



Promoting Retention and Student Success

Karen Laughlin, Ph.D

klaughlin@fsu.edu

Dean of Undergraduate Studies

<http://undergrad.fsu.edu> (850) 644-2740



Institution Name	6 Yr Grad Rate	One-Yr Retention Rate	Rank Grad Rate	Rank Ret Rate
University of Virginia-Main Campus	92.7%	96.1%	1	4
University of California-Berkeley	91.1%	96.8%	2	2
University of California-Los Angeles	89.8%	96.9%	3	1
University of Michigan-Ann Arbor	89.7%	95.7%	4	6
University of North Carolina at Chapel Hill	88.1%	96.4%	5	3
University of California-San Diego	86.1%	95.8%	6	5
Pennsylvania State University-Main Campus	85.3%	92.5%	7	17
University of Florida	84.5%	95.6%	8	7
University of Illinois at Urbana-Champaign	84.4%	93.8%	9	13
University of Wisconsin-Madison	83.0%	94.8%	10	9
University of California-Irvine	82.6%	94.7%	11	10
University of California-Davis	82.3%	92.0%	12	20
University of Maryland-College Park	81.5%	95.2%	13	8
University of Georgia	80.8%	94.1%	14	12
University of Connecticut	80.8%	92.5%	15	16
University of Washington-Seattle Campus	80.4%	93.0%	16	14
The University of Texas at Austin	80.3%	91.8%	17	21
Virginia Polytechnic Institute and State University	79.9%	91.7%	18	22
Texas A & M University	79.9%	91.1%	19	25
Georgia Institute of Technology-Main Campus	79.7%	94.3%	20	11
University of California-Santa Barbara	79.4%	91.1%	21	24
Florida State University	73.6%	91.7%	28	23
University of Pittsburgh-Pittsburgh Campus	78.4%	92.2%	22	18
Ohio State University-Main Campus	78.1%	92.8%	23	15
Michigan State University	77.2%	91.0%	24	26
University of Delaware	77.1%	92.0%	25	19
Rutgers University-New Brunswick	77.0%	90.9%	26	27
University of California-Santa Cruz	74.2%	89.3%	27	29
North Carolina State University at Raleigh	72.6%	88.3%	29	33
Indiana University-Bloomington	71.3%	89.5%	30	28

Retention/
Graduation:
FSU is now
in the top
1/3 of
Public
Research
Universities



source:
IPEDS Data Center download, August 2011



Every Major Has a Term by Term Academic Map

DIVISION OF UNDERGRADUATE STUDIES

UNDERGRADUATE ACADEMIC PROGRAM GUIDE

(AND COMMUNITY COLLEGE COUNSELING MANUAL) **2012-2013**


Academic Degree Programs:

To use this resource, first find your program of interest and then select for a detailed program description, to view the academic map, to link to the department's webpage, or to access the Academic Learning Compact. The program descriptions are also available in PDF format at [Academic Programs](#). Download the most recent version of Adobe Acrobat Reader at [Adobe](#).

Jump Links: A-D E-, M-R S-Z Minors Certificates Other Programs Liberal Studies/General Education

Accounting *
Actuarial Science
Advertising (Communication)
African American Studies
American and Florida Studies
Anthropology
Apparel Design (Textiles & Consumer Sciences)
Applied Mathematics
Art, Studio
Art Education (Certification, Pre Art Therapy, Community)
Art History
Asian Studies
Athletic Training
Audiology and Speech Pathology (Communication Disorders)
Biochemistry
Biological Science

Source: <http://www.academic-guide.fsu.edu/>




Maps Include a Sample Schedule, Required Milestones & Career Information

BIOLOGY ACADEMIC MAP (Effective Summer "C" 2012 and after)

Specific academic tracks are available within the biology major including: cell and molecular biology; ecology, evolution, and environmental science; marine biology; physiology and neuroscience; plant sciences; pre-professional health science; and zoology. The biology major works best if you can start in the highest math for which you have completed the prerequisites. *If you start the biology major in MAC1105 you should take math and chemistry over the summer to get back on course to graduate in four years. If you begin FSU with earned credit for College Algebra you should take MAC1140 and CHM1045 with lab or BSC2010 with lab during Term 1.* Your career plans may require you to take science courses beyond the minimum required for the undergraduate degree in biology.

