

# From Worst to First: How Data and Analytics Moved the Needle in Meeting Student Success Goals

Mr. Duane Reid, Assistant Dean of Student Success

**UCNJ** Union College of Union County, NJ



## Learning Objectives:

- Provide a framework to develop a student success graduation initiative
- Provide participants with proactive advisement and student engagement strategies
- Share culturally responsive programming ideas for Black male scholars and Latinx students
- Provide a platform to discuss improving graduation rates and student success



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# UCNJ

## Union College of Union County, NJ

- Four campuses
- Urban and Suburban settings
- Over 8,000 students
- 85% diverse
- Over 60 degree programs
- Federally Designated Hispanic Serving Institution (HSI)



# UCNJ Institutional Priorities

- Enrollment
- Student Success
- Innovation
- DEI/Social Justice



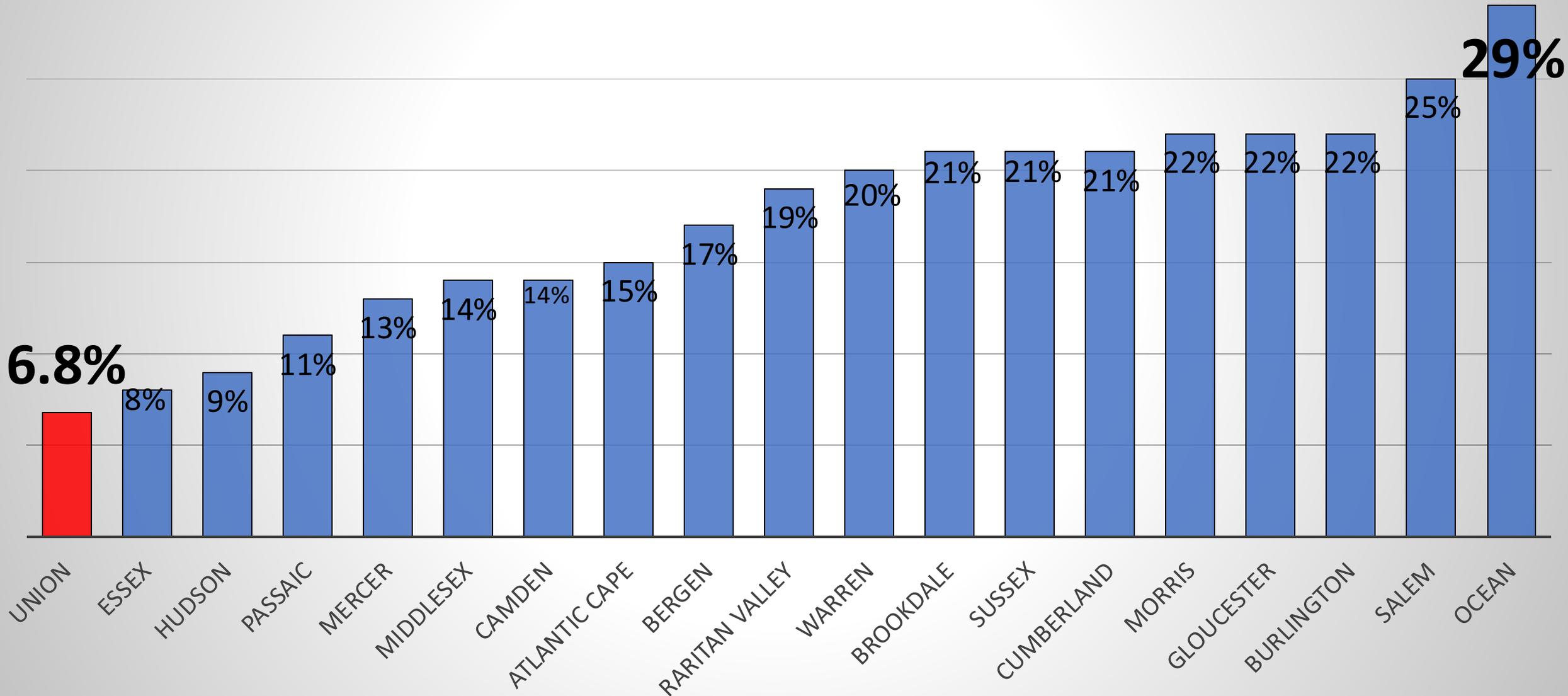
