

President’s Council on Retention (PCOR) End-of-Year Report

Mission/Vision/Purpose:

The President’s Council on Retention (PCOR) was formed to improve NDSU’s student retention rate by developing structures, strategies, and resources that help us meet changing student needs.

Membership:

Becky Bahe (Director of the NDSU Career and Advising Center), Phil Hunt (NDSU Registrar + Special Assistant to the President), and Carrie Anne Platt (Professor of Communication + Vice Provost for Faculty Affairs) co-chaired PCOR in 2023-2024. Our council membership consists of faculty representatives from all five colleges; administrators working on student success initiatives in academic affairs; presidents of the faculty, staff, and student senates; and staff members with expertise and experience relevant to our charge. See our [website](#) for current PCOR membership.

AY2023-2024 Accomplishments

Accomplishment	Outcomes/Benefits
Summer retreat on the first-year experience with campus stakeholders	<ul style="list-style-type: none"> • Generated short and long-term recommendations to improve students’ first year experience. • Implemented a more effective and efficient Math placement process that mirrored English placement, requiring one log-in and less time to complete.
Professional advising for all first- and second-year students	<ul style="list-style-type: none"> • Increased student satisfaction with advising. • Increased FYR Fall to Spring Retention by .6% in first year of implementation. • Moved to one-on-one advising/registration appointments to increase sense of personalization, enhance sense of belonging at NDSU, and decrease stress of group registration during Orientation.
Department Guide for supporting unit-level retention efforts	<ul style="list-style-type: none"> • Developed a discussion guide to help departmental leaders facilitate ongoing conversations related to student retention, persistence, and success. • Can also serve as shared reference for enrollment task forces in Strategic Enrollment Management (SEM) Plan.
Faculty Playbook for increasing engagement in the classroom	<ul style="list-style-type: none"> • Consolidated internal and external resources on evidence-based instruction in one place. • Identified small changes instructors can make to support student success in the classroom. • Provides guidance on continued professional development for NDSU instructors.

AY2024-2025 Goals

Goals	Tactics	Timeframes
<p>Goal 1: Increase first-year students' sense of campus community/support</p>	<ul style="list-style-type: none"> • Tactic 1: Develop structured opportunities for NDSU staff and returning students to mentor first-year students • Tactic 2: Develop & track community-building initiatives in 100- and 200-level courses • Tactic 3: Increase student participation in campus clubs/organizations (working with Student Government) 	<ul style="list-style-type: none"> • Mentoring Programs: June-September 2024 • Class Community Building: August & September 2024 • Student Club and Organization Involvement: September & October 2024
<p>Goal 2: Increase instructors' use of professional development resources</p>	<ul style="list-style-type: none"> • Tactic 1: Create teaching support plan checklists for departments/colleges • Tactic 2: Pilot midterm course surveys/reporting • Tactic 3: Clarify teaching expectations in Policy 332: Assessment of Teaching through shared governance process (Faculty Senate) 	<ul style="list-style-type: none"> • Teaching Support Plans: August 2024 • Midterm Course Surveys: October 2024 • Policy 332 Updates: December 2024
<p>Goal 3: Continue building out coordinated care model started with Professional Advising</p>	<ul style="list-style-type: none"> • Tactic 1: Increase students' use of support services and student support (office) hours • Tactic 2: Facilitate effective coordination between instructors and student support staff to ensure consistent student support • Tactic 3: Develop "academic restoration plans" to help students on Academic Alert 	<ul style="list-style-type: none"> • Campus Resource Use: September 2024 • Instructor/Staff Coordination: October & November 2024 • Academic Restoration Plans: December 2024