

Pennsylvania Community College Annual Meeting
April 1, 2024

Eliminating Equity Gaps Through Data and Institutional Change

Timothy M. Renick, Ph.D.
Executive Director, National Institute for Student Success
Georgia State University



AT GEORGIA STATE UNIVERSITY

**36,000 Students on the Atlanta campus
2016 consolidation with Perimeter College adds 5
Associate-level campuses and 16,000 students**





SWEET AUBURN

Martin King National Historical Site



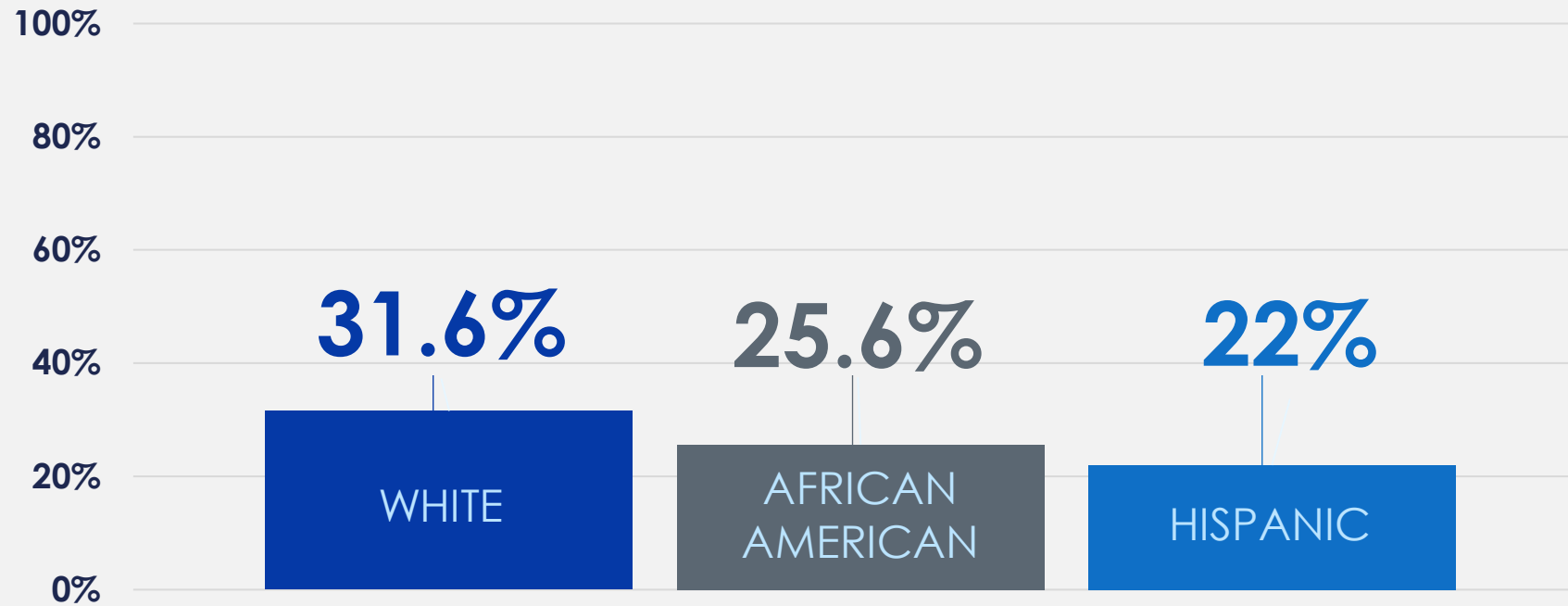


SYSTEM OF GA. CENTER
EVENING AND DAY CLASSES 24

Graduation Rates by Race & Ethnicity



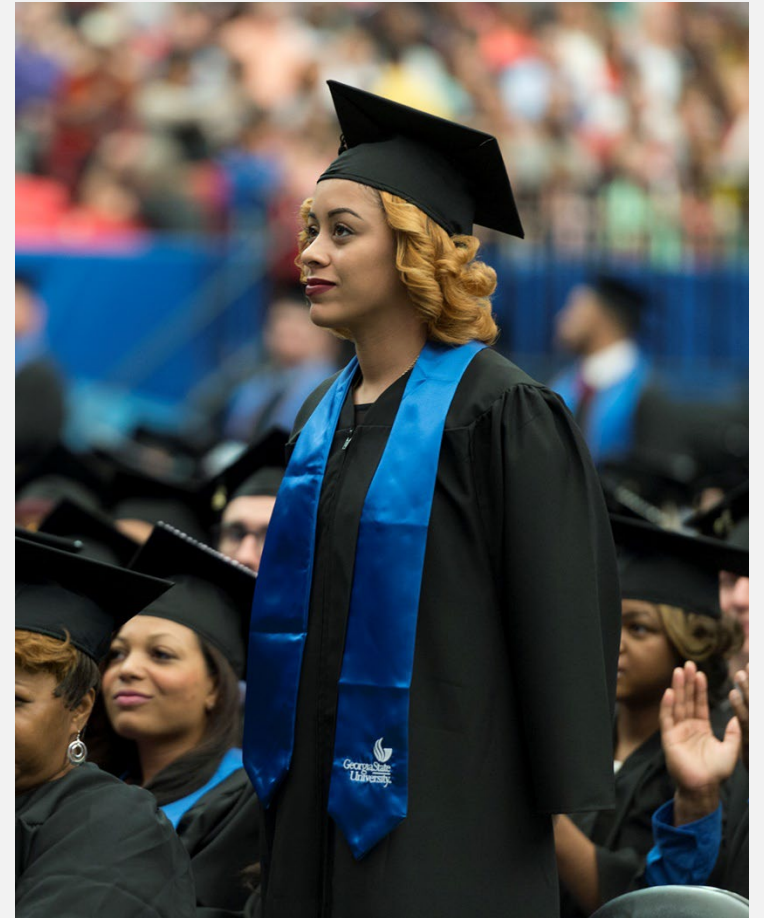
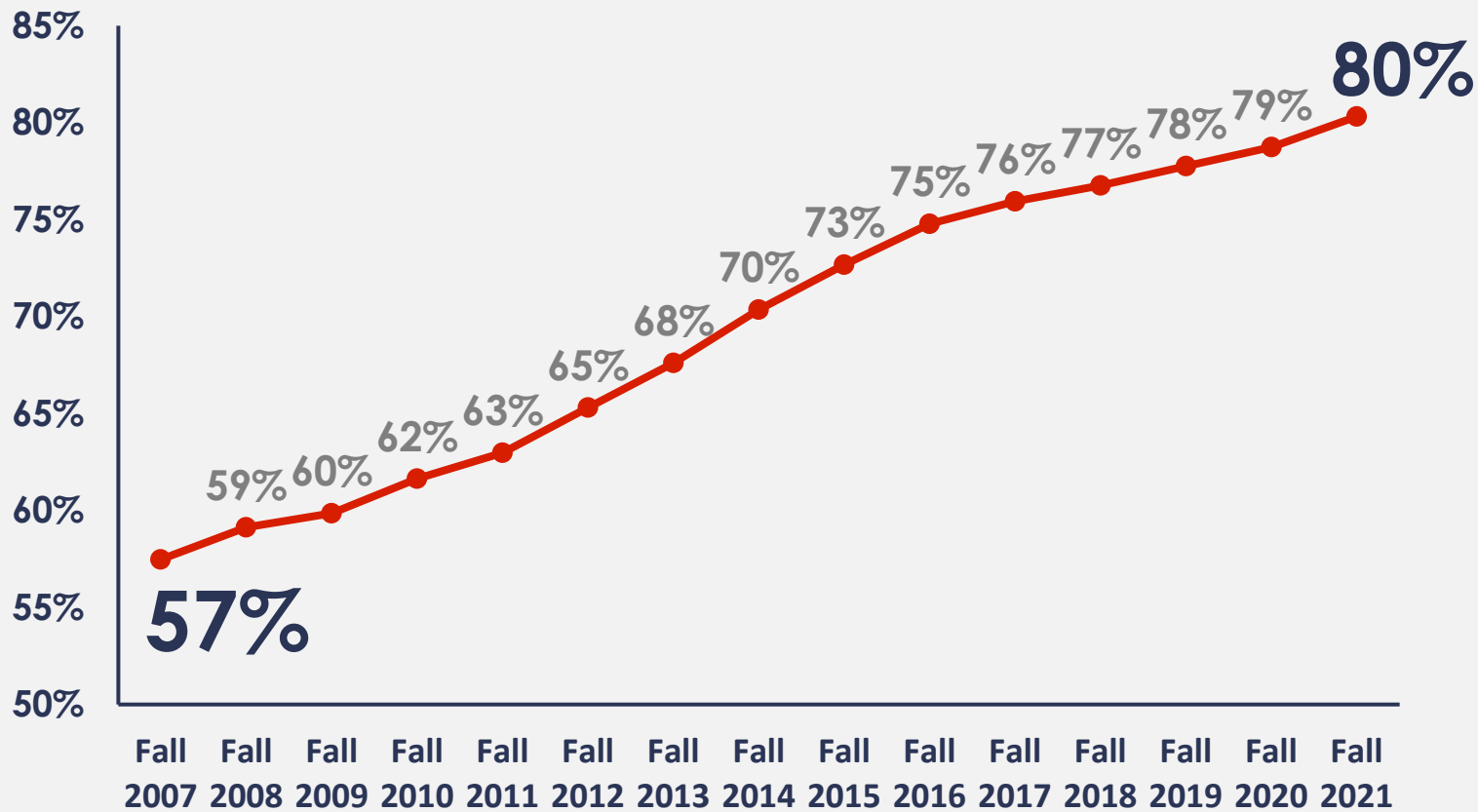
Where we were: 2003