# Student Success at **UCNJ**

***“Thank God for Union County College”***

Unnamed New Jersey Community College President  
July 2010



# New Jersey Community College Graduation Rates 2013



## Strategy:

1. Look - Take a good look
2. Build - Your team and devise strategy
3. Connect - Students to resources
4. Expand (grow)



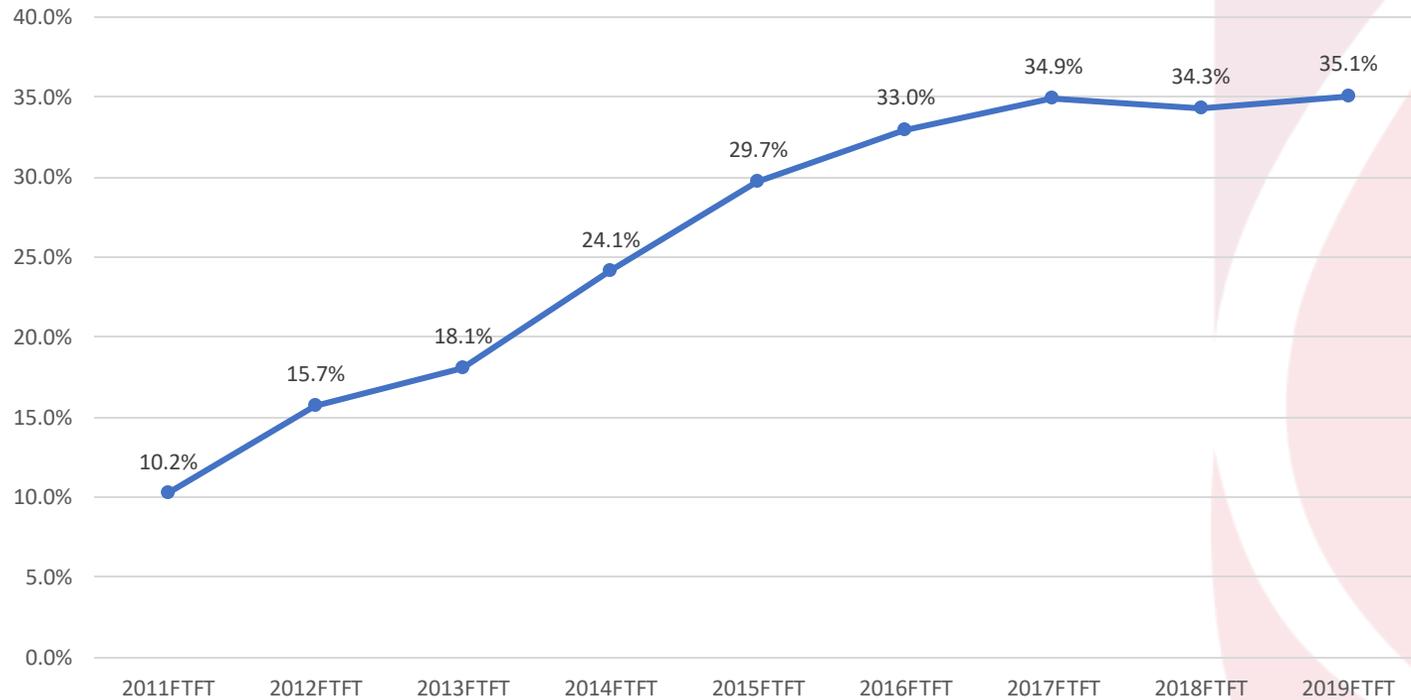
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We Launched  
**“Operation Graduation”**  
and  
**“Project Achievement”**



# Operation Graduation, Graduation Rates

Union's Overall Grad Rates



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# Operation Graduation



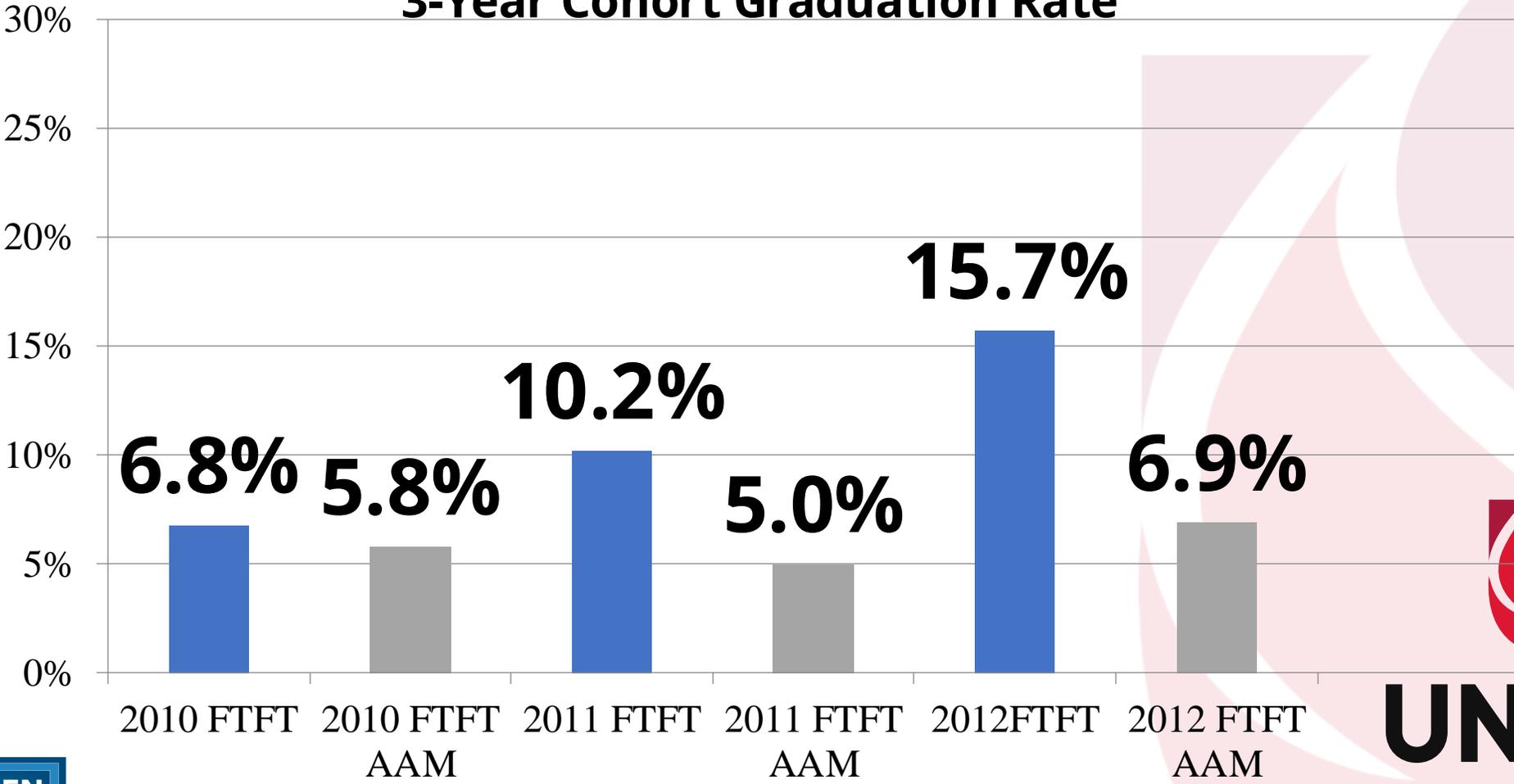
- Works with a specific group of first time, full-time cohort students
- The goal is on-time degree and certificate completion
- Advisors monitor academic performance with semester progress notes
- Scholarship opportunities for on-time degree completion



