Retention Council  
Meeting Notes  
1/31/2018  
3:00-5:00pm NHE 106  

Attendees:  
- Tracy Smith (co-chair)  
- Mary Virnoche (co-chair)  
- Rich Boone  
- Adrienne Colegrove-Raymond  
- Leena Dallasheh  
- Alison Holmes  
- Clair Knox  
- Kyle Leitzke  
- Janessa Lund  
- Brian Mistler  
- Dan Saveliff  
- Kathy Thornhill  
- Joshua Smith (support)  

Invitees not in Attendance:  
- Rosamel S. Banavides-Garb  
- Matt Johnson  
- Clint Rebik  
- Stephen St. Onge  
- Kim Vincent Layton

I. Discussion of process and procedure  
   a. Timeline: Jan-Feb set goals, Feb – March set strategies and tactics; April produce strategic enrollment management plan  
   b. Not scoped to allocate / re-allocate resources  
   c. AACRAO continues to play a role and will be returning to HSU later in the semester  
   d. Desire to dig deeper, be more intentional, innovate and change a pattern of not following through at HSU.  
   e. Our goals are driven, in part, by GI2025 goals.  
   f. Enrollment target of 7,603 resident FTES  
   g. How to determine reasonable but aggressive endpoints for goals as well as milestones?  
      i. Utilize expertise from grant writing (e.g. EOP, TRIO, HSI, HHMI etc)  
      ii. Look at trends to arrive at reasonable goals.

II. Setting Goals: Segments
a. **Whiteboard Pictures Link**
b. Students who end up on Academic Probation  
   i. More a symptom than a segment  
   ii. Identify those most at risk of Academic probation  
c. First year at HSU Students  
   i. Focus on Segments who we have already started to build infrastructure  
   ii. Finish out and fully develop current project (e.g. Degree Planner)  
   iii. Learning communities, professional advising, and other programs focused on this segment  
d. First Generation  
   i. Need to validate data  
   ii. Consider intersectionality between multiple categories (URG, Academic readiness, first generation, low-income, etc.)  
e. Native Students  
f. Beyond the first year  
   i. Drop in retention from sophomore to junior level.  
   ii. What happens the third semester  
g. Students with untreated mental health needs  
   i. [http://wellbeing.humboldt.edu/data](http://wellbeing.humboldt.edu/data)  
h. Transfers students third and fourth year  

### III. Strategies (brainstorm)

a. Interrupt super seniors  
b. Need to focus on / push for graduation  
c. Interventions to avoid academic probation  
d. FTF support during first 6 weeks (e.g. organizational skills, college navigation etc)  
e. Build capacity to address students unmet mental health needs  
f. Target interventions: review successful practices from ITEPP, EOP, others  
g. Ability get early assessment and data to identify students who can be better supported.  
h. Infrastructure underway  
   i. Freshmen cohort experiences  
   ii. Professional advising  
   iii. Degree planner with updated MAPS  

### IV. Data needs

a. Understanding the predictive variables for academic probation  
b. What students do after leaving HSU – where they go and how soon they start at new institution (specifically – why do so many go to CR?)  
c. Intent to transfer rates  
d. Data on identified segments including sub-segment (URG, First Gen, Academic Preparedness, Low-Income, etc.)  
   i. First time, freshmen students  
   ii. Transfer students – first year at HSU (including Lower Division Transfers?)  
   iii. 2nd year students who started at HSU
iv. Consider patterns/data on a term basis, not just academic year

V. **Next Steps**
   a. Cancelling 2/7 meeting
   b. Check in with Deans re: current efforts
      i. Create central list of current activities and past plans
   c. M & T create draft goals for review at 2/14 meeting with the following segments:
      1. First time, freshmen year students
      2. Transfer students – first year at HSU (including Lower Division Transfers?)
      3. 2nd year students who started at HSU