

Administrative Activities Review

Choose Ohio First and Pipeline Initiatives

I. Choose Ohio First Scholarship Program

a. Mission/Goal:

i. **Purpose**

The Choose Ohio First Scholarship Program (COFSP) at The University of Akron (UA) aims to recruit and retain talented Ohio students in science, technology, engineering, mathematics and medicine (STEMM) and STEMM education fields.

ii. **Program and Unit Goal and Information**

The goal of the Choose Ohio First Scholarship Program (COFSP) is to continue producing beyond 800 additional graduates in the science, technology, engineering, mathematics and medicine (STEMM) fields at The University of Akron. The program focuses on interdisciplinary studies and work that supports and expands our efforts in the bio-technology/ engineering/ materials corridor development for Northeast Ohio. The program targets full-time students who would most likely not have the opportunity or desire to pursue a STEMM degree, whether they are currently in high school, early college, or the present workforce.

iii. **Unit Goal**

To increase the retention and recruitment model footprint at the University of Akron and provide support for 500 -1000 more students outside of Choose Ohio First to help increase the retention and graduation rates of students.

b. Services:

- i. The services provide by the Choose Ohio First department yield a 90% retention rate. This rate is Approximately 16 percentage points higher than the university 74% rate, yielding \$360,000 (This is based on \$4,500 per students (500) for State appropriations). Choose Ohio First also generates on average \$1.6 million for Scholarship reimbursements, totaling at least **\$1.9 million in revenue** for the University of Akron per year.

ii. **Recruitment**

COFSP Administration at UA targets the following types of students through recruitment efforts for the program:

- Students who would normally go out of state for a STEMM degree.
- Students interested in STEMM but who choose a different major.
- Non-traditional students seeking to enhance or change their career.
- Former military personnel.
- Persons working in industry.
- Populations underrepresented in the STEMM disciplines.

Administrative Activities Review

Choose Ohio First and Pipeline Initiatives

COF staff recruits students via on campus visits at The University as well as high school and community visits. The COF staff meets with guidance counselors and principals to build relationships with partners in the community. Recruitment visits are set specifically for COF staff to be able to meet with students in math and science classrooms. These intimate conversations help build rapport and recruit specific students for the program. Student ambassadors support with recruitment as well.

- 5 star visit days
 - Recruit for Running Start as well as COF
 - Interested students shadow our current scholars in class
 - Recruit students and families into the program
- Critical Partners
 - The University of Akron
 - Office of Admissions
 - Academic Achievement Programs
 - HPAC
 - Office of Multicultural Development
 - Akron Early College
 - Financial Aid
 - Colleges
 - Engineering
 - Health Professions
 - Arts and Sciences
 - Etc.
 - Community Partners
 - High school principals and guidance counselors
 - Community colleges

iii. Retention

1. Jump Start Orientation
 - a. The Jump Start Orientation is a one-day orientation to introduce incoming freshmen to the Choose Ohio First Scholarship Program. This event takes place once in June and once in July every summer. The goal of this orientation is to inform scholarship recipients of COFSP requirements and standards. The orientation creates a sense of community for the students and helps with retention.

Critical partners:

- Office of Admissions
- New Student Orientation
- Financial Aid

Administrative Activities Review

Choose Ohio First and Pipeline Initiatives

- Various buildings on campus
- Food vendors on campus

2. Intrusive Support

- a. COF staff is able to build relationships with students from high school all the way through graduation. Intrusive support provided by COF staff consists of requiring students to do what will be helpful to them, even when they do not want to do so.

Components of Intrusive Support:

- Individual Success Plans
- Life coaching/mentoring
- Progress reports
- Socio-cultural events
- Mentoring
- Supplemental Instruction

Goal Meetings

- Academic and Life/Sociocultural Goals
 - S.M.A.R.T. Goals
 - Build rapport and get to know Scholars
 - Identify barriers to Scholars' success
 - Goals created collaboratively with Coordinators and Scholars
 - Follow up with Scholars throughout semester
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- Each semester, every student must meet with a retention coordinator to identify students' goals for the semester. The student and retention coordinator work together to identify barriers and goals to overcome those barriers. Another purpose of the goal meetings is to get to know the students and build rapport. This is an opportunity to get to know students beyond their academic profile.

3. Academic Coaching

- a. All Scholars are required to complete Academic Progress Report Forms and return to the COF Retention Coordinator at least twice per semester. The purpose of the progress reports is to increase faculty communication and for Scholars to be aware of

Administrative Activities Review

Choose Ohio First and Pipeline Initiatives

their progress. Scholars may be required to attend additional study sessions, seminars, faculty office hours, and/or participate in peer tutoring. This provides an opportunity for the staff to intervene with difficult courses.

4. Sociocultural Events:
 - a. The purpose of these events is to engage the students on campus and help them to see opportunities that the university offers outside of STEM so that they can become better-rounded and better global citizens.
 - b. Each semester, students must attend socio-cultural events as a condition of receiving their scholarship.

5. STEMM Living Learning Community/ Akron Experience Course
 - a. Scholars who are in Running Start are required to live in the STEM LLC in the Fall and Spring semesters in order to create continuity and continue to develop their support network in their first year of college. Scholars who do not participate in Running Start are not required to participate in the STEM LLC, however, if there is room in the LLC Scholars may be able to participate in the LLC.
 - b. The Learning Community component requires Scholars to take a STEM section of the Akron Experience course. There are two STEM options – one for those living in the STEM Living Community and one for Scholars who are commuting to campus.

Critical Partners:

- Learning Communities and Akron Experience
- Housing

6. Academic Support
 - a. Supplemental Instruction
 - a. Mandatory for all Freshmen
 - b. Centralized location in Simmons 301
 - c. STEMM Focused
 - d. 8:00am-8:00pm hours of Availability
 - e. Small Group/One-on-One
 - f. No Appointment necessary

 - b. *Tutor/Mentoring*

Administrative Activities Review

Choose Ohio First and Pipeline Initiatives

- a. Mandatory for all Freshmen
- b. Small Group/ One-on-One
- c. Support with High School to College transition

Data:

- Over 6000 student visits the COF office for 2017-2018
- Approx. 50 review sessions in 2017-2018

Critical Partners

- IDEAS Program-College of Engineering
- Bierce Library Tutoring-training
- Dean of Students- Title IX Training

7. Summer Bridge: Summer Success and Running Start

- a. Running Start Summer Bridge is an eight-week, math intensive program focused on rising UA freshmen majoring in STEMM fields. The goal of the program is to increase retention and completion in STEMM fields by providing an academic and social bridge to the freshmen year. Many of these students come from a high school that has underprepared them for such study and thus the average math ACT score of these students is a 22.
- b. Students are required to participate in the following:
 - Enrollment in 1 math class
 - Fund III and IV, Fund V, Algebra for Calculus, Pre-Calculus, or Calculus I
 - Enrollment 1 elective
 - Public Speaking, English Comp I, or Human Diversity (as determined by program staff)
 - College Readiness Workshop; a freshman success workshop taught by program staff
 - Supplemental Instruction
 - One-on-one meetings with their Retention Coordinator to discuss academic, personal, and career goals.
 - Live on campus in program assigned residence hall
 - Participate in all sociocultural events
 - Complete progress reports

Administrative Activities Review

Choose Ohio First and Pipeline Initiatives

Critical on Campus Partners:

- Residence Life and Housing
- New Student Orientation
- Office of Accessibility
- Testing center
- Math Department
 - CAST and developmental programs
- Department of Anthropology
- Department of English
- School of Communication
- University libraries
- College of engineering
- REC Center
- Parking and Transportation
- Athletics
- Dining Services

iv. Penny Marquette scholarship Fund

The R. Penny Marquette Scholarship Fund was established in 2014, through a generous gift from Dr. Marquette, to The University of Akron. The R. Penny Marquette Scholarship Fund will provide \$1,000 annually for purchase of text books and/or other educational materials to a student(s) who has completed The Running Start Summer Bridge program.