Sample Schedule		Milestones	
Term 1		TERM 1	
ENC1101 or higher English	3	Complete ENC1101	
MAC1105 or higher mathematics	3	Complete MAC1105	
LS History/Humanities/Social Science	3		
LS History/Humanities/Social Science	3		
Total hours	12		
TERM 2		TERM 2	
ENC1102 or other second English	3	Complete ENC1102 or other second English	
MAC1140	3		
CHM1045 with lab and/or BSC2010 with lab	4		
LS History/Humanities/Social Science	3		
Total hours	13		
SUMMER			
MAC1114	2		
CHM1046 with lab and/or BSC2010 with lab	4		
LS History/Humanities/Social Science	3		
Total hours	9		
TERM 3		TERM 3	
BSC2011	3	Complete CHM1045 w/Lab	
MAC2311	4	Complete BSC2010 w/Lab	




TERM 8	Hrs.	TERM 8
PCB4674	3	Apply for Graduation in 1st two weeks
Biology course with lab	3-5	
Biology Area course	3-5	
Foreign Language course	4	
Total hours	13-17	

Employment Information
Representative Job Titles Related to this Major: All Health Professions, Biological Scientist, Biotechnologist, Biostatistician, Microbiologist, Epidemiologist, Molecular Biologist, Marine Biologist, Forensic Biologist, Botanist/Zoologist, Research Biologist, Fisheries Biologist, Geneticist, Wildlife Ecologist, Bio-Informatics Specialist, Environmental Scientist, Scientific Illustrator, Environmental Attorney, Science Writer, Environmental Resource Manager, Teacher: University, Community College, High School

Representative Employers: Educational Institutions, Consulting Firms, Research Institutions, Law Offices, Biotechnology Companies, Publishers, Biomedical Products Manufacturers, Hospitals and Clinics, Medical Laboratories, Museums, Zoos, Aquaria, Botanical Gardens, Federal and State Agencies involved in agriculture, commerce, defense, diplomacy, education, environmental protection, intelligence, law enforcement, public health

International Opportunities
 International study is available for all students and may include opportunities for internships or taking course work towards various minors. International study may have an impact on the MAP; therefore, it is important to consult with the academic advisor for this major before participating in an International Programs opportunity. Interested students should also contact the Office of [International Programs](#).

This Map is not a contract, either expressed or implied, between the University and the student, but represents a flexible program of the current curriculum which may be altered from time to time to carry out the academic objectives of the University. The University specifically reserves the right to change, delete or add to any Map at any time within the student's period of study at the University.



Are maps enough?

Answer from The Florida State University: NO

- Effective mapping and degree completion require a robust program of advising and other academic support services—especially
 - For students who fail to meet mapping milestones
 - For effective major selection
 - For transfer students & special populations



Managing Milestones: Effective Advising is Essential



- Mid-semester mapping run (after week 7)
- First level mapping stop (after grades post)
- Major change mapping stop (after grades post)



Exploratory: The New Undecided

Empowering students to make informed and integrated academic and career decisions.

- Time-limited (3 terms or less)
- Mandatory Advising
- Structured Program
- Classes align with
- Liberal Studies and Mapping Milestones

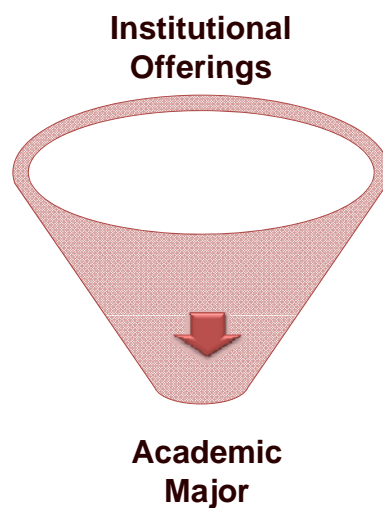




The Exploratory Approach


Three Phases:

- Self Exploration
- Major Exploration
- Career Exploration



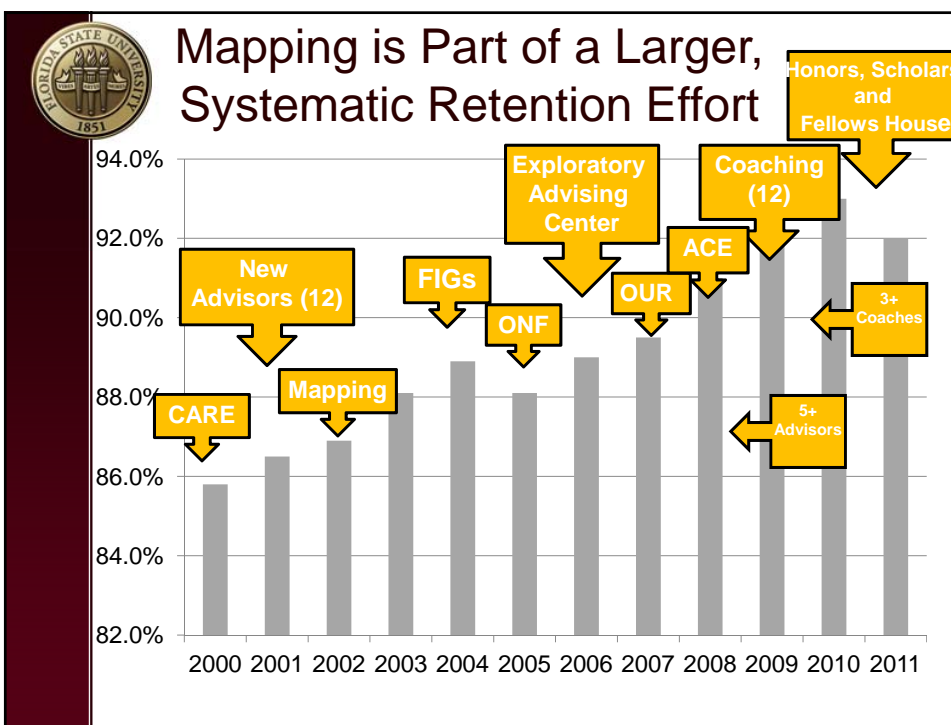
Transfer Students: College-Based Mapping Coordinators Play a Key Role

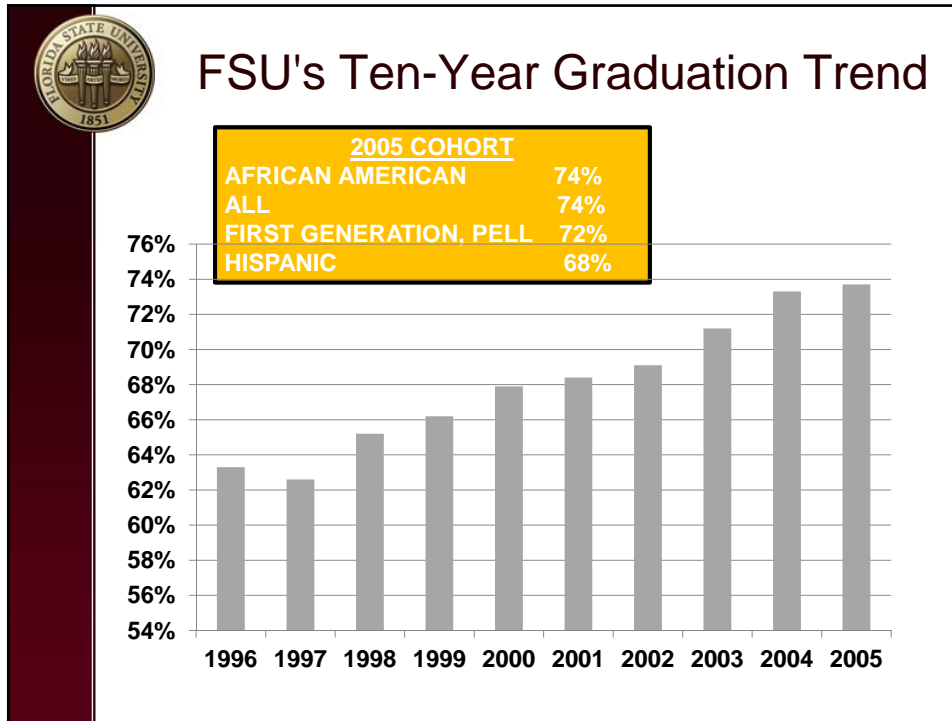
- Review all transfer applications that meet basic admissions requirements
- Applicants must meet milestones for the desired major
- If not, coordinators will advise students to complete needed course work and/or achieve necessary GPA
- If so, coordinators will set appropriate map term
 - 91.7% of Transfer Students were admitted at Map Term 4 or higher