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# Union College Graduation Rates

## 3-Year Cohort Graduation Rate



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# Project Achievement



- Advisors work one-on-one with students to promote on-time degree and certificate completion for first time, full time African American male students
- Project Achievement includes a social programming component known as the Black Male Achievers program at Union College
- Various social engagement events are held on, and off campus related to personal and professional development for Black men to foster a culture of student success



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# Line of Achievement

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- Black Males 

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## Freshman

Student agrees to participate in our Project Achievement program.



# Transformative Learning Process



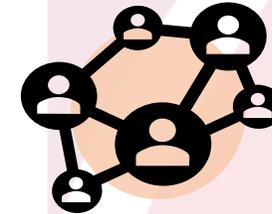
## Mentorship Towards Degree Completion

Student receives a personal advisor that will help him towards degree completion.



## Educational Workshops

Student attends educational sessions that provide resources for Black males to succeed.



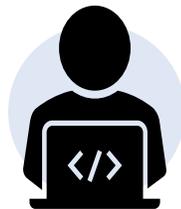
## Social Programs

Student participates in community service and other activities to build his network.



## College Graduate

Student earns a college degree to advance in his future endeavors.



## Career and Transfer Services

Student receives career help such as resume writing and letters of recommendation.



## Guest Speakers

Student gets to learn from experienced professionals from a variety of fields.



## Successful/Educated Man & Woman

Once a student completes Project Achievement, he is to use what he has learned to progress in society and have a profound impact on his family, community, and the world.

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# IMPROVE YOUR WRITING

WITH MR. MILLER

BRING YOUR WRITING ASSIGNMENTS TO ROOM N-35  
Tuesdays and Thursdays @ 1 PM to 3PM.

Schedule a meeting: <https://calendly.com/clinton-miller/30min>



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# PROJECT ACHIEVEMENT

UNION CC

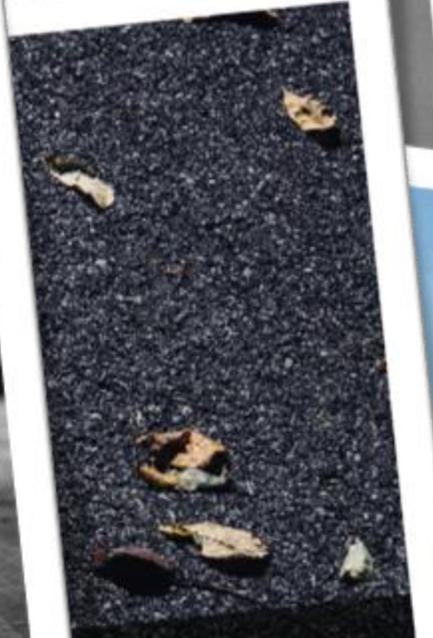


## WHO'S GOING TO STOP ME?

WEDNESDAY, NOVEMBER 11 @ 11:40 AM

MEETING LINK: [HTTPS://UNIONCC.WEBEX.COM/UNIONCC/J.PHP?MTID=MB5737A17A1D49AA5A7D4ACE1E8572E0A](https://unioncc.webex.com/unioncc/j.php?mtid=MB5737A17A1D49AA5A7D4ACE1E8572E0A)

# PROJECT ACHIEVEMENT



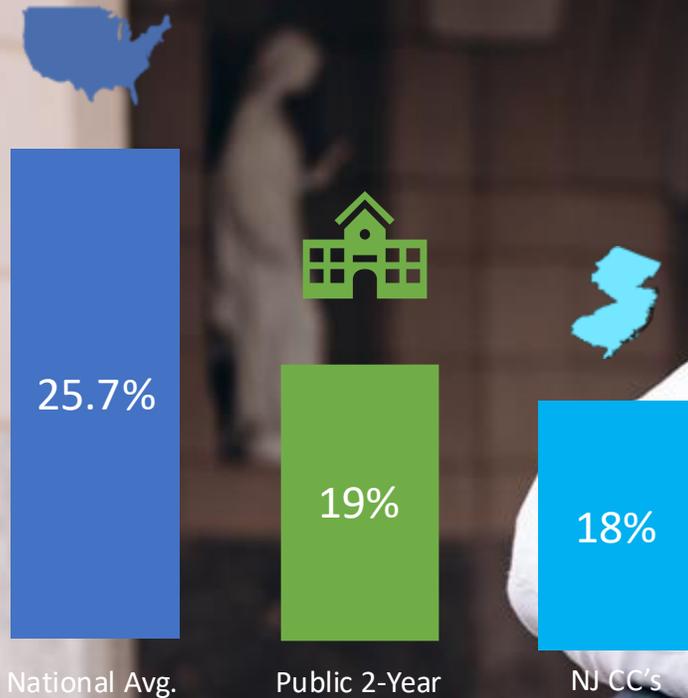
March 28, 2022 @ 1 PM

Manford Campus, Room N4 or Virtually

[unioncc.webex.com/unioncc/j.php?mtid=MB5737A17A1D49AA5A7D4ACE1E8572E0A](https://unioncc.webex.com/unioncc/j.php?mtid=MB5737A17A1D49AA5A7D4ACE1E8572E0A)