Critical Partners:

- Dr. Penny Marquette
- Office of Development

v. Research Program: Bioinformatics/ Molecular Scholars

Critical Partners

- Biomedical Engineering, Polymer Engineering, Biology
- CSU, YSU, and Tri-C

Customers and End Users of Service

- Students recruited by Faculty and program in Biology and Computer Science

Key Performance Analysis

- Research with Faculty and presentations
- Presentations at professional conferences
- Published in top journals.
- Went on to graduate, professional school or medical careers in Ohio

Administrative Activities Review

Choose Ohio First and Pipeline Initiatives

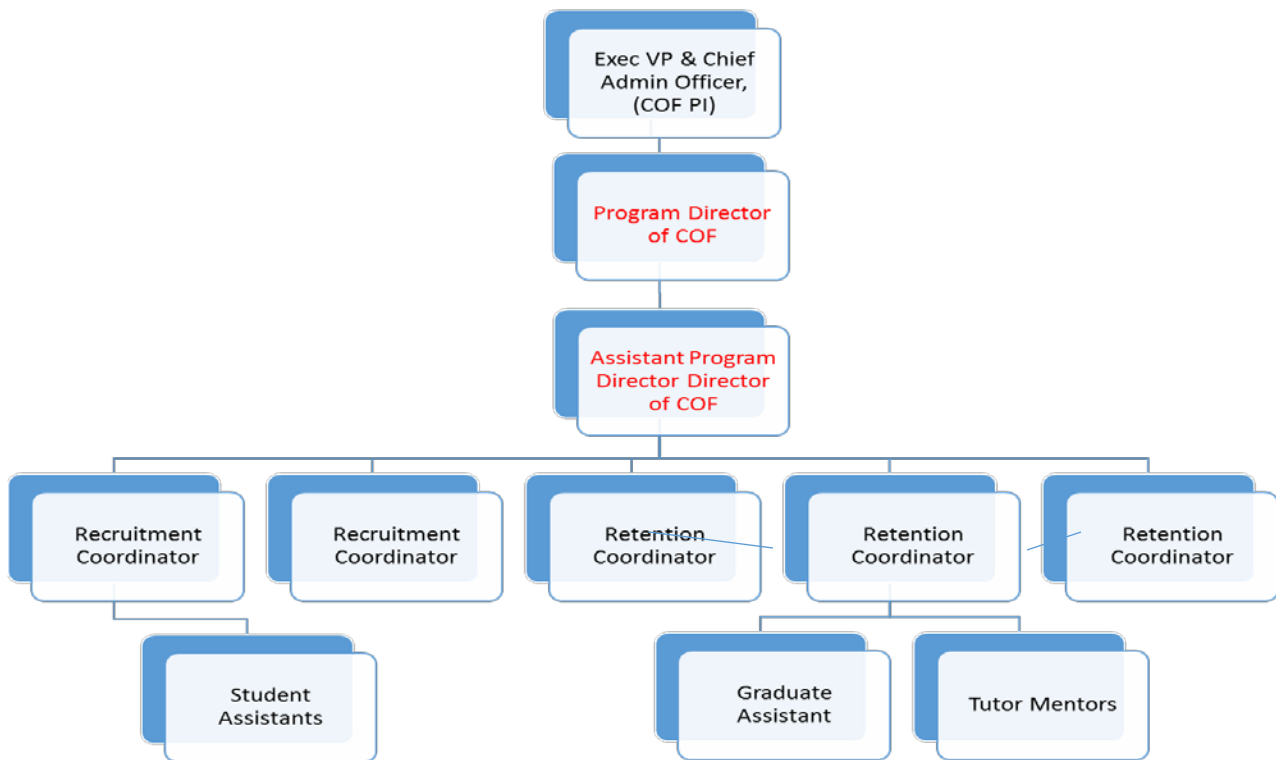
vi. PCMH

Choose Ohio First seeks to increase the number of Primary Care advanced Nurse Practitioners in the state of Ohio, especially those who practice in the areas of greatest need.

