

UNIVERSITY SENATE
ANNUAL COMMITTEE REPORT 2020-21

Committee Name: Recruitment, Admissions, Retention (RAR)

Number of meetings held this year: 3

Committee Chair: Michael Dean Morgan (replacing Kha' Sadler mid-year)

Committee Members:

Michael Morgan	Faculty or Professional Staff
Christine Barden	Faculty or Professional Staff
John Coulter	Faculty or Professional Staff
Amanda Cox	Faculty or Professional Staff
Nick DiUlio	Faculty or Professional Staff
Alicia Groatman	Faculty or Professional Staff
Patrice Henry-Thatcher	Faculty or Professional Staff
Patrick Massaro	Faculty or Professional Staff
Terru O'Brien	Faculty or Professional Staff
Laura Repsher	Faculty or Professional Staff
Melissa Speck	Faculty or Professional Staff
Jessica Syed	Faculty or Professional Staff
Maya Arroyo	AFT Representative
Kevin McCarthy	SGA Representative
Samantha Bollendorf	SGA Representative
Joseph Frascella	SGA Representative

Purpose of/Charge to Committee:

Reviews and evaluates recruitment and admissions policies and procedures, specifically those which relate to curriculum, programs and instruction, and academic standards affecting progress toward a degree; recommends needed changes.

Summary of Activities this Year:

This committee was initially chaired by Kha' Sadler who was asked to take on additional duties for the Senate. Michael Dean Morgan took over as committee chair in Spring 2021.

The first meeting was organizational with introductions, committee charge, reviewing previous business, and discussing goals for the 2020/21 academic year. Several questions were posed:

- What are the transfer requirements and resources needed for students to gain access into certain colleges?
- With classes being remote, how do you reach students when their screens are off and they appear disengaged?
- What is the retention rate of current students? How are we increasing retention efforts for the current student body?
- Regarding retention, what is Rowan currently doing that is different/separate from other institutions?

Attention was highly focused on retention efforts and Laura Repsher provided valuable information about an Intervention Inventory that is still being worked on; shared data regarding students who have flags in RSN; those in danger of failing; and others who have enrolled in the Student Success & Persistent Program

The committee prioritized an invitation to **Erin Hannah**, Associate Director for Student Success Programs to discuss Rowan University's retention efforts which was set for Tuesday, December 8, 2020. Second priority was to invite a representative from admissions, the current process and changes coming.

In the second meeting the committee welcomed Erin Hannah who discussed the challenges and successes of Student Services. She explicated the many resources available to struggling students including tutoring, success coaching, starfish, and new tools. The “Starfish” system saw an exponential jump of “flags” noting “student concern” by the instructor. At the time of the meeting there were 7000 flags to date for Fall 2020. The key take away was that the most effective path to supporting students is for the individual class instructor to be more proactive in addressing struggling students directly. There are tools through Starfish and academic probation, but those are often to document rather and support rather than the full solution.

Michael Dean Morgan took over the chair for the last meeting of the semester inviting **Jessica Syed, Ed.D.**, Senior Assistant Director, Office of Admissions to address the remainder of the questions from the committee. She provided a detailed overview of the state of Rowan admissions and challenges moving forward. Jessica Syed discussed specific accepted numbers and noted all departments should be holding virtual event to help inform their incoming students.

SUGGESTIONS & RECOMMENDATIONS

Suggestions:

Retention is a high priority. Student Success Programs needs the help of instructors to guide students to the many resources available. When students struggle, Instructors need to know that “raising a flag” in Starfish is one tool of many to support our students. The full campus community is encouraged to learn more about the many tools offered to all students.

It is clear that Covid-19 and the surrounding events have affected enrollment and retention. At the time of the admission report applications numbers were DOWN 25-37%. The committee suggests all departments be proactive in directly engaging in-coming students and to create virtual events for connection and to ask questions. These events can be scheduled through the Office of Admissions. All virtual events are posted on the admissions website.

Recommendations:

