

NEW COLLEGE OF FLORIDA BOARD OF TRUSTEES

Meeting Date: February 13, 2023

SUBJECT: Student Success Plan Monitoring Report

PROPOSED BOARD ACTION

Consider approval of New College of Florida's Student Success Plan Report for submission to the Florida Board of Governors.

BACKGROUND

What is this?

This monitoring report provides an update on the implementation of New College of Florida's Student Success Plan (originally approved by the BOT on August 10, 2022).

Why did we develop this Student Success Plan?

Pursuant to BOG Regulation 5.001 (Performance-Based Funding), any school failing to earn at least 70 PBF points is required to submit a Student Success Plan (SSP) to the Board of Governors for consideration at its September meeting in order to be eligible for 50% of their proportional amount of the state's PBF investment. New College of Florida earned a normalized PBF score of 66.

How do we earn 50% of the state's PBF investment?

With BOG approval of the SSP in September, New College received 25% of the state's investment (\$907k).

This monitoring report, if approved by the BOT, will be submitted to the BOG for consideration at their March meeting. If the BOG determines we have made satisfactory progress in implementing our SSP, we will receive up to the remaining 25% (\$907k).

Did we implement every initiative in our SSP?

Yes, every initiative outlined in our Student Success Plan has been fully implemented.

Supporting Documentation Included: NCF Student Success Plan Monitoring Report

Other Support Documents Available: N/A

Approved by the New
College of Florida Board
of Trustees on 02/13/2023

February 3, 2023

New College of Florida's 2022-23 Student Success Plan outlines ten initiatives to improve student success. We are happy to report that **we have fully implemented all ten initiatives**. We anticipate these targeted strategies will lead to lasting improvements in New College of Florida's Performance-Based Funding score.

Initiative #1

Hire Assistant Director for Internship Programs and Associate Director of Employer Relations & Work-Based Learning to increase from 0.5 FTE to 2.0 FTE in internship-focused positions within our career center.

Status: Fully Implemented

Target: Metrics 1-2: Employment and Median Salary One Year After Graduation.

Intention: NCF graduates who complete an internship are more than twice as likely to be employed/enrolled within one year than graduates who do not complete an internship. This initiative was intended to expand institutional capacity to place students in academic internships.

Implementation: New College filled both positions within our Center for Career Engagement and Opportunity.

Evaluation: Increased institutional capacity yielded a 19% YOY increase in student internship participation for Fall 2022. Through a new partnership with the School District of Manatee County, we placed our first Teaching Intern in a work-based learning pathway that trains our students for full-time teaching jobs.

Initiative #2

Approve policy to confer degrees regularly in January and August.

Status: Fully Implemented

Target: Metric 4: Four-Year FTIC Graduation Rate.

Intention: New College traditionally conferred degrees in May each year. Students who complete their degree requirements in Fall – or students who narrowly miss the Spring deadline to complete their degree requirements – must wait until the following May to earn their degrees (and may not graduate within four years). Awarding degrees three times each year – January, May, and August – will incentivize students to graduate in fewer than four years. Furthermore, the August degree conferral date will give students one final opportunity to finish their degrees within four years.

Implementation: NCF faculty approved the policy to confer degrees in January and August. The policy appears in the General Catalog. This January, New College awarded 10 baccalaureate degrees, 2 masters degrees, and 2 associates degrees.

Evaluation: Without this new policy, these students would have had to wait until May to earn their degrees.

Initiative #3

Award at least \$160k of the \$200k set aside for retention and completion scholarships.

Status: Fully Implemented

Target: Metric 4: Four-Year FTIC Graduation Rate.

Intention: Retention and Completion scholarships will resolve short-term financial hardships before they become barriers to a student's ability to graduate on-time.

Implementation: NCF awarded a total of \$200,000 in Retention & Completion Scholarships.

Evaluation: 64 students received Retention & Completion Scholarships this year. For Fall, every student who received a Completion Scholarship graduated, demonstrating a great return on investment. Furthermore, 37 of 38 students receiving Retention Scholarships this Fall were retained into Spring. These Retention Scholarships are proving helpful in supporting students to be reconnected with financial aid in future semesters by reducing the immediate financial strain.

Initiative #4

Increase SET SAIL enrollment by 25% from Fall 2021 to Fall 2022.

Status: Fully Implemented

Target: Metric 5: Academic Progress Rate (first-to-second year retention rate)

Intention: Increase capacity in our SET SAIL first-year seminar.

Implementation: In Fall 2022, 145 first-year students enrolled in SET SAIL. This represents a 44% increase over the 101 students enrolled in Fall 2021.

Evaluation: Expanding SET SAIL will only improve retention rates if SET SAIL is effective in helping students develop a sense of community and engage with campus support services. Survey data suggest this is the case, as students who completed a SET SAIL seminar were much more likely to agree with the following statements (compared to students who did not enroll in a SET SAIL seminar and compared to themselves at the midpoint of the semester):

- *I am satisfied with the sense of community I have on campus*
- *There is a staff member on campus I feel comfortable turning to if I need support*
- *There is a faculty member on campus I feel comfortable turning to if I need support*
- *There is a student on campus I feel comfortable turning to if I need support*
- *I know who to talk to if I have a problem*
- *I feel socially connected to people at New College*

Students completing SET SAIL were also much more likely to have made an appointment with our Center for Career Engagement and Opportunity and our Student Success Center.