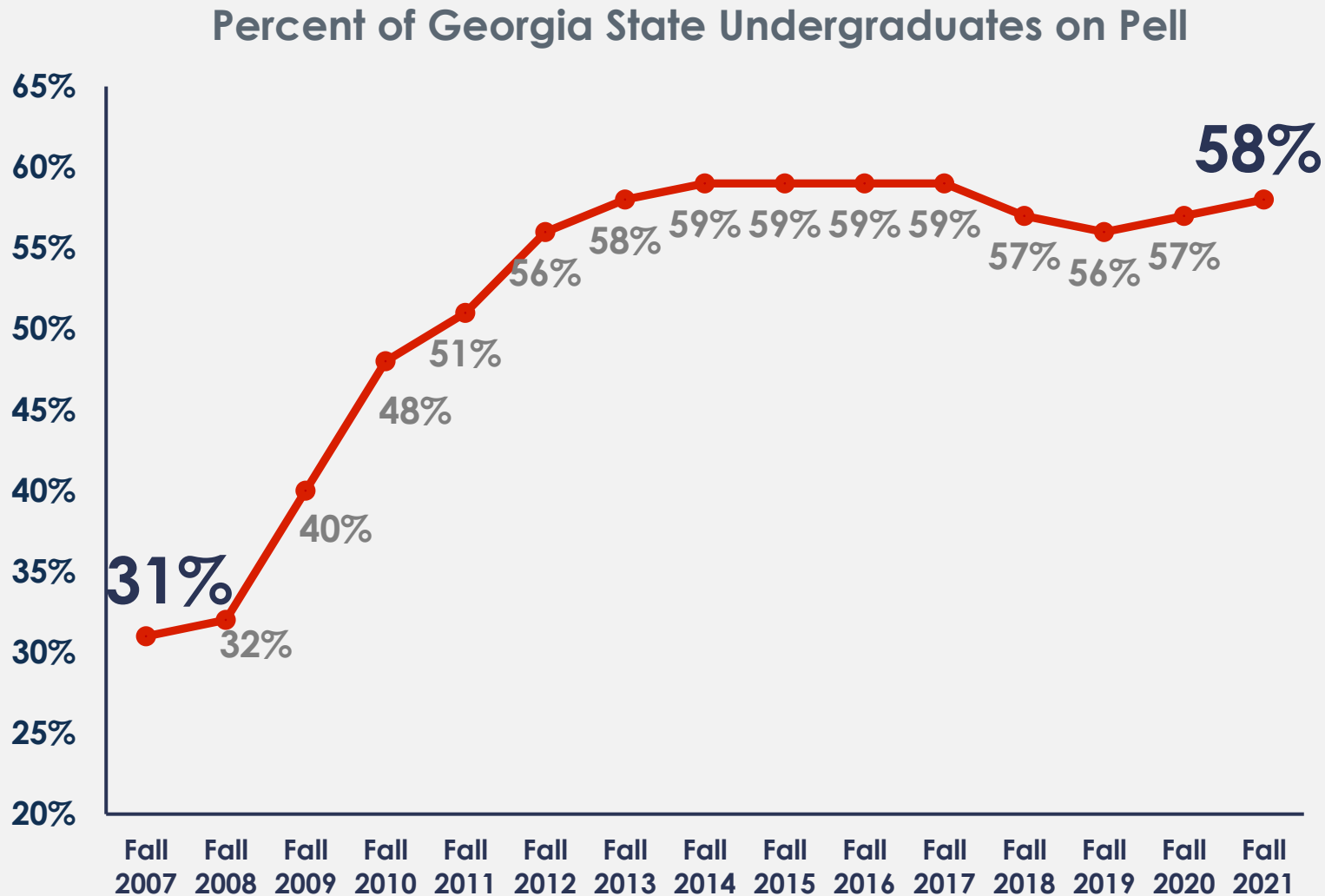
Changing Demographics at GSU: Race & Ethnicity



Percent of Georgia State Undergraduates Who Identify as Non-White



Changing Demographics at GSU: Low-Income Students



A background image of a classroom with several students sitting at desks, focused on their work. The room has large windows on the right side, letting in natural light. The students are diverse in age and ethnicity. A blue semi-transparent box is overlaid on the center of the image, containing text and a downward-pointing arrow.

SAT SCORES

-33 points



Appropriations Cuts

-70+ million





Are We the
Problem?

19%

Percent of Confirmed Freshmen Who Did Not Enroll
Summer 2015



Fall 2015

Confirmed GSU Freshman Who
Never Attended Any College: **278**

Non-white **76%**

First Generation **45%**

Low Income **71%**

Avg. High School GPA **3.34**



The Hidden Obstacles to Enrollment



- Federal Financial Aid Application
- Verification Request
- State of Georgia Immunization Proof
- Taking Placement Exams
- Registering for Classes



Portal to Guide Students Through Next Steps



My Path

My Plan

My Profile

All Items

This... Week Month Term

This Week

Resource

Connect with campus resources that matter most to you.

Resource

Explore services designed specifically for first-generation students.

To Do

Meet with an academic advisor before your first term

To Do

Take and review your Assessment Examination

To Do

Pick your courses and schedule your first term

Appointment

Open House: Campus Day Care

Which resources matter most to you?

- Select any of our student services that interest you, and we'll add appropriate information to your path.

A Few Recommendations:

- Child Care**
On campus and nearby child care options to help while you are in class.
- First Generation to Attend College**
Resources to help new students learn the ropes and lingo of college.
- Commuting Services**
Learn the different ways you can get to and from campus.
- Student Technologies**
Get help with all apps, gadgets, and sites that can enhance your campus experience.

All Student Services:

- Tutoring & Academic Support**
A great resource for help outside the classroom for your work inside the classroom.
- Career Guidance**
Helping you find the right career path and prepare you for the job market. It's never too early to start!
- Mentorships**
Helping you connect with experience students who can help guide your way.
- Housing Services**
Resources to help you find a place to stay near campus.
- Clubs and Activities**
Grow and have fun! Get involved in one of our many on-campus activities.
- Disability Services**
Providing support and equipment to qualified students with physical, mental, or educational needs.

A.I.-enhanced Chatbot: 24/7 Help



Which parent do I use on the FAFSA?

Jan 19 2017 6:38:13 PM

For info on which parent's information to use on the FAFSA, reply with the option that best describes your parents' marital status: Never Married Unmarried and both parents living together Married Remarried Divorced/Separated Widowed If none of these options are applicable, check out 1.usa.gov/1OgfTcg

Undo

✓ Approved by AdmitHub AI

Divorced

Jan 19 2017 6:38:40 PM

If your parents are divorced, the custodial parent (or the one you lived with the most in the past 12 months) is usually responsible for filling out the FAFSA. Check out this website to learn more: 1.usa.gov/1OgfTcg

Undo

✓ Approved by AdmitHub AI

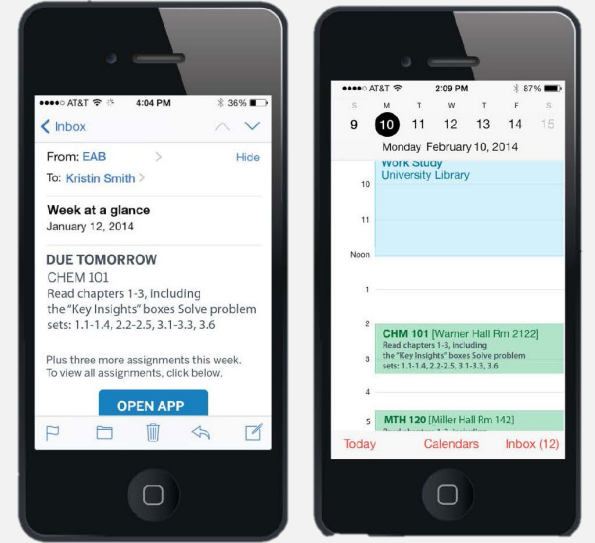
OK and when is it due?

Jan 19 2017 6:39:07 PM

The FAFSA is available starting Oct. 1. Fill it out ASAP! (Use last year's tax info.) Some aid is first-come, first-served, so don't delay! fafsa.gov

✓ Accept

⚠ Reject



185,000



Drop in Summer
Melt:

-50%

365 More
Students Enrolled

Chatbot: Continuing Students at Perimeter College

Fall 2021 RCT

FAFSA Completion: **+16%**

FAFSA Verification: **+14%**

Register for Fall classes early: **+14%**

Attend “Comeback Camp”: **+66%**

Get dropped for non-payment: **-36%**



AI Support in Academic Courses

Randomized Control Trials in Political Science and Economics

Average final grade **+7 points**

Final grades earned by first-generation students **+11 points**

Pell Students likelihood to Withdraw **-50%**

Next Up : Chemistry (Spring 2024)
Math and English (Fall 2024)



2.6

Average Number of Majors Cycled Through By
Graduating Seniors in 2010



LOST

CONFUSED

UNSURE

UNCLEAR

PERPLEXED

DISORIENTED

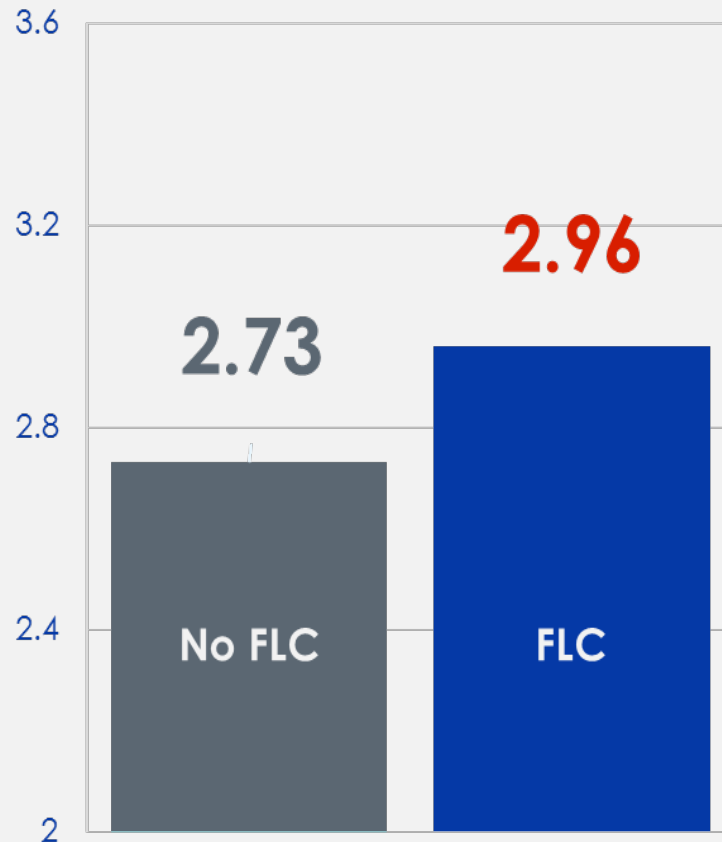
BEWILDERED

Freshman Learning Communities & Meta Majors

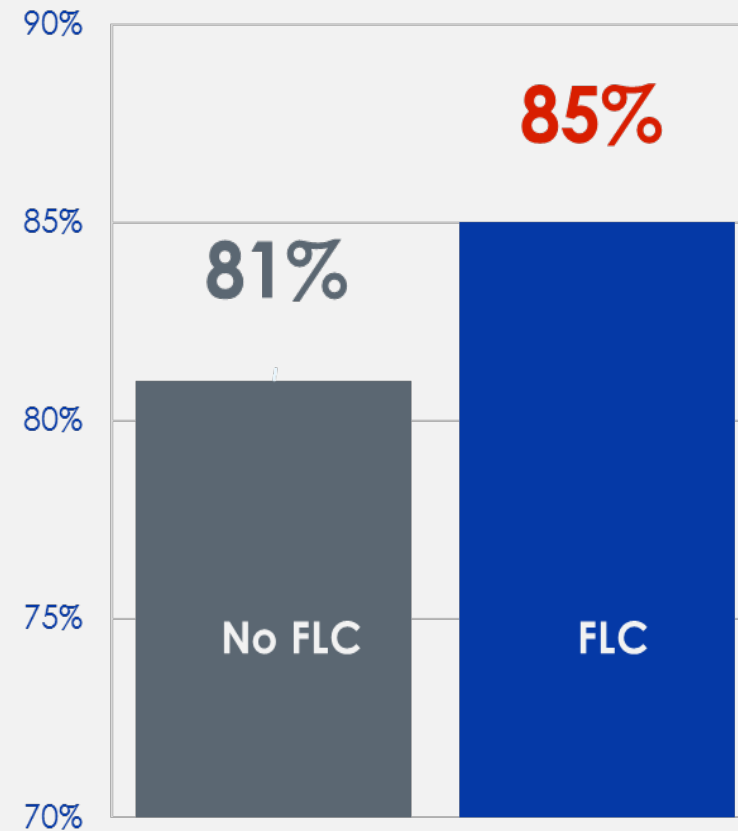


Freshman Learning Communities with block schedules of 5 to 6 courses:
95% of non-Honors freshmen (Opt-out model)

1st Year GPA



Retention



Perimeter College: Freshman Learning Communities



	GPA	Hours Attempt	Hours Earned	Retained
Non-FLC	2.05	11.1	7.3	83.8%
FLC	2.27	12.7	9.4	90.5%
Math 1001 DFW	Non-FLC: 54%		FLC: 37%	
Black Retention	Non-FLC: 82%		FLC: 92%	
Hispanic Ret	Non-FLC: 83%		FLC: 90%	
White Retention	Non-FLC: 85%		FLC: 88%	



Business
Education
Exploratory
STEM
Humanities & Arts
Health Professions
Policy/Social Science



Guides with Live Job Data of GSU Alums by Major



Georgia State Home

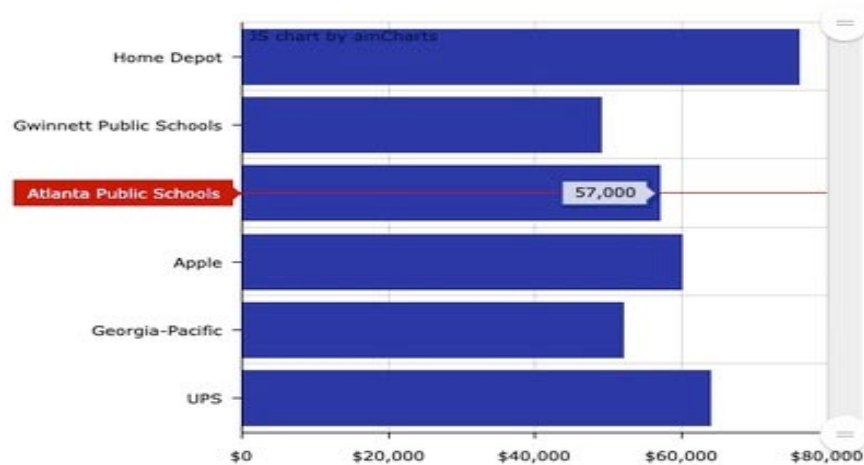
STUDENTS FACULTY & STAFF

About How This Works Engagement CTC In The Majors & Pathways Faculty Training Tool Kit

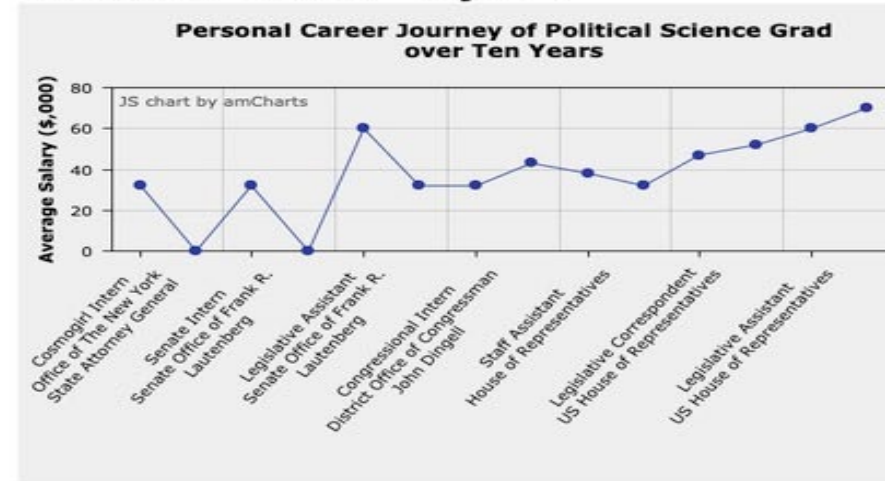
Your Career Starts Here

WHEN YOU TAKE YOUR FIRST STEPS ON CAMPUS, YOU ARE CHARTING YOUR CAREER PATH.