(LUNCH ON US)

# Black Male Community College Graduation Rates



Union College of Union County, NJ



*For cohort year 2017, the graduation rate within 150% of normal time at 2-year postsecondary institutions was 36%. This is based on 1,540 institutions.*  
SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Graduation Rates component 2020 provisional data

# How is Project Achievement Successful?

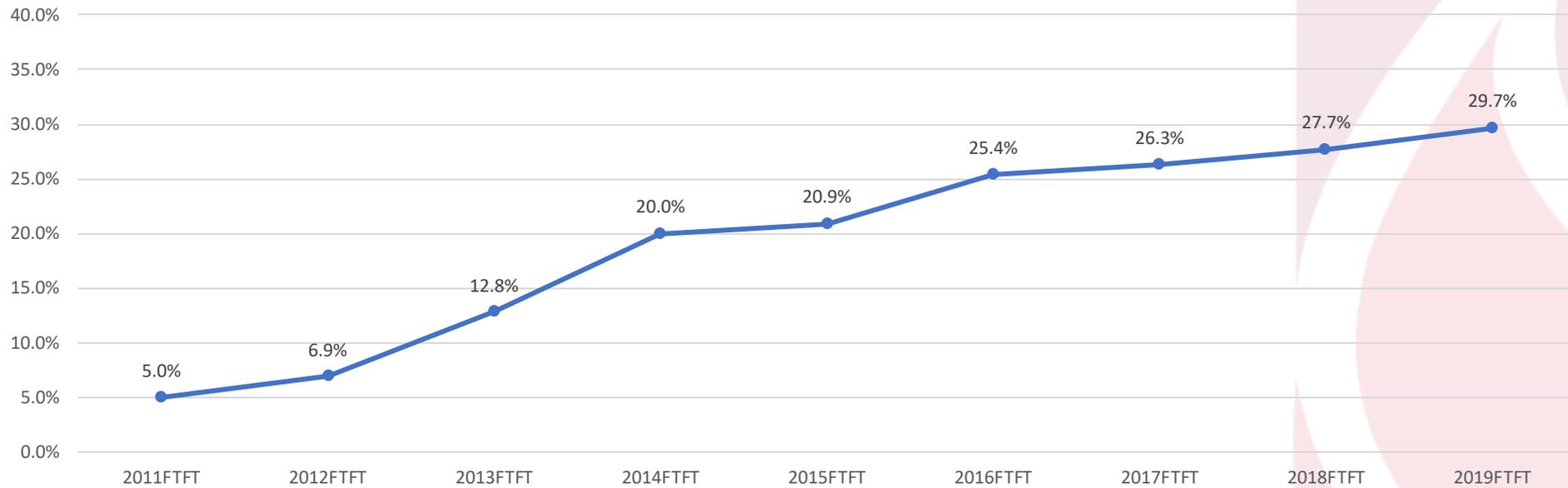
- One on One Intrusive Intervention Advising
- Social Programing (College tours, guest speakers, on and off campus events)
- Scholarships
- Mentorship
- Transfer Assistance



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# Project Achievement's Graduation Rates

Union's Black Male Grad Rates



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So, what  
happened  
with our  
**OUTCOMES?**  
How did UCNJ  
**GROW?**



# Launching of Inspire the Future



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# Launching of Inspire the Future

- Advisors work one-on-one with students to promote on-time degree and certificate completion for first time, full time Hispanic students
- Inspire the Future includes career services opportunities, workshops, and various social engagement events are held on and off campus related to personal and professional development for the Hispanic population to foster a culture of student success.



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# How is Inspire the Future Successful?



- One on One Intrusive Intervention Advising
- CLEP Exam
- Social Programing (Spring 2023 Semester)
- Scholarships
- Workshop
- Professional Development Conferences



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# Inspire the Future Workshops and Job Opportunities

- Resume Building
- How to Interview
- LinkedIn Profile Workshop
- United Airline's Paid Summer Internship



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# Change

- Create a **Data** Driven **Culture**
- Radical Change
- Re-center—Re-focus—Re-align
- Grounded in our **Mission**
- Singularly Focused on **Student Success** as measured by **Graduation Rates**



# Change

- Electronic Textbooks through **Cengage Unlimited**
- Mandatory **Orientation**
- Mandatory **Advising**
- Academic **Maps**
- **Cross-Trained** Student Staff
- **Flat Rate** Tuition (12-18 cr)
- “**15** to Finish on Time”
- Eliminated General **Fees**
- Eliminated Graduation **Fee**
- Expanded Student **Services**



# More *Change*

- **Math** Success Center
- Modified **HS Outreach** earlier in Senior Year
- Math **Boot Camps** for current students
- **Testing & Boot** Camps in HSs
- Expanded **Tutoring** Services
- Mandatory **Tutoring** for Student-Athletes
- Mandatory **15 Credits** for Student-Athletes
- Student **Academic** Performance in Coaches' **Contracts**
- **GPS**