Initiative #5

At least 50% of FTICs in immersive first-year-specific group experiences in January 2023.

Status: Fully Implemented

Target: Metric 5: Academic Progress Rate (first-to-second year retention rate)

Intention: Traditionally, NCF has expected first-year students to work independently on projects during their first January term. To build a stronger sense of community and connectedness, we will create immersive group educational experiences for FTICs. Students who *do* want to work on independent projects will be placed into mentored, interactive groups to build connectedness.

Implementation: 120 of 188 FTICs (64%) completed immersive first-year-specific group experiences this January. This more than doubles the 31% of FTICs completing (non-first-year-specific, non-immersive) group experiences in January 2022.

Evaluation: Anecdotal evidence suggests students and faculty were highly engaged with these first-year-specific immersive group experiences. Pass rates and retention rates into Fall 2023 will determine the extent to which these immersive experiences were successful.

Initiative #6

At least 30% of New College faculty will complete enhanced FTIC advising training.

Status: Fully Implemented

Target: Metric 5: Academic Progress Rate (first-to-second year retention rate)

Intention: While 97% of our graduating seniors are satisfied with the advising they receive in their final year, only 65% of our first-year students are satisfied with the interactions they have with their academic advisors. To fix this, we will train our faculty in best practices in FTIC advising.

Implementation: 31 of 91 faculty (34%) completed enhanced FTIC advising training.

Evaluation: Training workshops included facilitation guides for advising students in different academic areas as well as specifically supporting faculty to advise students through the civic literacy course and exam requirements. We provided resources to support faculty to be proactive, timely, and consistent in working with FTIC students and mechanisms to help them connect students to key offices in disability services, career services, and the registrar's office. Spring student satisfaction survey results will provide a measure of the effectiveness of the enhanced FTIC advising training.

Initiative #7

One-Stop Shop with staff from the Registrar's Office, Financial Aid, and Finance & Accounting to resolve student financial & registration issues will be open and fully operational by October 31, 2022

Status: Fully Implemented

Target: Metric 5: Academic Progress Rate (first-to-second year retention rate)

Intention: To remove administrative barriers and resolve student issues more quickly, we will open a one-stop shop with staff from the Registrar's Office, Financial Aid, and Finance & Accounting.

Implementation: The START Center (Student Transcripts and Accounts Records Team) was opened and fully operational by September 2022. It currently houses seven staff members.

Evaluation: The START Center has quickly become a "go-to" place on campus for students with any issues related to enrollment, academic records, financial aid, and account payment. Student satisfaction surveys will measure the extent to which the START Center has removed administrative barriers.

Initiative #8

The New College of Florida Board of Trustees will have approved proposals for two new programs: Research & Experimental Psychology and Econometrics & Quantitative Economics

Status: Fully Implemented

Target: Metric 6: Bachelor's Degrees Awarded in Areas of Strategic Emphasis

Intention: Align our academic programs with BOG goals and areas with critical staffing shortages within Florida.

Implementation: At its January 31, 2023 meeting, the NCF Board of Trustees approved proposals for both Research & Experimental Psychology and Econometrics & Quantitative Economics. This followed an external program review of our existing Psychology and Economics programs.

Evaluation: Based on current student demand for these fields, we anticipate the creation of these new programs of strategic emphasis will increase our performance on this metric by nearly 10% each year. We also anticipate these new academic programs will improve our metric 1 and 2 performance, as these areas are linked to occupations with high growth rates and salaries within Florida.

Initiative #9

Optimize financial aid by applying a predictive model to score every Fall 2023 application completed by January.

Status: Fully Implemented

Target: Metric 8b: Percentage of Newly Admitted FTICs with High School GPA of 4.0 or higher

Intention: We partnered with Ruffalo Noel Levitz (RNL) to develop a data-informed financial aid packaging and awarding protocol targeted to our enrollment expectations. Through predictive modeling, RNL is helping us leverage institutional aid to shape our Fall 2023 incoming cohort – identifying students more likely to enroll and adapting to market shifts – in order to increase the proportion of our students from the top 10% of their high school classes (those students most likely to have high school GPAs at or above 4.00).

Implementation: Collaborating with Enrollment Management staff and campus leadership, RNL developed a predictive model. This model has been fully implemented, with scores generated for every applicant and inquirer.

Evaluation: Predictive model scores help determine the financial aid package offered to applicants. The model estimates the likelihood of a student choosing to enroll at New College. As students are admitted, file FAFSAs, and receive financial aid packages, the enrollment predictor score may change. With this model, we believe we can better shape our Fall 2023 incoming cohort to increase the percentage of newly admitted FTICs with a high school GPA at or above 4.00.

Initiative #10

Send personalized financial aid videos to every new student who was accepted by January.

Status: Fully Implemented

Target: Metric 8b: Percentage of Newly Admitted FTICs with High School GPA of 4.0 or higher

Intention: To improve the communication of our financial aid offers and market the advantages of a New College education, we will deliver personalized financial aid videos to our Fall 2023 applicants. Providing these personalized videos earlier in the admissions cycle will better inform prospective students and their families about the net cost and value proposition of a New College education.

Implementation: 250 admitted students are receiving personalized videos explaining their award package and providing an overview of New College of Florida.

Evaluation: View rates and admissions yield rates will determine the effectiveness of these videos.