Top Employers of GSU Political Science Grads: Average Salary



What does a career path look like for this Major?



Log in to Steppingblocks for more **national** data on Political Science majors.

Faculty and Department Seed Grants

Example: The Department of History
Skills-Based Approach to U.S. History Survey Courses

- Use Tableau to interpret historical data
- Data viz software as tool for presenting historical findings
- Did NOT require any alteration to existing SLOs





-32%

Drop in Major
Changes After the
Freshman Year

5,760

Students Who Dropped Out of
Georgia State in 2010

Advisement: GPS Advising



Predictive Analytics Project with EAB

10 YEARS
OF DATA

2.5 MILLION
GRADES

144,000
STUDENT RECORDS

800+
ANALYTICS-BASED
ALERTS

30,000 STUDENTS
TRACKED **DAILY**

Registration Tracking and Academic Maps



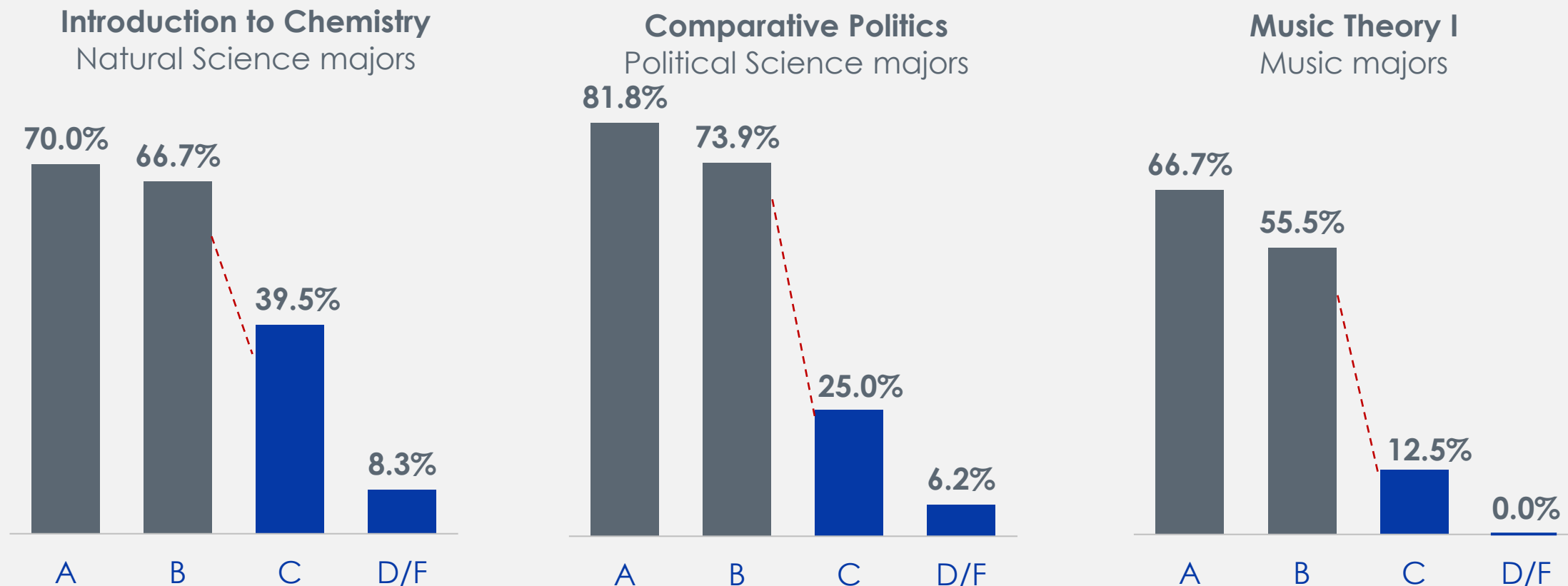
B.S. in Chemistry

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)Maintain a cumulative GPA of 2.25 or Better
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)Maintain a cumulative GPA of 2.25 or Better
SEMESTER 5	SEMESTER 6
<ul style="list-style-type: none">Complete CHEM 4000 with a C or BetterComplete CHEM 4110 with a C or Better	<ul style="list-style-type: none">Complete CHEM 4010 with a C or BetterComplete 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