# Even More *Change*

- New **Inclusive** Governance System
- Elimination of Department **Chairs**
- Hiring of Academic **Deans**
- New **Evaluation** Process
- **Reflection** on **Course Completion Rates** as a component of Faculty Self-Evaluation
- **Institutionalized** Focus on **Graduation** Rates
- **12-month** Academic Specialists



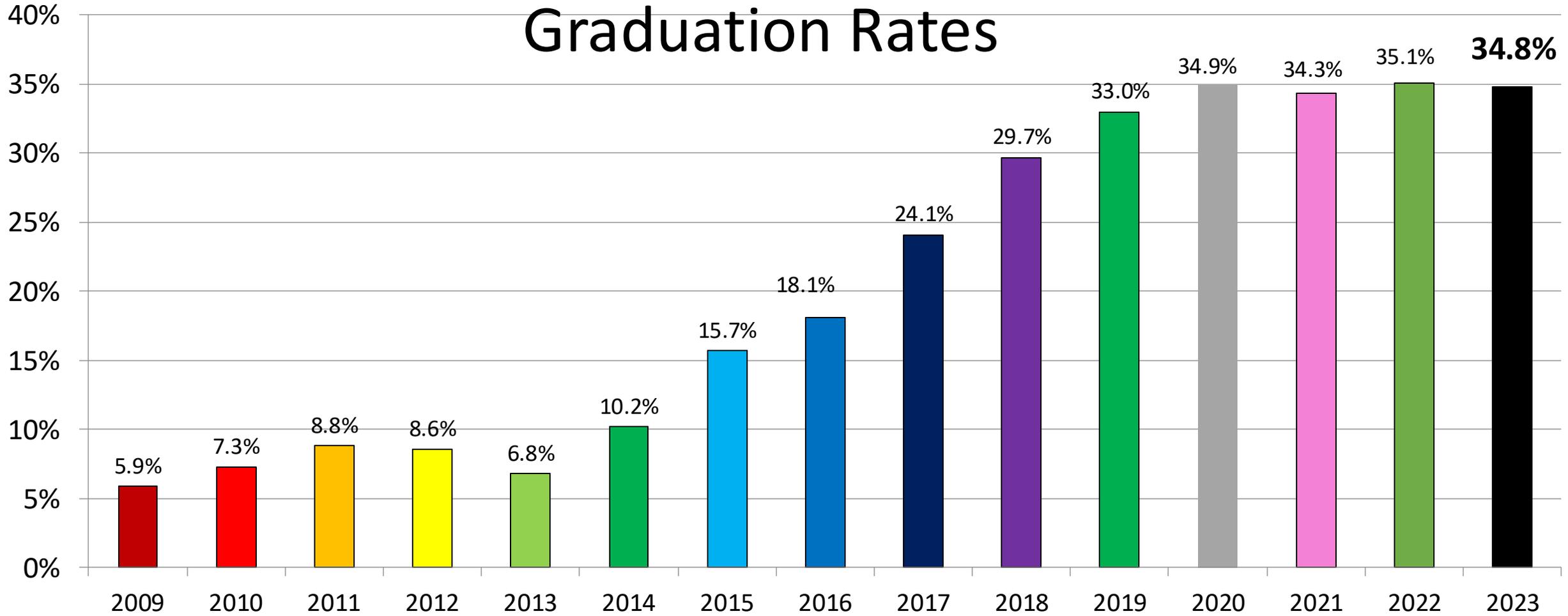
# We Have Extraordinary Outcomes!

- Record High **Retention Rate**
- Record Number of Raw **Graduates**
- Increased **Graduation Rate** Collegewide
- Increased Graduation Rate for **First Gen Students**

