



Spring 2014

# The Phoenix Project: An Intrusive Retention Initiative for At-Risk Students

Geralyn Heystek

*Western Michigan University, geralyn.heystek@wmich.edu*

Betsy Drummer

*Western Michigan University, betsy.drummer@wmich.edu*

Chris Robinson

*Western Michigan University, christine.robinson@wmich.edu*

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# The Phoenix Project: An Intrusive Retention Initiative for At-Risk Students

Geralyn Heystek, Betsy Drummer, Chris Robinson

Haworth College of Business Advising, Western Michigan University, Kalamazoo MI 49008

## Introduction

- Universities competing for a smaller pool of students; need to retain them once we admit them
- More Support services and programs are needed
- The Phoenix Project targets dismissed/readmitted students and students on probation after their first semester.
- Pilot Year: 2013 – 2014

## Objectives

- Assess results of intrusive advising initiative
- Avoid dismissal and increase retention
- Change status back to good standing within three semesters
- Increase graduation rates of at-risk students within five years
- Prepare graduates to launch satisfying careers

## Methods

### Sophomores, juniors and seniors on probation

- Registration hold placed until they meet with advisor and sign contract
- Required 3 meetings with advisor throughout semester

### Readmitted students

- Mandatory 1 credit UNIV 1030 Academic Recovery Course first semester back

### Freshmen probation students

- Revised academic schedules after fall grades posted
- Enrolled in recommended 2 credit UNIV 1030 Academic Recovery Course for spring 2014

## The Academic Recovery Class

### Classroom Instruction

- Study skills, time management, test taking
- Reflection papers
- Study skills assessment (LASSI)
- Group work on success topics

### One-on-One Coaching

- Intrusive academic advising
- Career and life coaching

### Mandatory Study Lab

- Two hours in supervised study lab
- Two hours of their choice at approved locations



## LASSI (Learning and Study Strategies Inventory)

0 – 50 = Needs improvement

50 – 75 = Consider Improvement

75 – 100 = Not a high priority for improvement

Students' perception of their skills is considerably higher in the second administration, indicated by **much less red in the second chart**

Anx	Att	Con	Inf Proc	Mot	Self Test	SM Ideas	Study Aids	Time Mgt	Test Strat
70	5	25	30	10	15	35	1	5	40
5	50	50	50	60	20	60	45	35	40
90	10	60	35	70	35	85	15	35	85
100	1	30	30	35	5	25	20	25	40
95	60	40	50	25	1	95	1	1	95
50	30	75	85	65	55	80	40	65	55
5	50	50	50	20	45	60	30	60	40
99	60	95	75	50	35	95	1	65	90
1	5	1	75	35	40	1	60	40	1
80	30	50	40	35	25	45	10	45	70
95	85	70	95	99	90	80	65	85	85
30	40	30	55	70	45	35	60	40	25
65	70	80	80	95	90	99	95	55	60
30	1	1	1	1	1	70	1	1	25
60	40	35	40	50	55	75	55	5	45
25	5	25	60	25	45	25	5	15	25
85	40	70	80	85	80	85	80	45	70
40	1	65	40	80	65	55	5	60	70
65	15	30	40	15	10	30	40	30	10
55	15	70	1	1	25	30	40	45	20
50	1	10	75	10	40	1	20	1	5
5	1	1	5	5	1	10	1	5	5
45	15	15	1	45	20	60	1	1	30
15	10	5	30	20	1	30	1	1	40
35	10	30	5	1	10	25	1	10	5
50	1	60	15	15	65	15	65	45	40
35	10	65	70	50	85	40	90	35	5
1	1	1	10	5	15	5	1	5	1

Beginning of Semester

Anx	Att	Con	Inf Proc	Mot	Self Test	SM Ideas	Study Aids	Time Mgt	Test Strat
90	15	70	75	25	65	65	25	15	70
50	50	70	90	85	40	60	99	55	70
99	70	90	99	95	90	99	80	80	95
25	10	65	55	80	25	60	55	70	70
70	1	35	90	35	45	75	10	10	85
95	95	80	90	99	95	99	90	95	95
35	50	50	40	20	55	60	60	75	60
90	15	90	75	65	45	95	5	60	40
1	5	1	80	20	35	10	95	60	1
70	70	35	60	50	65	60	65	65	75
90	85	90	90	80	90	70	65	90	90
70	30	80	75	50	85	70	75	75	70
90	95	70	99	99	95	99	90	90	85
1	1	1	15	1	1	35	10	1	20
85	20	80	75	85	60	90	60	75	90
80	10	25	15	30	35	15	1	70	40
90	60	75	99	85	85	90	65	70	95
45	10	35	40	10	65	30	75	10	20
95	40	45	50	50	60	35	65	45	45
60	1	25	75	45	40	35	85	55	30
65	50	70	95	85	85	95	90	90	95
65	10	65	50	50	35	65	15	10	55
55	70	65	70	45	45	75	55	45	60
90	60	80	90	95	95	85	95	60	85
80	40	80	90	85	90	85	95	70	60
1	20	35	35	35	60	15	90	35	5

End of Semester

## Two Examples



### Gabe:

Dismissed with a 1.86 CGPA  
Fall 2013 made Dean's List with a 3.65!  
Admitted to BBA



### Adam:

Dismissed with 1.43 CGPA  
Fall 2013 earned 3.46  
Admitted to BBA

## Fall Results

- 89% retention rate
- 74% reached Good Standing (2.0 CGPA)
- 17% made Dean's List and invited to join Lee Honors College
- 67% who were BBA eligible (2.5 CGPA) gained admission
- Positive anecdotal feedback
- Improved study skills (see LASSI chart)



## Going Forward

- Assistant Director position charged with directing and further developing the Phoenix Program has been created
- Provost is encouraging other Colleges to develop and expand similar programs
- More collaboration is taking place across University
- Vision to create WMU Study Lab

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