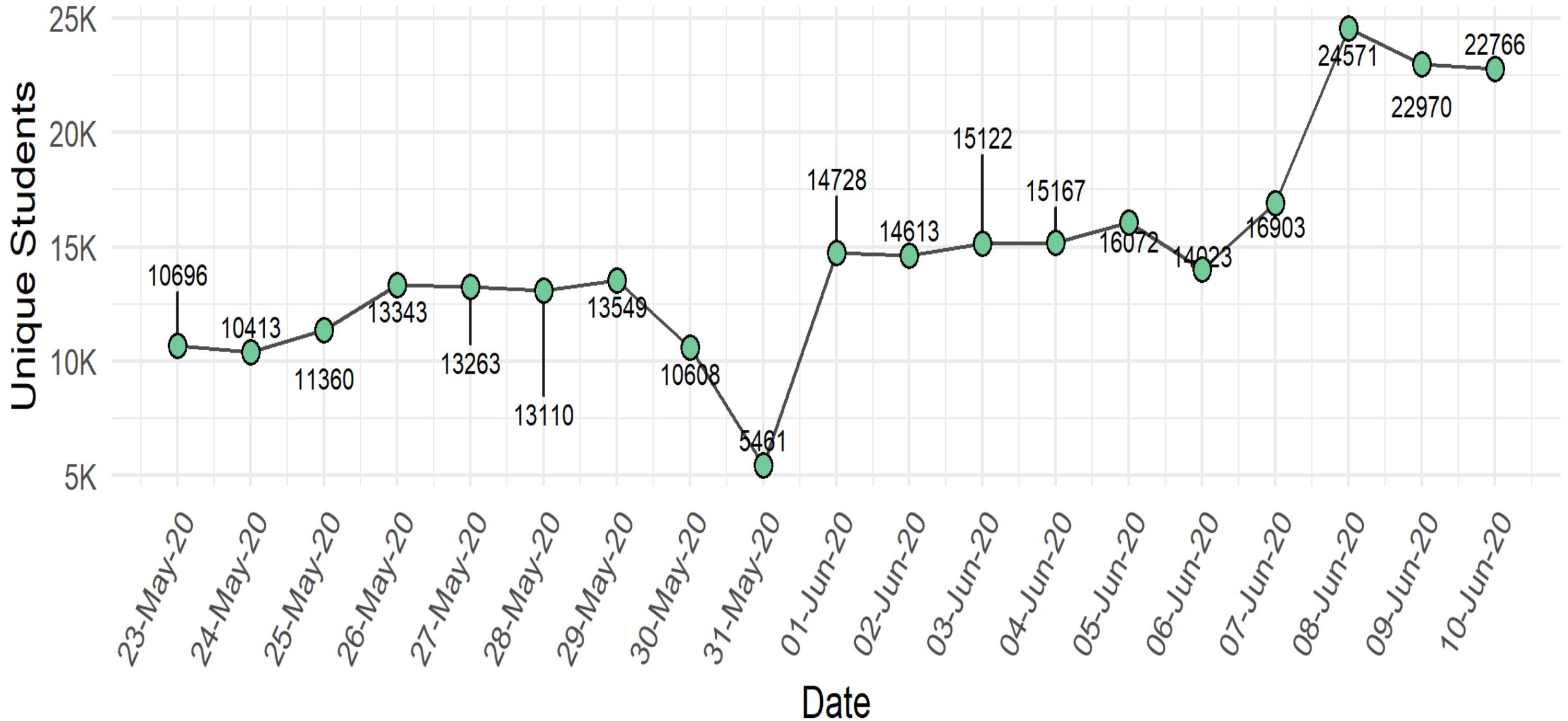
Performance in 'Marker' Courses



Graduation Rate in Major by Introductory Course Grade



Course Engagement





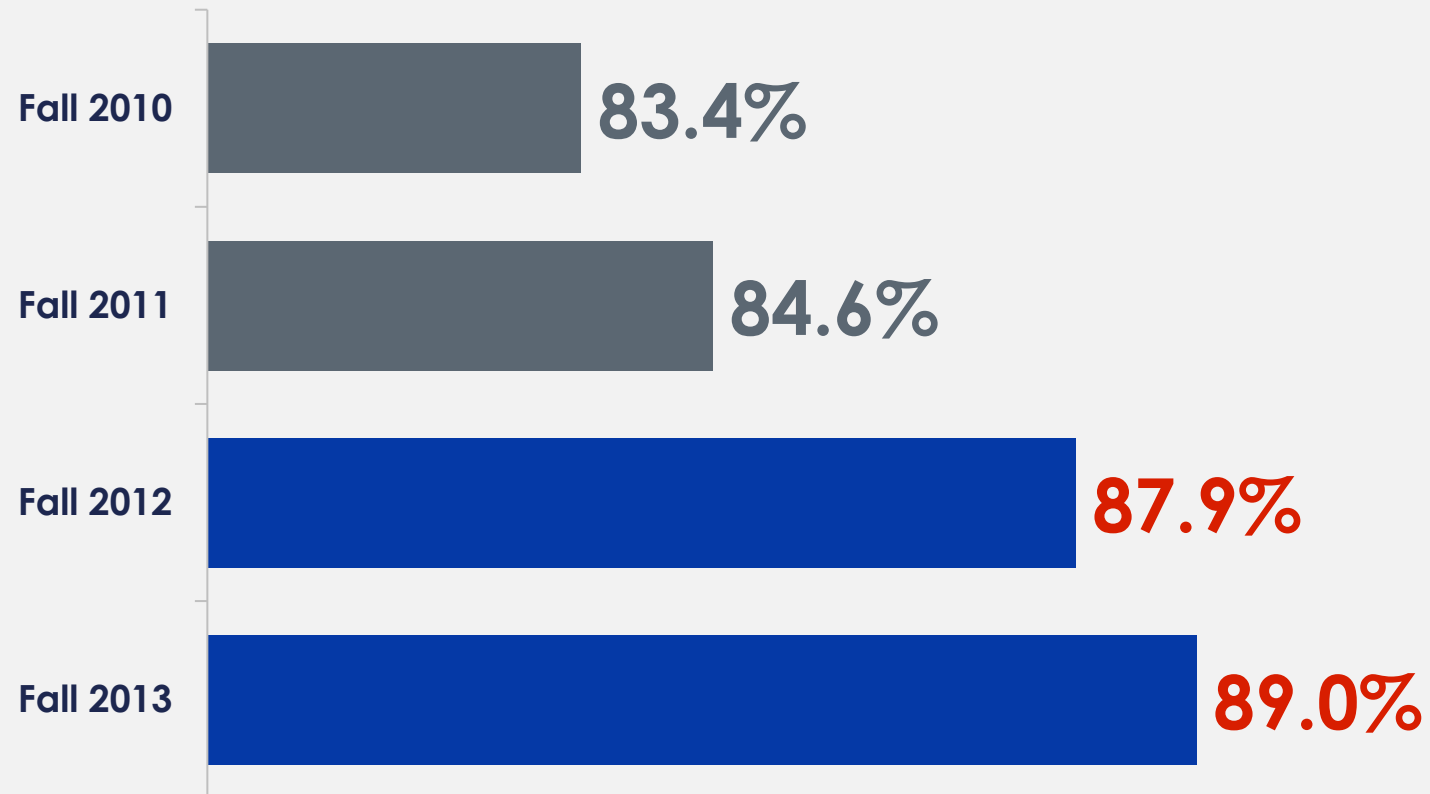
106,000

Advising Meetings Annually

Results: Increased Retention



Increased Average First Term Retention
Fall to Spring Retention





STEM Degrees Conferred Since 2011 (with enrollment change)

Black **+158%** (50%)

Black Male **+216%** (54%)

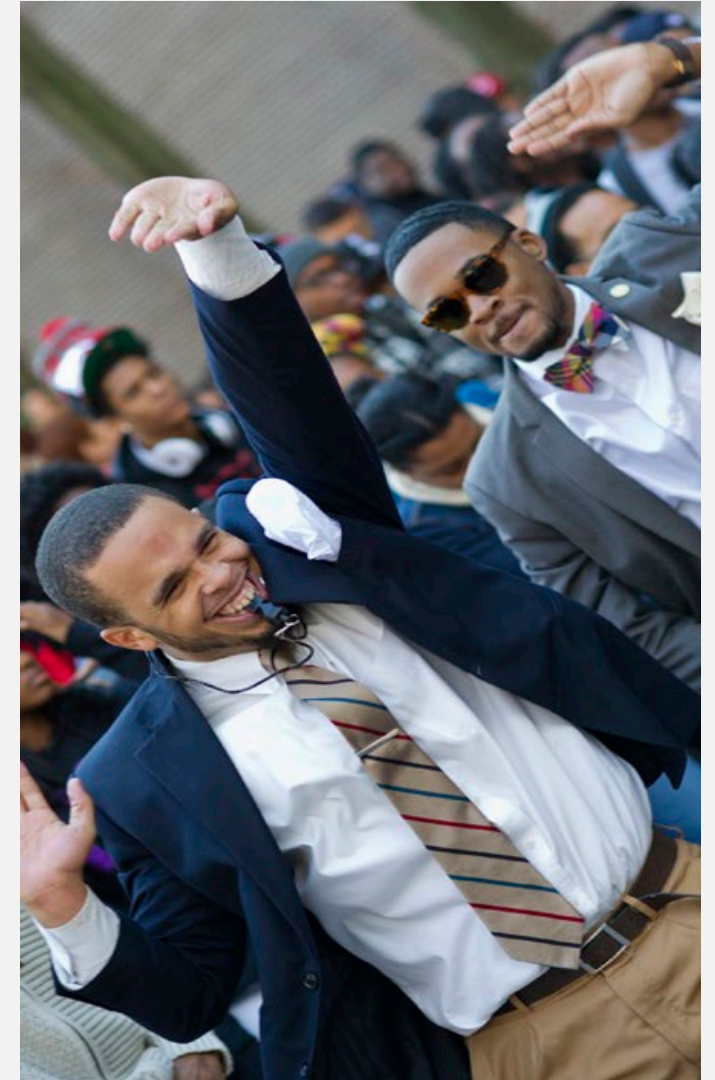
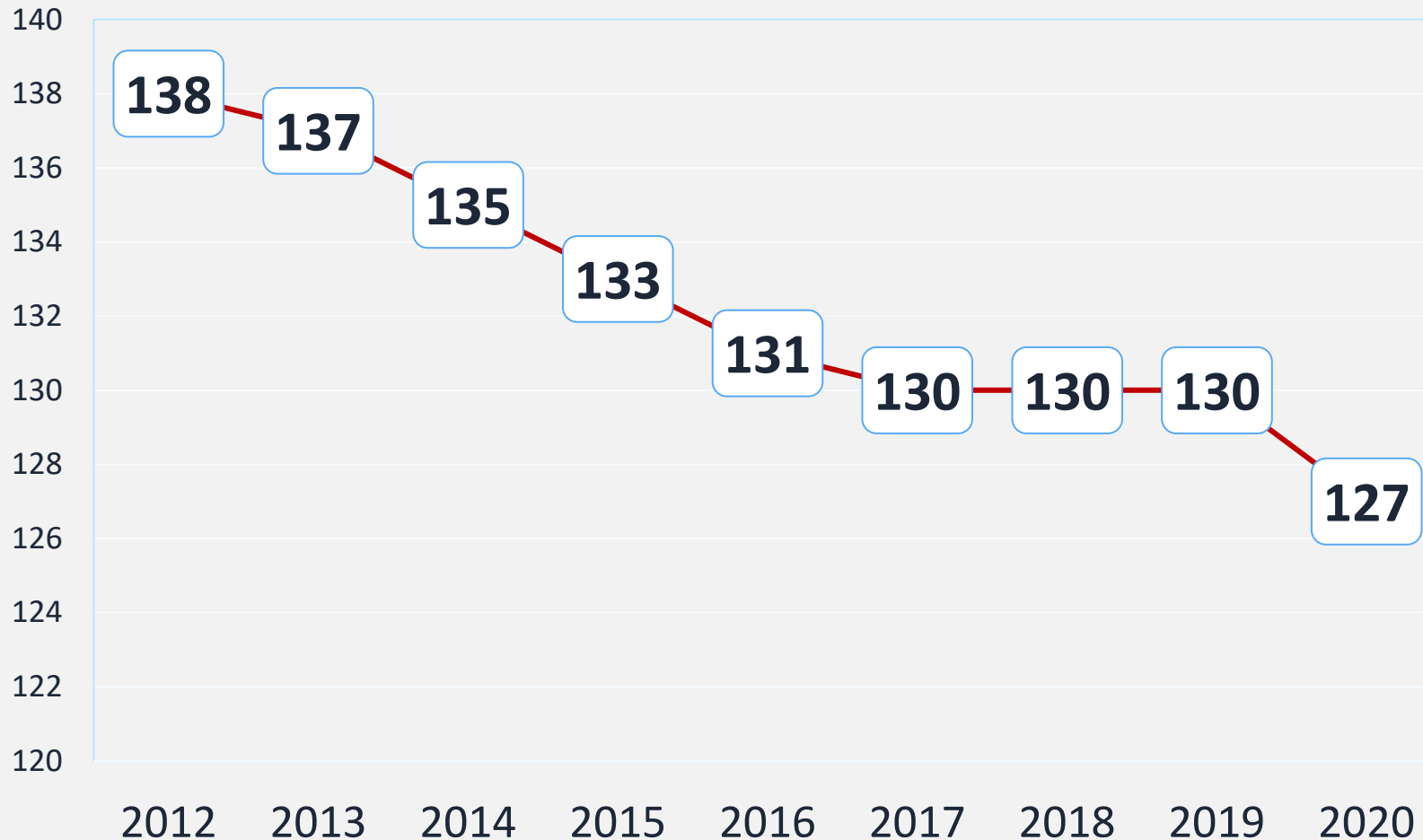
Hispanic **+406%** (118%)