1. Curriculum through the School of Nursing
2. Community Engagement/Legacy
 - a. Participate in Rethinking Race
 - b. Poster presentation findings at the Scholar Showcase
 - c. Presented to freshmen classes about the program
 - a. Supports recruitment efforts for nursing graduate program

c. Resources

i. Personnel



1. Program Director:

- a. Provide leadership and operational direction for Choose Ohio First Scholarship Program, Running Start Summer Bridge Program, STEM Living Learning Community, K-12 pipelines, recruitment efforts, and other various STEM related scholarships and budgets. Manage all aspects of grant writing,

Administrative Activities Review

Choose Ohio First and Pipeline Initiatives

reporting, meeting with the State of Ohio, and assessment with an emphasis on recruitment and retention of students. Plan and conduct extensive recruiting activities at designated secondary schools and college fairs. Develop a recruiting plan, assess metrics, and collaborate with UA departments

2. Program Assistant Director

- a. Assist and provide leadership and operational direction for Choose Ohio First Scholarship Program, Running Start Summer Bridge Program, STEM Living Learning Community, STEM initiatives, and other various STEM related scholarships and budgets. Manage all aspects of grant writing, reporting, meeting with the State of Ohio, and assessment with an emphasis on student engagement. Supervise and train professional and student staff, implement new strategies and initiatives for student success. Serve as primary contact and liaison for PCMH

3. Retention Coordinators (3)

- a. Assist students in the Choose Ohio First STEM Scholarship program in achieving their educational goals by offering advisement, support, interpretation and implementation of University policies and procedures. Serve as a liaison to other departments on campus and provide special services to traditional, non-traditional, post-baccalaureate, transfer, new and returning students. Assist in supporting diverse students throughout their pursuit of a professional degree. Provide program/project planning and management and case management/advising. Establish and build rapport through collaboration with internal and external partners. Supervise and train student staff, implement new strategies and initiatives for student success.

4. Recruitment Coordinators (2)

- a. Advise prospective students and others regarding program offerings and admissions requirements. Plan and conduct extensive recruiting activities at designated secondary schools and college fairs. Assist students in achieving their educational goals by offering advisement, support, interpretation and implementation of University policies and procedures. Serve as a liaison to other departments on campus and provide special services to traditional, non-traditional, post-baccalaureate, transfer, new and returning students. Assist in supporting diverse students throughout their pursuit of a Master's/Professional degree. Provide program/project planning and management and case management/advising.

Administrative Activities Review

Choose Ohio First and Pipeline Initiatives

Establish and build rapport through collaboration with internal and external partners.