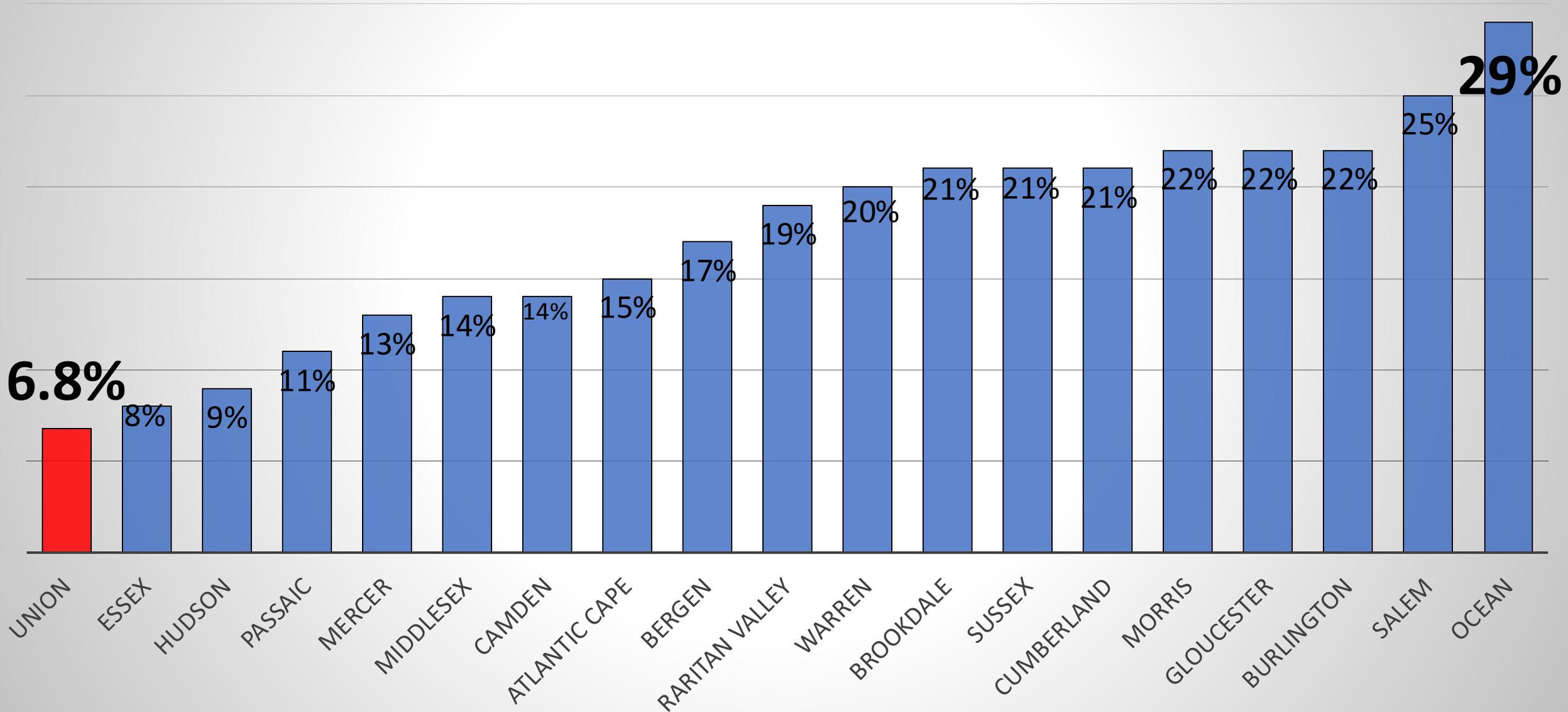


# UCNJ

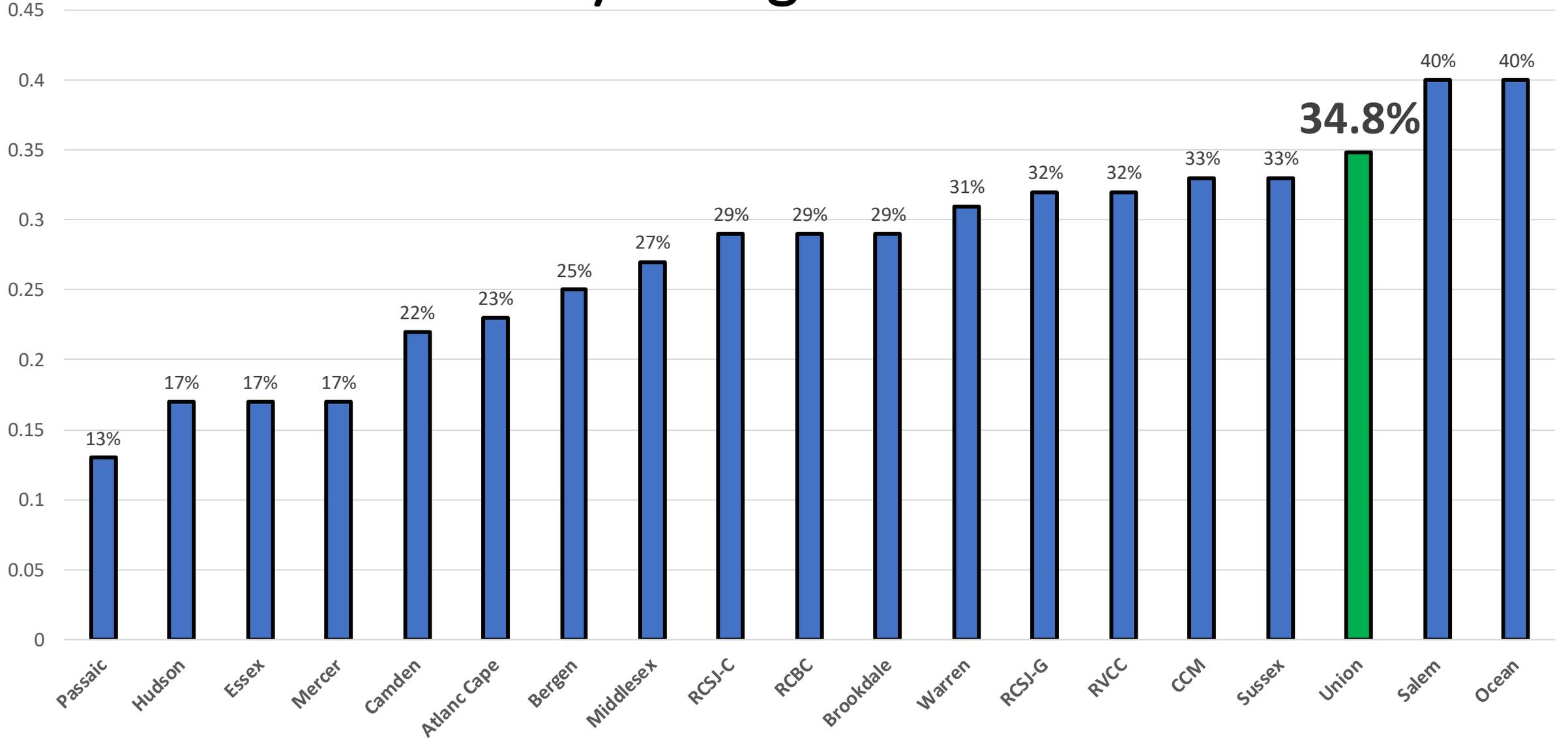
## Graduation Rates



# New Jersey Community College Graduation Rates 2013

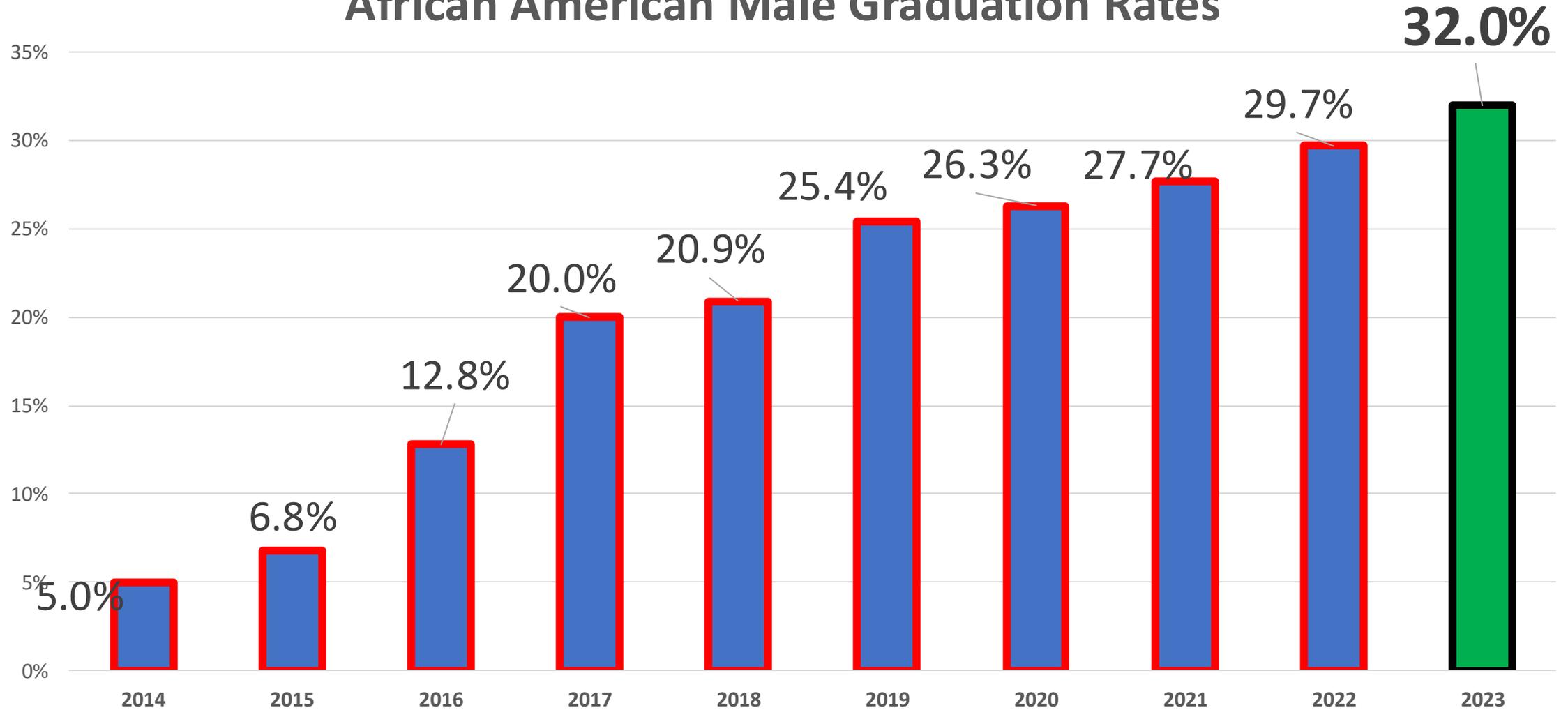


