Student Experience Subcommittee Final Draft Report

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1. **Overarching Goal**
   Expand and enhance university programs and services to provide challenging, empowering and supportive learning experiences for each student inside and outside of the classroom.

2. **Overall Performance Measures that will be used to track progress on the overarching goal during the next six years**
   A. **Goal: Provide learning opportunities to prepare students for lives and careers in a dynamic, global community**
      a. **Measure:** 100% of students will participate in at least two of the following high-impact educational programs (course-based learning communities, study abroad, faculty-student research projects, capstone projects, service learning/community-based learning projects, honors program, internship/cooperative education).
   B. **Goal: Improve the learning experience for underrepresented students, eliminating disparities in graduation rates when disaggregated by race/ethnicity, income, nationality\(^1\), and gender**
      a. **Measure:** meet or exceed graduation rate goals for full-time students when disaggregated by race/ethnicity, income, nationality, and gender:
         • 75% of undergraduate students in six years
         • 85% of all masters students within 3 years
         • 70% of Ph.D. students within 8 years
   C. **Goal: Strengthen student support services**
      a. **Measure:** number of units that meet or exceed nationally recommended standards for faculty and direct service staff ratios

3. **Specific Measurable Actions and corresponding performance metrics related to the overall performance measures.**
   A. **Inspire innovations in the development of high impact practices across all colleges through an annual competition with $0.5M available funds for faculty and staff to propose new experiential and community-based learning projects for either undergraduate or graduate students.**
   B. **Identify and pursue creative opportunities to increase external funding to provide need-based financial aid to enhance graduation rates and reduce student debt upon graduation**

\(^1\) Nationality refers to the dichotomous registrar variable of domestic or international status
C. Improve faculty and direct service staff ratios through hiring faculty and staff and/or through strategic enrollment management\(^2\). Specifically, decrease the:
   - Student to faculty ratio
   - Student to academic adviser ratio
   - Student to professional counselor ratio
   - Student to professional health professional (MD and ARNP) ratio
   - International student to international adviser ratio
   - Undergraduate student to career services staff ratio

4. A list of additional metrics that are related to the overarching goal
   - Undergraduate retention rates (e.g., freshman, sophomore, under-represented students, transfer students)
   - Masters and Ph.D. retention rates
   - Number of colleges with MLOs for graduate students
   - Percentage of classes taught by tenured/tenure-track faculty
   - Percentage of undergraduate course with less than 30 students
   - Under/graduate student indebtedness upon graduation
   - Percentage of courses with high D, F, and W rates that provide supplemental instruction
   - Academic support services for courses with moderate D, F, W rates
   - Percentage of students with verified leadership experience on co-curricular transcript
   - Percentage of students participating in financial planning
   - Graduate student time to degree
   - Career services outcomes
   - Retention rate of diverse faculty and staff
   - Outcomes data on inter/multicultural competence of students upon graduation
   - Capacity and participation rates of study abroad
   - 100% wireless access for all ISU students anywhere on campus

\(^2\) “…a comprehensive process designed to help an institution achieve and maintain the optimum recruitment, retention and graduation rates of students where ‘optimum’ is defined within the academic context of the institution” (Dolence1993).
Appendix A. Specific student to faculty/staff ratio goals

- Attain a student to faculty ratio of 16:1 across campus (currently 19:1) and 25:1 for STEM disciplines. SOURCE: Presidential presentation to the education appropriations subcommittee (http://www.inside.iastate.edu/article/2016/02/18/legis, viewed 2-23-16)
- Student to academic advisor ratio (Goal: 250:1 for professional advisors; 25:1 for faculty advisors). SOURCE: National Academic Advising Association median for Public Doctorate is 285:1, 25th percentile for Public Doctorate is 200:1
- Student to professional counselor ratio (Goal: 1,500:1; currently 3321:1) SOURCE: International Association of Counseling Services recommended ratio 1000-15000:1
- Student to professional health professional (MD and ARNP) ratio (Goal 2500:1; Currently 4000:1) SOURCE: Keeling Report; Medical Group Management Association benchmark data
- International student to international advisor ratio (Goal: 800:1; Currently 1,347 to 1) SOURCE: No professional association recommendation; University of Iowa is 700:1
- Undergraduate student to career services staff ratio (Goal: 1500:1; Currently ranges from 583:1 (Business) to 4063:1 (LAS) SOURCE: National Association for Colleges and Employers recommendation is 1500:1