Results: Decline in Time to Degree



Hours at Graduation
Native Freshmen Bachelor's Students

— Median Hours at Graduation



Reducing Loan Debt



Average Federal Loan Debt for GSU Graduating Seniors

Term	# Graduated w/Debt	Avg Debt
Spring 2016	2,128	\$ 21,430.25
Spring 2017	2,260	\$ 20,260.99
Spring 2018	2,273	\$ 20,094.35
Spring 2019	2,410	\$ 19,595.76
Spring 2020	2,521	\$ 18,558.78
Spring 2021	2,646	\$ 17,307.50
Spring 2022	2,520	\$ 16,929.64



National Avg Loan Debt: **\$37,338**

Impacts



JUNIOR

ST. TRACK

Retention Rate of
Summer Success
Academy Students
87%

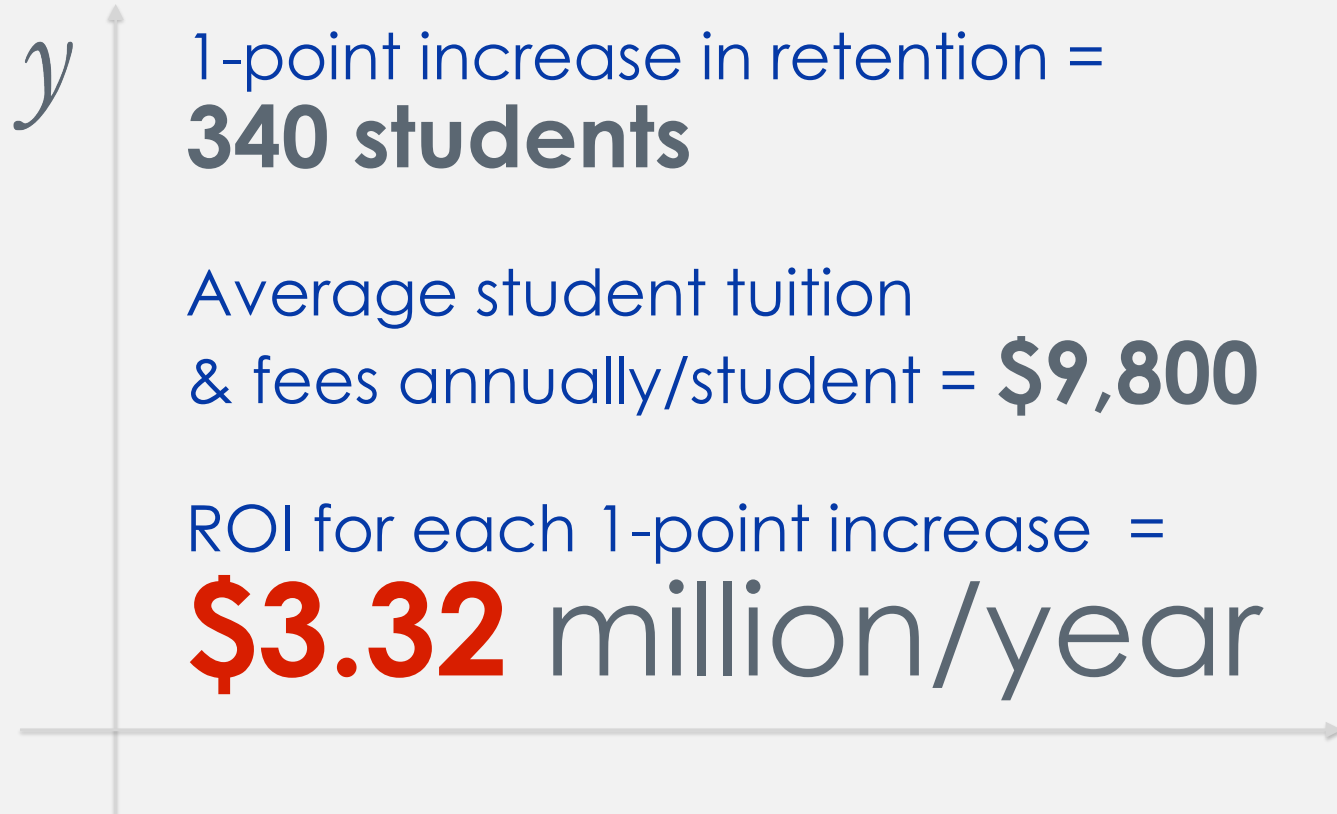
SENIOR

GRADUATING AND
Pursuing Further Education

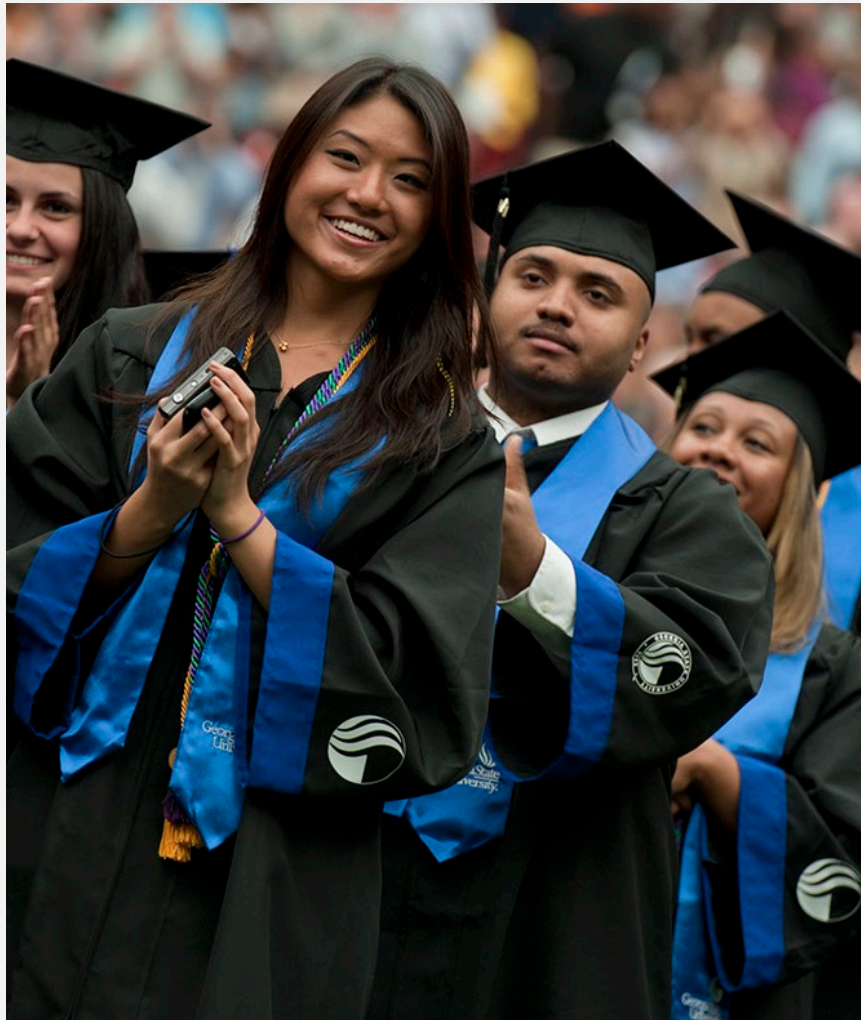
The Cost of Inaction



The Calculus of Student Success: ROI



Undergraduate Degrees Awarded Annually



2010-11: | 2020-21:
4,222 | **7,758**

INCREASE:

3,536 (+84%)

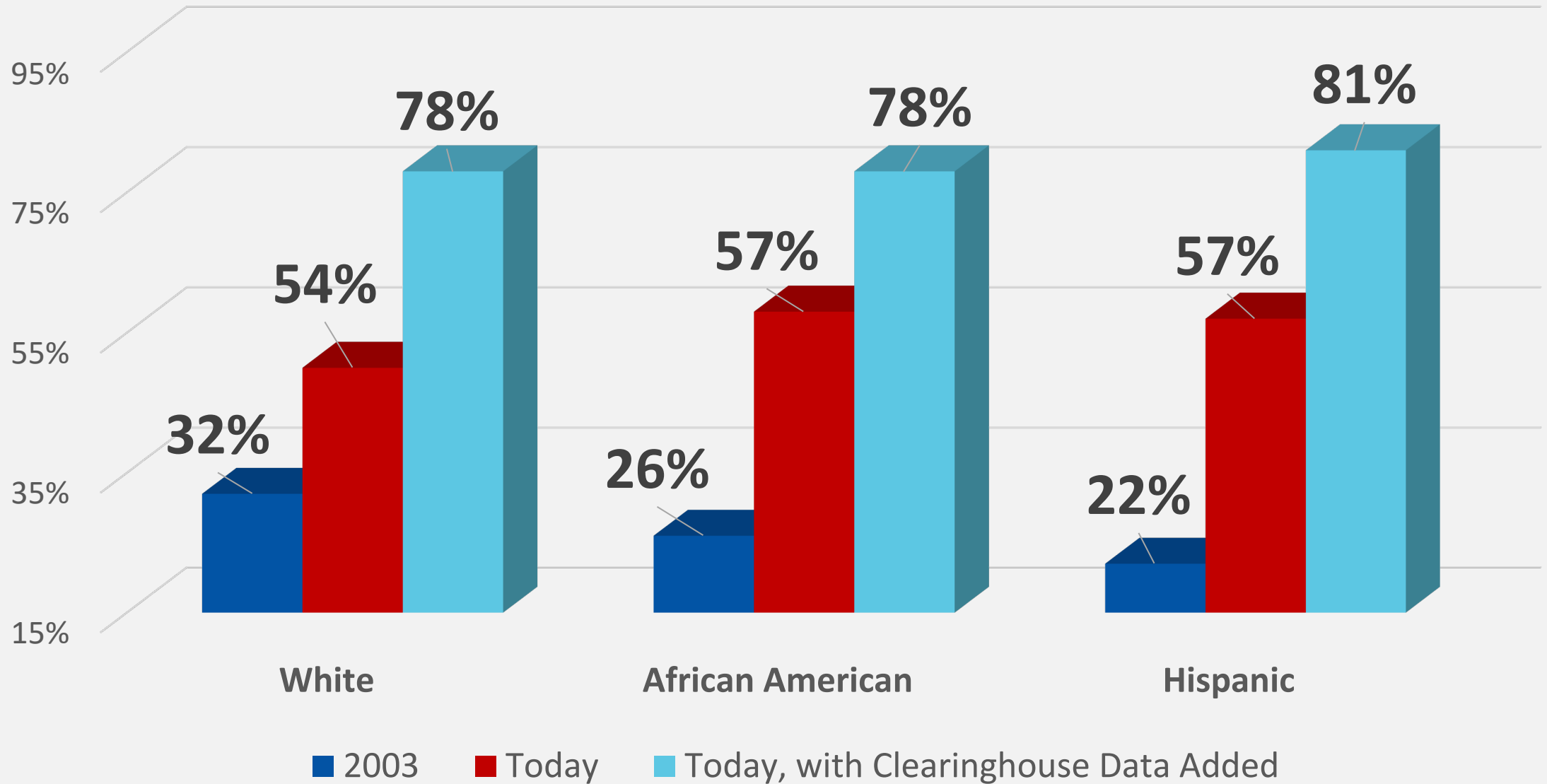
Bachelor's Degrees Awarded by Group



	2009-10	2019-2020	Change	% Change
African American	1,001	2,213	+1,212	+121%
Pell	1,298	3,626	+2,328	+179%
Hispanic	196	654	+458	+234%



Graduation Rates by Race & Ethnicity



1 in Degrees Conferred to African Americans



Top 100 Degree Producers: Non-Profit Universities

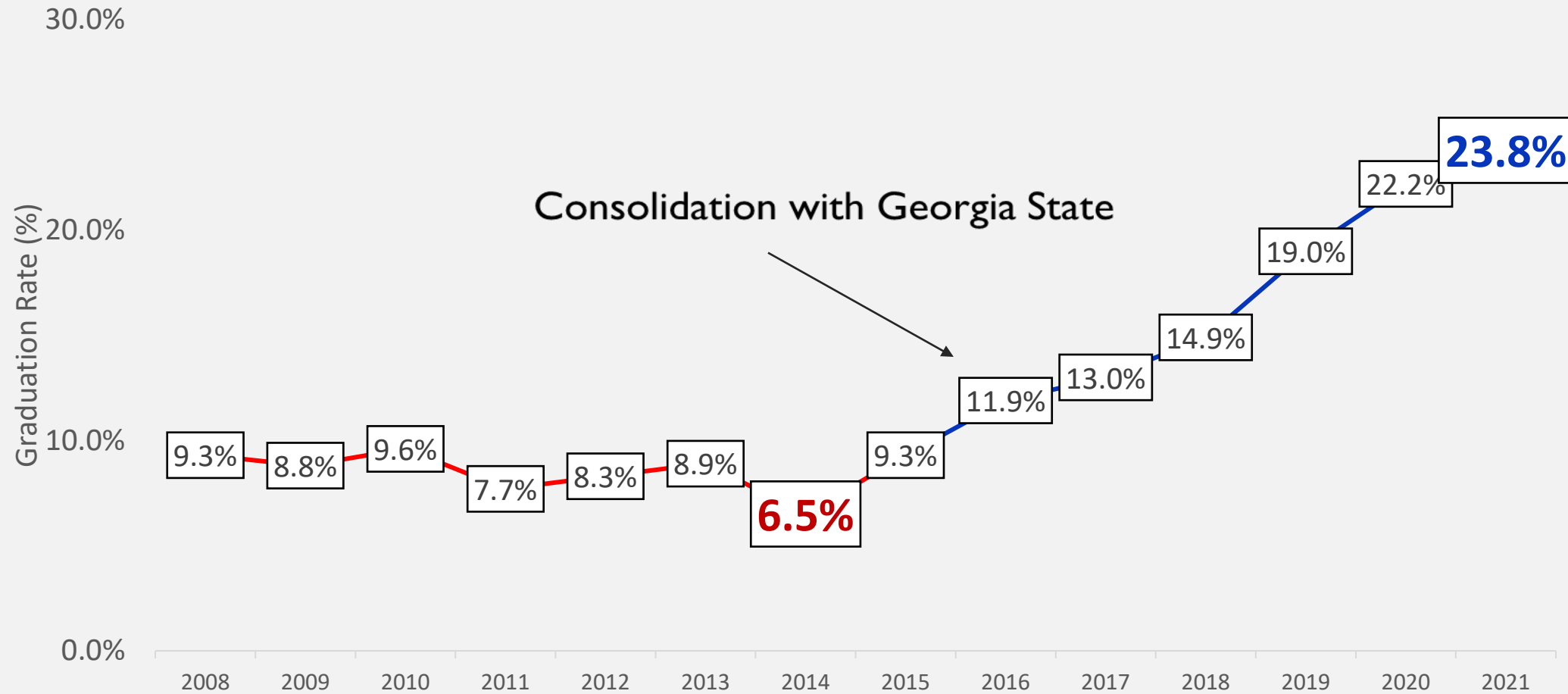
African-American Bachelor's - All Disciplines Combined



	Institutions	State	Total	%Grads	%Chg
1	Georgia State University	GA	2,213	40%	9%
2	University of Maryland Global Campus (online)	MD	1,579	25%	5%
3	University of Central Florida	FL	1,565	11%	7%
4	Grand Canyon University (online)	AZ	1,554	14%	6%
5	Florida International University	FL	1,365	12%	12%
6	Florida A&M	FL	1,301	90%	11%
7	North Carolina A&T	NC	1,300	78%	-1%
8	Florida Atlantic University	FL	1,229	21%	1%
9	University of Texas at Arlington	TX	1,202	13%	5%
10	Howard University	DC	1,177	87%	8%

Source: Diverse Issues in Higher Education, 2020; GSU number is for 2020-2021

Perimeter College: Associate Degree 3-Year Graduation Rates



Combined Graduated, Transferred, Retained: **83%**

Source: Chronicle of Higher Education, January 2020

Perimeter College Graduation Rates: Equity



	2015	2020	Change
Overall	7%	22%	+15
White	10%	22%	+12
African American	4%	22%	+18
Hispanic	6%	25%	+19
Pell	5%	22%	+17

* IPEDS 3-Year Graduation Rates for Associate Degree Students



Since launching in Fall 2021, the NISS has worked with more than 70 institutions collectively enrolling more than 1 million students.