5. Student Staff

- a. Tutor/mentors (12)
 - a. The Tutor Mentor will serve as a role model, support system, mentor, and life coach to first-year students. The Tutor Mentor is responsible for mentoring, supporting, tutoring, and coaching students in various first-year programs, specifically the Choose Ohio First STEM Scholarship Program. The Tutor Mentor will work with assigned students (one-on-one and/or in small groups) to help identify barriers to post-secondary success and strategies to successfully navigate these barriers. The Tutor Mentor will be tasked with providing academic assistance to students in need of help. The Tutor Mentor will act as a liaison between program staff and students. The Tutor Mentor will also work sociocultural events.
 - b. Front Desk (4)
 - a. Assist with day to day inter office tasks and receptionist duties.
- ii. **Financials:** The University is obligated for a one-to-one cost share match of a minimum of \$500 per unduplicated student each fiscal year. This money must be spent directly on Scholars or in support of the program in order to match the spirit of the program's design. Historically, the cost share match for COFSP at UA is used to pay for COFSP Administration's salary and benefits, office supplies for the program, technology for the computer lab, etc.
- iii. The majority of funds associated with cost share match are already a part of the University's spending (internal scholarships, professors, facilities, etc.)
1. Cost Share Match
 - a. Grant 08-13
 - a. Scholarships 2018-2019 = **\$825,000**
 - b. Grant 16-56
 - a. Scholarship 2018-2019 = **\$1,417,500**
 - c. Operating Budget = **\$270,000**
 - d. Staff Salaries = **\$306,841.14**
- iv. **Equipment and technology:** The use of technology so far has generated over 2000 student visits per semester. The white boards and computer lab give students work space to practice and interact with supplemental instruction in

Administrative Activities Review

Choose Ohio First and Pipeline Initiatives

Math and Science courses led by tutor/mentors. Staff are able to use laptops to have off site meetings with students and remain accessible and mobile.

1. Laptops
 2. Projectors
 3. Computer lab
 4. White boards
- v. **Space:** The following is the space allocation for the Choose Ohio First department. The spaces are located in Simmons Hall suite 301. The current location allows the unit to connect with essential departments to support first year students and financial aid. Though continued expansion may call for a need to relocate in the near future the current facilities have provided adequate space for continued growth.
1. Scholar Lounge
 2. Offices
 3. Private study rooms
 4. Classrooms
 5. Computer Lab
 6. Meeting Room

II. Future Plans

a. Potential Changes

i. Expansion of COF footprint on UA campus

1. Collegiate Success Scholars Program: 1st cohort Fall 2018
2. Summer Success Summer Bridge: First cohort Summer 2018

ii. Workforce Development

1. ODHE has emphasized weight on this component for grant proposals for future funding of Choose Ohio First Programs. It is necessary to develop this operation within the department to satisfy ODHE expectations and ensure Future grant award that have annually generated over \$1.6 million for the University of Akron.

iii. Program/Community partnerships

1. Meetings are in place to discuss partnership with the “I Promise” program and students attending the University of Akron.
2. Stark State, Tri-C, and Loraine colleges for transfer students in STEMM (COF) and support for 2+2 programs.

Administrative Activities Review

Choose Ohio First and Pipeline Initiatives

Below is a proposed budget for a minimal level of staffing and support for UA’s Choose Ohio First Scholarship Program and Departmental expansion. The program currently utilizes Federal Work Study Students as peer mentors (9) that also assist in tutoring and office support. **Please note that it is strongly recommended that the program not exceed a caseload of one hundred Thirty (130) students per staff member.** However, it is acknowledged that UA budget restrictions will only allow for minimal staffing commitment, while maintaining an acceptable level of support to continue programmatic outcomes.

STEM Student Initiatives & Choose Ohio First Scholarship Program

Proposed Staff Budget

2018-2019

Position	Salary	Benefits	Total	Per Student Cost (530 est.)
Director	\$80,000.00	\$32,080.00	\$112,080.00	
Assistant Director	\$65,000.00	\$25,545.00	\$90,545.00	
Retention Coordinator/Academic Advisor II	\$48,000.00	\$18,864.00	\$66,864.00	
Retention and Workforce Development Coordinator	\$45,000.00	\$17,685.00	\$62,685.00	
Sr. Recruitment and Retention Coordinator	\$43,500.00	\$17,881.50	\$61,381.50	
Retention Coordinator and Curriculum Development	\$40,000.00	\$15,720.00	\$55,720.00	
Recruitment Coordinator and Pipeline Partnership Development	\$38,250.00	\$15,6032.25	\$194,282.25	
Administrative Assistant	\$28,000.00	\$11,004.00	\$39,004.00	
Total Full-Time Staff Cost			\$682,561.75	\$1,287.85

*Would look to add addition staff with the increase of partnerships and number of students (for every 150 increase).

