Academic Affairs and Student Affairs: Creating a Culture of Collaboration and Coordination

AAC&U Institute on High Impact Practices
Boston University, Boston, MA

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How can you attain collaboration?

Respond to a need, urgency, or demand
Set the vision
Demand excellence and command performance
Create infrastructure through partnerships
Coordinate teams and strategies
Use data to drive decisions
Provide technology, resources, tools for success
Create time to work and space for innovation
Communicate Reflect Learn (repeat)
Cal State Fullerton at a glance…

- 40,235 students as of fall 2016
- 44% Pell Grant recipients (undergraduates)
- 41% underrepresented students
- 57% first-generation college students (undergraduates; neither parent graduated from 4-year college)
University Strategic Plan

Goal 1 – Develop and Maintain a curricular and co-curricular environment that prepares students for participation in a global society and responsive to workforce needs.

Goal 2 - Improve student persistence, increase graduation rates University-wide, and narrow the achievement gap for underrepresented students.

Strategy...

Identify, track and integrate curricular and co-curricular High-Impact Practices and ensure participation in one HIP in the first year and one subsequent HIP in student's major field.
Beyond retention and graduation rates...

- Well being, learning, career, student experience, developing contributing members of a diverse society.
Anatomy of a Student Success Team

**Student Affairs**
- Provides strategic direction, training, and accountability

- **Assistant Dean**
  - Enhances the co-curricular life of the college and assists with students of concern

- **Career Specialist**
  - Integrates career advising into the academic advising workflow

**Academic Affairs**
- Provides strategic direction, training, and accountability

- **Retention Specialist**
  - Academic advisor to students with 0–60 credits

- **Graduation Specialist**
  - Academic advisor to students with 61 or more credits

**College**
- Provides strategic direction, training, and accountability

- **Faculty Advisors**
- **College Staff**

**Associate Dean SST Chair**

**Shared Toolbox of Technologies**
- Student Success Dashboard
- Titan Advisors Network (TAN)
- Advising Notes System
- Student Success Central Website
- EAB-SSC Student Watchlists
- EAB-SSC Predictive Analytics
- *Homegrown @ CSUF*
Assistant Dean Program

• The Assistant Deans for Student Affairs seek to engage members of the University in the process of:
  – student advocacy
  – facilitating student success
  – leadership development
  – building partnerships
  – research and assessment
  – leading co-curricular High Impact Practices
AAC&U Experience

Strategic Plan (SP) leads to Task Force on HIPs leads to Implementation Committee sent a team to AAC&U...

- Came originally to develop a certificate program to engage faculty/students in HIPs
- Left with an overall communication strategy and framework to engage our campus community in HIPs

AAC&U Experience 2.0 then set a vision for co-curricular HIPs
Hips Full Tracking

Technology Tools
Data Collection

Learning Management System HIPs Templates

PeopleSoft Tracking and Designation
Data Collection Technology Tools

- Resident Advisors
  - Floor Meeting
  - Staff Meeting
  - One on One with Supervisor
  - On Duty
  - Programming
  - Community Engagement

- Student-Athlete
  - Academic Advisement
  - Academic Mentoring/Counseling
  - Faculty Interaction
  - Study Hall
  - Tutoring
  - Life Skills Program

- Arts District Theme Housing Community
  - Floor Meeting
  - Floor Program
  - Career Exploration
  - Academic Advising
  - Faculty/Assistant Dean/Graduate Assistant Connection
  - Resident Advisor/Community Coordinator Connection
Another example...CSUF Graduation Initiative 2025

<table>
<thead>
<tr>
<th>Graduation rates</th>
<th>2025</th>
<th>Current</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Freshman 6 Year</td>
<td>75%</td>
<td>62%</td>
<td>55.7%</td>
</tr>
<tr>
<td>Freshman 4 Year</td>
<td>44%</td>
<td>22%</td>
<td>17.6%</td>
</tr>
<tr>
<td>Transfer 2 Year</td>
<td>44%</td>
<td>32%</td>
<td>29.6%</td>
</tr>
<tr>
<td>Transfer 4 Year</td>
<td>85%</td>
<td>75%</td>
<td>71.5%</td>
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<tr>
<td>Gap URM</td>
<td>0</td>
<td>9%</td>
<td>12.4%</td>
</tr>
<tr>
<td>Gap Pell grant recipient</td>
<td>0</td>
<td>4%</td>
<td></td>
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</tbody>
</table>
Essential Elements for Collaboration on Initiatives

- Collegial efforts involving all campus divisions
- Coordination and involvement at all levels (department leaders, university leadership, students, faculty, staff)
- Communication at all levels
- Space for learning, reflecting, evolving
With each example visionaries, leaders, and team members had to...

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