Academic Maps Benefit Students

Year	Students with Excess Hours	Graduation Rate
2000	7382	70.8%
2006	3011	-----
2009	1540	73.9%





Lower Cost Strategies - I

- Campus-wide program of action steps with accountability for completion.
- Constant contact with students by a diversity of means; email, Facebook, Twitter, etc.
- Moved Advisors to where the students are at the times when they are there; track interactions.



Lower Cost Strategies - II

- Encouraged strong attendance policies in courses with high percentages of D and F grades
- Multicultural Honor Societies
- Freshman Interest Groups (FIGS): + 3.9%
- Learning Communities in Residence Halls: +3.8%
- Feature successful students and let them be role models for their peers



Benefits of First Year Residence on Campus Persist to Graduation

	First Year Residence on Campus	First Year Residence off Campus
First Year Retention	93.3%	89.1%
Six-year Graduation	73.0%	66.5%

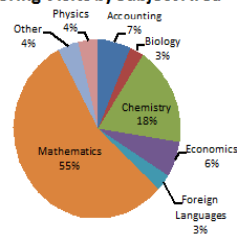




Higher Cost Strategies

- Intensive support programs for High Risk students
- Additional Advisors
- Tutors in selected courses
- “Successful Learning Strategy” course (SLS1122)

Tutoring Visits by Subject Area



74% of SLS1122 students were retained following completion of the course

- Success Coaches for select populations

Retention rate for Coached students was only .2% below the FTIC cohort even though coaching population is usually 3-4% behind our general population.



Pilot Tutoring Analysis (MAC 1105)

Name	Tutoring Participation	Test 1	Test 2	Test 3	Course Grade
student 1	100%	72.80	95.20	92.31	B
student 2	100%	78.75	74.62	73.08	B-
student 3	100%	61.75	72.00	58.85	C-
student 4	100%	40.50	38.97	38.46	F
student 5	70%	61.75	80.00	96.15	B-
student 6	70%	0.00	76.80	71.15	C-
student 7	70%	70.25	74.86	53.85	D-
student 8	70%	66.00	69.83	53.85	D
student 9	50%	44.75	36.29	47.31	F
student 10	30%	0.00	0.00	0.00	F
student 11	0%	43.33	62.74	32.69	F
student 12	0%	53.25	62.80	75.00	D
student 13	0%	66.00	69.49	71.54	D
student 14	0%	0.00	29.26	0.00	F
student 15	0%	0.00	33.49	0.00	F
student 16	0%	0.00	52.46	57.69	F



Retention and GPA data for Success Coaching at FSU

Academic Year	Coaching retention rate	Control and/or Historical retention rate	Coaching average GPA	Control and/or Historical GPA
Spring 2008 (Beta)	94.4%	91.8%	3.20	3.03
Fall 2008 - Spring 2009 (Pilot)	91.6%	89.0%	3.24	3.19
Fall 2009 - Spring 2010	89.8%	86.9%	3.08	3.02
Fall 2010 - Spring 2011	90.3%-FTIC 90.4%-CARE Soph	87.0%-FTIC 84.0%-CARE Soph	3.10-FTIC 2.76-CARE Soph	3.0-FTIC 2.78-CARE Soph
Fall 2011 - Spring 2012	91.4%-FTIC 90.6%-CARE Soph	87.0%-FTIC 84.0%-CARE Soph	<i>*Data not yet available</i>	<i>*Data not yet available</i>



Thank You!

Comments? Questions?

Contact Information: klaughlin@fsu.edu

(850)644-2740

<http://undergrad.fsu.edu/>