# NJ Community College Graduation Rates



# Project Achievement

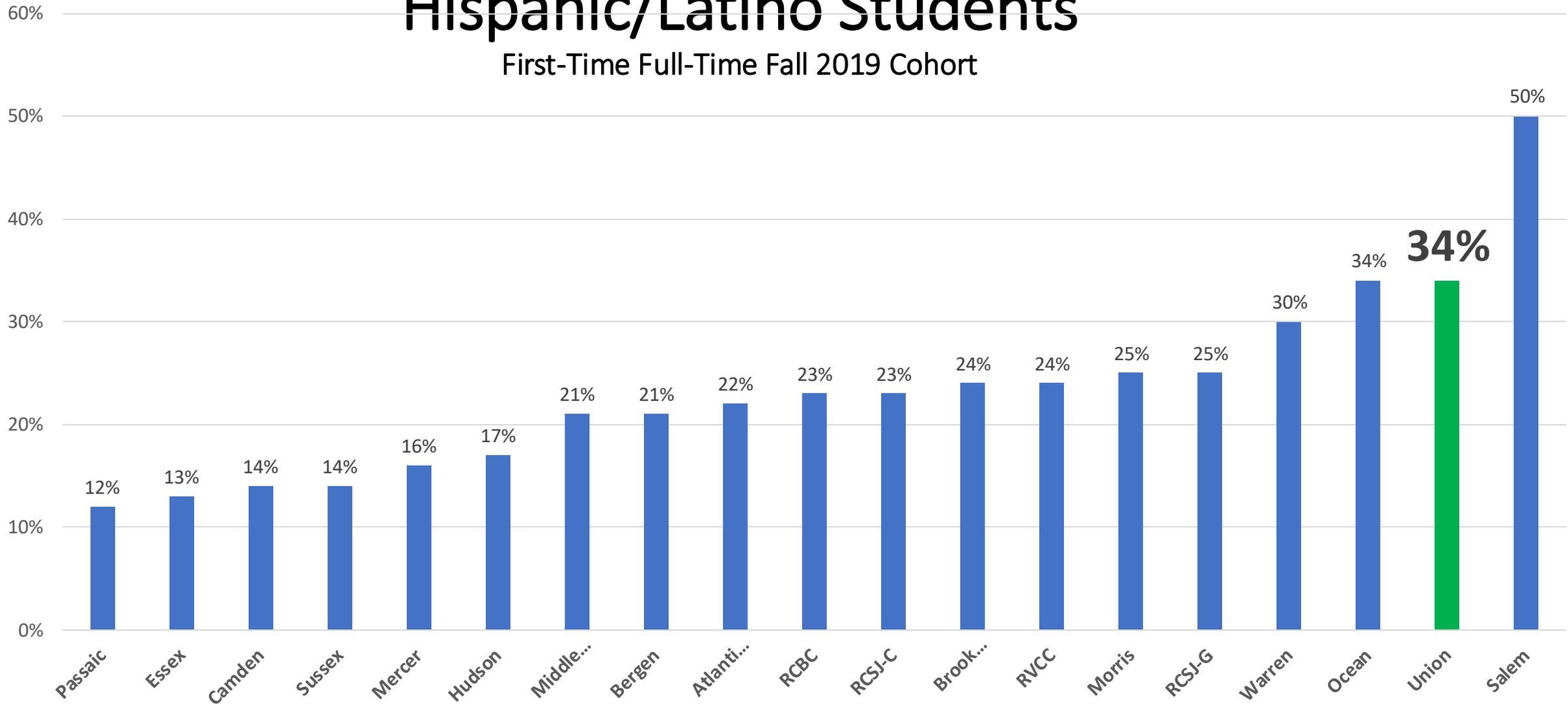
## African American Male Graduation Rates



# NJ Community College IPEDS Graduation Rates

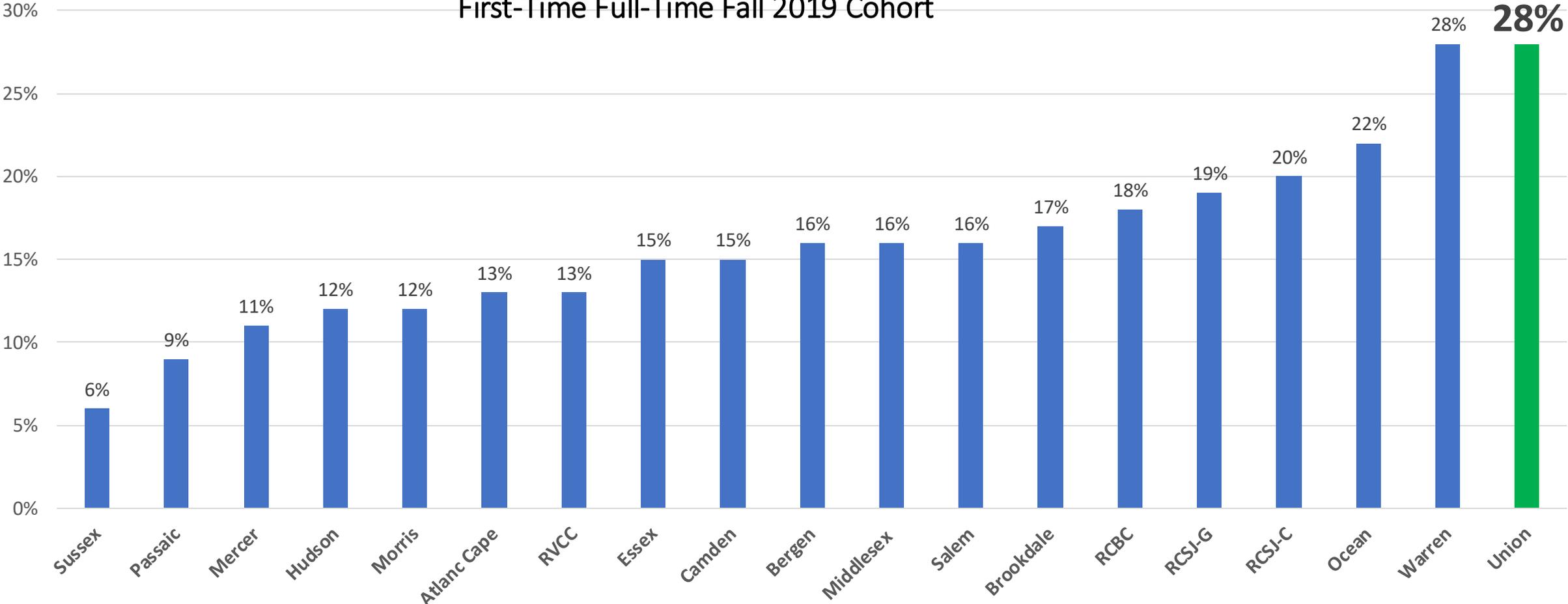
## Hispanic/Latino Students

First-Time Full-Time Fall 2019 Cohort



# NJ Community College IPEDS Graduation Rates African American Students

First-Time Full-Time Fall 2019 Cohort



# Thank you!

# ?Questions?

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