AT GEORGIA STATE UNIVERSITY

70+

partner
institutions

20+

Community
colleges

1 million

students
enrolled

1,800+

campus
practitioners

7 USG partners have completed the NISS Diagnostic + one-year of implementation



VALDOSTA STATE
UNIVERSITY

In process



First-Time Freshman Retention Rates

Institution	2021 Fall Retention	2022 Fall Retention	2023 Fall Retention	Percentage Point (pp) Increase (2021 to 2023)
Albany State University	59.2%	61.9%	76.8%	+17.6pp
Fort Valley State University	64.9%	65.5%	71.2%	+6.3pp
Savannah State University	63.2%	64.6%	69.3%	+6.1pp
Georgia Southern University	71.2%	71.4%	76.3%	+5.1pp
Kennesaw State University	72.7%	73.3%	78.0%	+5.3pp
University of West Georgia	67.4%	71.4%	75.3%	+7.9pp
Valdosta State University	53.4%	58.3%	66.7%	+13.3pp
Non-Partners*	66.5%	68.1%	70.1%	+3.6pp
All USG Institutions**	72.6%	75.1%	78.4%	+5.8pp

*Reflects average institutional retention rates

**Reflects aggregate retention rate

Average Percentage Point Increase Between Fall 2021 and Fall 2023 Retention Rates

+8.8pp
among NISS partners

Note: Student population includes full-time and part-time Bachelor's degree-seeking students. Retention rates are institution-specific rates and reflect the percentage of students who enrolled in the Fall following their first year or graduated at any point through the Summer following their first term. Atlanta Metropolitan State College, East Georgia State College, Georgia Highlands College, and South Georgia State College were excluded from the non-partner analysis due to small student counts.

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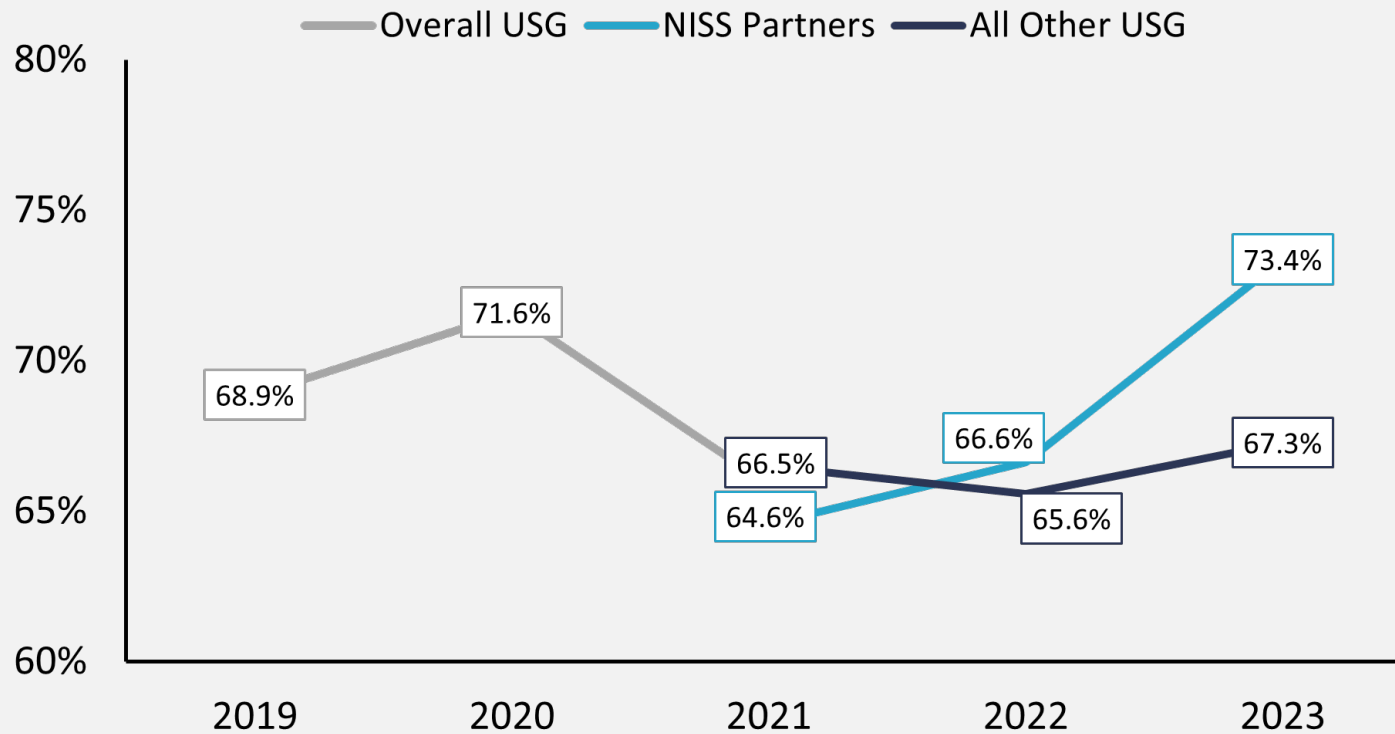
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First-time Freshman Retention Trends and Impacts

University System of Georgia First-Time Freshmen One-Year Retention Rates by NISS Partner Status



Total Additional Students Retained Among NISS Partners

+1,259

Students,
2021-2023

\$7.6 M

Added revenues,
2021-2023

Note: Retention rates reflect average retention rates; revenue estimates assume \$6K/student per year
Source: 2019-2020, IPEDS; 2021-2023, [USG by the Numbers Retention Rate Reports](#)

NISS USG Partners: Freshman Retention Rate Increases

Retention Rate Increase by Student Demographic: 2021-2023

Student Population	Non-NISS Partner Avg. Retention Increase	NISS Partner Avg. Retention Increase
Black Students	+2.7pp	+10.8pp
Hispanic Students	+6.3pp	+12.7pp
White Students	+3.7pp	+4.7pp
<i>Overall</i>	<i>+3.6pp</i>	+8.8pp

Note: Student population includes full-time and part-time Bachelor's degree-seeking students. Retention rates are institution-specific rates and reflect the percentage of students who enrolled in the Fall following their first year or graduated at any point through the Summer following their first term. Data for any institution whose population of students were below 10 for either year were excluded from the analysis.

First-Time Freshmen Retention Rates – Black Students

Institution	2021 Fall Retention	2022 Fall Retention	2023 Fall Retention	Percentage Point (pp) Increase (2021 to 2023)
Albany State University	57.9%	62.9%	80.3%	+22.4pp
Fort Valley State University	65.8%	66.0%	71.9%	+6.1pp
Savannah State University	64.1%	65.3%	71.9%	+7.8pp
Georgia Southern University	66.1%	64.9%	74.2%	+8.1pp
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University of West Georgia	68.6%	69.7%	78.0%	+9.4pp
Valdosta State University	49.4%	57.0%	63.5%	+14.1pp
All NISS Partners*	63.3%	65.2%	74.1%	+10.8pp
Non-Partners*	62.0%	63.1%	64.7%	+2.7pp
All USG Institutions**	64.4%	67.7%	72.9%	+8.5pp

*Reflects average retention rate

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Average Percentage Point Increase Between Fall 2021 and Fall 2023 Retention Rates

+10.8pp
among NISS partners

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Source: [USG by the Numbers Retention Rate Reports](#)



NISS

NATIONAL
INSTITUTE
FOR **STUDENT**
SUCCESS

AT GEORGIA STATE UNIVERSITY

<https://niss.gsu.edu>