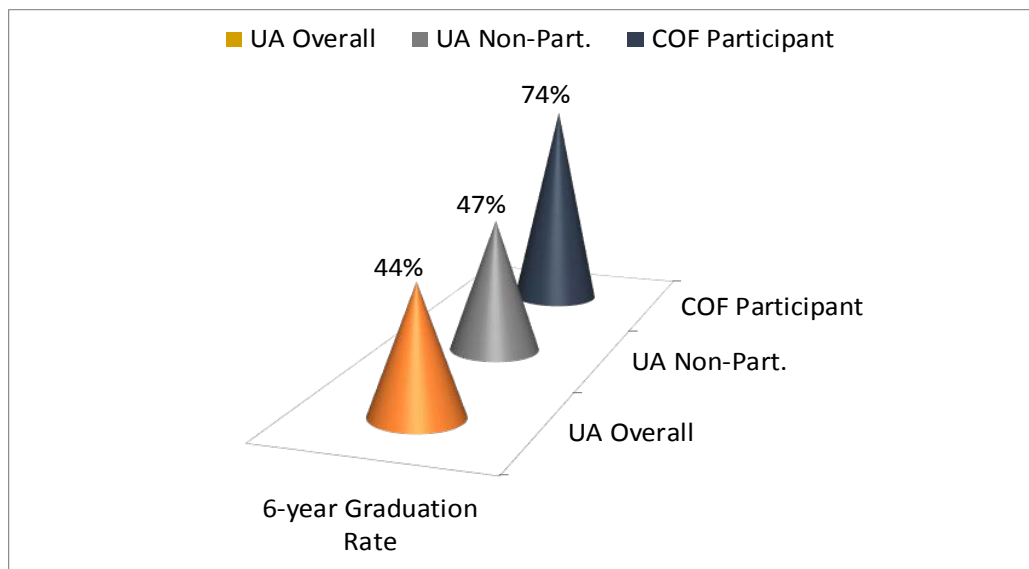
Administrative Activities Review

Choose Ohio First and Pipeline Initiatives

b. Trends: The University of Akron has been transitioning its advising model and piloted new operations for testing and placement for incoming 1st year students. This has impacted selection and preparation of students for the Summer Bridge programs. There is a strong need for exemptions in the placement process and a recommendation from a State prospective that COF Scholars have a specific Academic Advisor to assist them in meeting expectations. The Choose Ohio First department has continued to experience growth in the number of students receiving services. There has not been a systematic plan in place to increase staffing to meet the projected demands.

- **Student retention above 91%**
- **More than double the institutional retention rate**
- **Graduation/GPAs**
- **Over 1,000 graduates**
- **Average GPA 3.3**
- **Average ACT 24**

