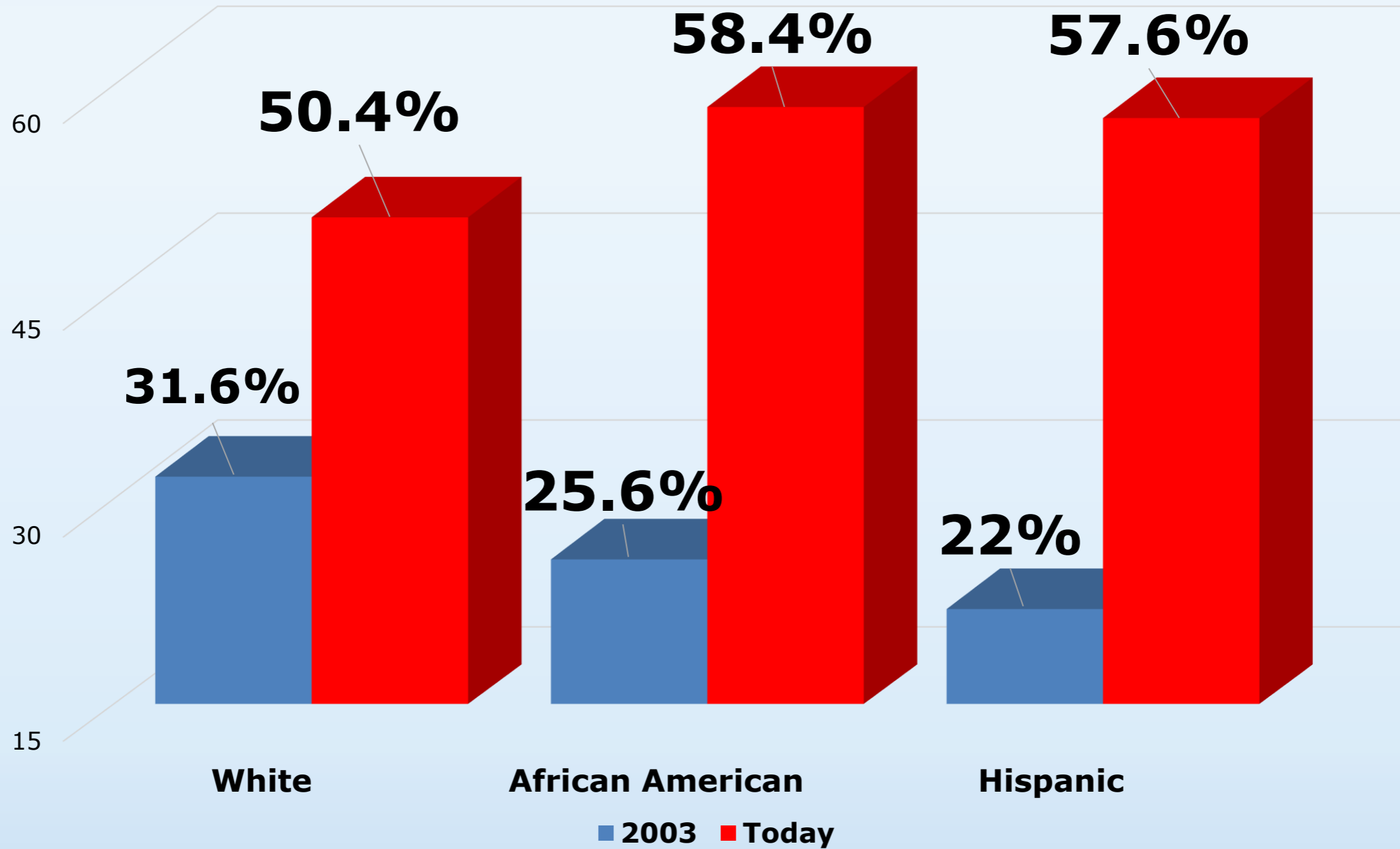


BACHELOR'S DEGREES AWARDED

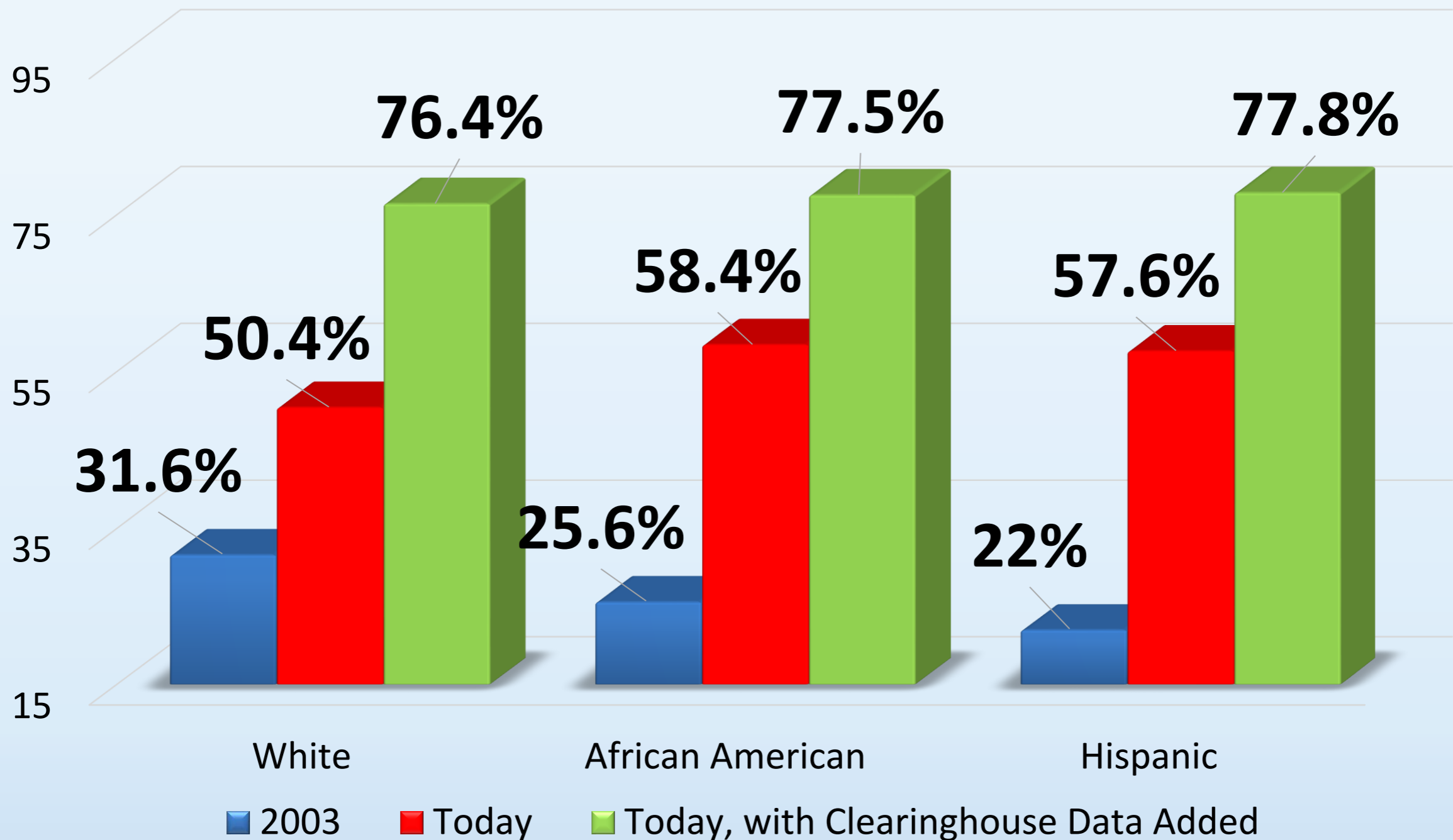
	09-10	10-11	11-12	12-13	13-14	14-15	5-YR Change
AFRICAN AMERICAN	1,001	1,322	1,440	1,550	1,692	1,825	82%
PELL	1,298	1,648	1,835	2,007	2,052	2,501	93%
HISPANIC	196	300	328	372	414	435	123%



GRADUATION RATES BY RACE & ETHNICITY



GRADUATION RATES BY RACE & ETHNICITY



#1 IN DEGREES CONFERRED TO AFRICAN AMERICANS

Top 100 Degree Producers

2012 Bachelor's Degrees Conferred to African Americans Nationally (Non Profits)

Institutions	State	% 2010-2011		
		Total	Grads	%Chg
1 Georgia State University	GA	1262	31%	17%
2 FAMU	FL	1224	94%	5%
3 North Carolina A & T State University	NC	1172	90%	-6%
4 Jackson State University	MS	966	94%	4%
5 Howard University	D.C.	953	93%	-10%
6 University of Central Florida	FL	939	9%	10%
7 University of Memphis	TN	862	32%	0%
8 Troy University	AL	859	32%	4%
9 University of Florida	FL	859	10%	11%
10 University of South Florida-Main Campus	FL	845	12%	6%
11 University of North Texas	TX	835	13%	11%
12 Temple University	PA	831	15%	-5%
13 University of Maryland-University College	MD	809	25%	11%
14 Florida Atlantic University	FL	808	18%	-3%
15 Virginia Commonwealth University	VA	805	19%	13%

Source: *Diverse Issues in Higher Education*

MAKING A DIFFERENCE

GRADUATION AND PELL RATES OF URBAN RESEARCH UNIVERSITIES