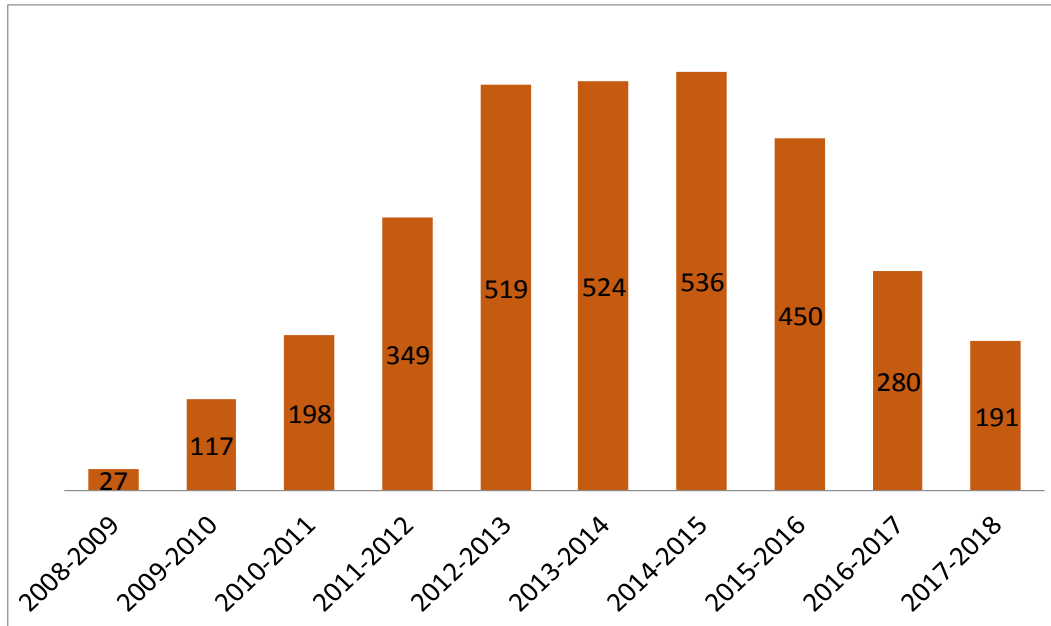
Graduation Rate



Administrative Activities Review

Choose Ohio First and Pipeline Initiatives

Unduplicated 08.13

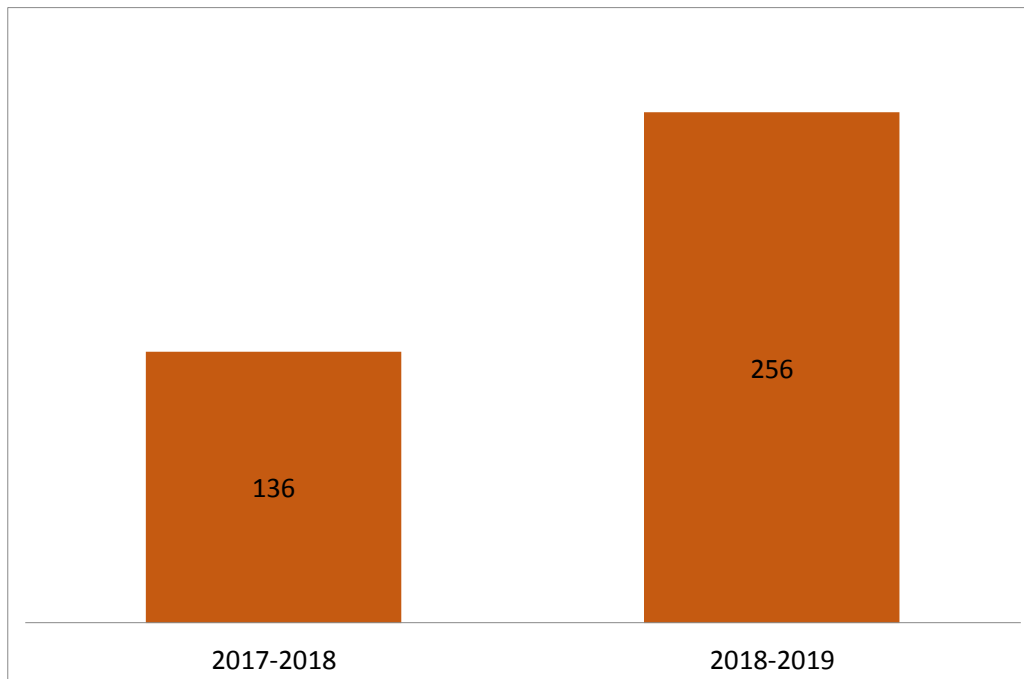


16.56

Components

- Same as 08.13
- Summer Bridge
- Molecular Scholars

– Research 2nd and 3rd year



Administrative Activities Review

Choose Ohio First and Pipeline Initiatives

Collegiate Success:* low estimation

