

Maintain a retention rate above the state and national averages for first-time, full-time freshmen.

Goals/Objectives	Staffing	Status/Activities	Completed ✓ On Track ⊕
2. Enhance academic Advising – Advising Processes a. Implemented advising Workshop System b. Utilized advising missions for assessment c. Utilized advising outcomes for assessment d. Created advising assessment documents e. Conduct annual surveys of faculty and students on academic advising effectiveness f. Report academic advising effectiveness information to Academic Affairs Committee g. Provide Workshops to strengthen advisor use of electronic resources.	DSLAS FYEAC Advising Work Group Academic Advisory Committee	1. Average of 6 to 9 workshops scheduled each years for advisors, students and technology use. 2. Documents published in catalog 3. Assessment conducted fall for faculty determination of effectiveness of academic advising. 4. Assessment conducted spring for student determination of effectiveness of academic advising 5. One to two workshops conducted annually	⊕ ✓ ⊕ ⊕ ⊕
III. Updated Advising Information Web Site including Advisor Handbook materials and FAQ	DSLAS Web Manager	1. WebAdvisor links to advising information a. Catalog b. Advising resources including schedule grids, AA, AS and AAS check sheets. 2. Advising website for students developed 3. Advising professional development resources for faculty linked on intranet	✓ ✓ ✓ ⊕
IV. Develop programs to enhance advising to Extended Campus students • Enhance advising opportunities in Cody and Worland • Pilot electronic advising resources	DSLAS Dean of Extended Campus and Workforce VPAA	1. Staff hours increased in Cody and streamlined in Worland to meet student need. 2. Staff training in Advising and resources provided – Cody, Worland 3. Faculty advisor provided in Cody and Worland 4. College is utilizing distance education technologies such as webcams to provide tutoring and other support in distance sites. 5. Smarthinking resources supported through college funding 6. Three vod-casting rooms were established on campus to provide distance education students with more resources to enhance learning.	✓ ✓ ⊕ ✓ ⊕ ✓
Goal: Improve access and coordination of student			

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and academic support services			
I. Evaluate pilot program – walk-in student services resource center. Track and report on: <ul style="list-style-type: none"> • Student Usage • Outcomes • Staffing • Mission 	DSLAS Title III Staff	1. Implementation of the Career/Transfer Office (originally called the Open Door Office) for: <ol style="list-style-type: none"> a. Student interventions related to early alerts, probation, withdrawals, failure to register b. Drop-in support services c. Celebration of student accomplishments d. Contracted with outside consultant for Early Alert e. Determined and Purchased Electronic Early Alert Program f. Organized collaborative group to implement Electronic Early Alert 2. Initial model utilized integrated staff of student and academic affairs staff as well as faculty in Career/Transfer service delivery. This model is being revised to meet student needs in the absence of the FYE and Articulation Coordinator staff position. 3. Student contacts tracked regularly	✓ ✓ ✓ ✓ Ⓟ Ⓟ Ⓟ ✓ ✓
II. Enhance Academic and Student Support Services	DSLAS Title III Staff Project Succeed Staff Student Success Staff	1. Services expanded significantly 2006 through 2009 with extensive transfer student support: 2. Included: <ol style="list-style-type: none"> a. Career resources such as E-Portfolio and Career Website b. Transfer resources such as Website and Transfer Fair c. Extended Kick Off Weekend student support activities such as the Adam Shepherd presentation and other programming d. Expansion of the Non-traditional Orientation program with financial support from a Foundation grant and Title III e. Project Succeed enhancement of tutoring which included use of alumni mentors and scheduled study sessions f. Project Succeed enhancement of workshop 	Ⓟ ✓

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		tracking and support services.	
III. Expand Library Student Services	Director of Library Library Staff VPAA	1. Library Student Services expanded. <ul style="list-style-type: none"> • Steady increase in visitors (since 2006) up 7.4% • Items circulated up 22.2% • # of research questions answered up 12% • # of students participating in library instruction sessions up 92% • In 2008-2009 over 1300 students participated in research instruction 2. Librarians provide research presentations at faculty request and custom design each session for particular assignments 3. Assessment data indicated that students who receive instruction from librarians are: <ul style="list-style-type: none"> • More effective researchers • Do better on papers and projects 4. Construction of a 4,000 square feet addition to the library continues with an estimated completion date of Aug. 2010 <ul style="list-style-type: none"> • More access to library resources, computers, group study spaces, and extended hours • 30 seat library instruction laboratory to improve the efficiency and effectiveness of the library's instruction program. 	⊕ ✓ ⊕ ⊕
IV. Strengthen student success, counseling and mental health support programs and continually assess to determine effectiveness.	SSC Staff –Counselors	1. Counseling Alerts and Early Alerts have been revised with more staff involved in follow-up 2. The Career Transfer Office handles those that are strictly attendance issues, and the counselors contact the students who appear to have any other issues that may be connected with lack of attendance <ul style="list-style-type: none"> • This change allows more time for counselors to follow-up with students whose needs extend into more than one session for help 	⊕ ✓

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		<ul style="list-style-type: none"> • Peer Tutoring was moved from Student Affairs to Academic Affairs • Budget was increased for Peer Tutoring • Peer tutoring space will move to new facilities in the Library beginning Fall 2010. • Peer tutoring expanded with electronic (web cam) tutoring to outreach centers • Campus tutoring was systemized and reporting improved with the addition of Tutor Track implemented by the Tutoring Specialist • Committee developed to coordinate peer tutoring, writing center, oral presentation lab and math center activities with developmental education led by DSLAS • ESL and international student support tutoring was expanded as needed to support growing numbers of international students. 	
Goal: Develop a sustainable First College Year Program			
I. Develop Orientation Class to be offered in conjunction with Kick-Off Weekend	DSLAS FYEAC Director of Student Activities/ Orientation Student Affairs Staff Academic Affairs Staff Title III Staff Faculty Adjunct Faculty DSLAS	1. Two classes were developed and offered during Kick-Off Weekend <ol style="list-style-type: none"> a. HMDV 1200 Academic and Career Orientation b. PEAC 1014 Orientation Wellness Activities 2. New program sessions were offered to students for Kick-Off Weekend in addition to the rafting, low ropes, dance, giant twister, comedy show and RA Skit and barbecue and games that were normally offered. New programs included: <ul style="list-style-type: none"> • Activities programs such as balloon launch, dodgeball, basketball, community walk, Avoiding the Freshmen 15, bowling, and numerous others. • Academic programs included over 30 options for items such as study skills, interpersonal relations and community, personality driven learning, career and majors courses and introduction to college life. 3. Kick Off weekend participation has remained strong over	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓

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	FYEAC Director of Student Activities/ Orientation Student Affairs Staff Academic Affairs Staff Title III Staff Faculty	the past four years and credit completer numbers have grown steadily in the past three years. Retention data for the 2009 Kick Off Weekend cohort (as report in Fall 2009) included an overall retention rate of 73.5% for students who participated and received credit and that 82.6% of those students had a FPA of 2.0 or higher. Kick Off Weekend Participation has stayed strong. 4. Faculty and Advisor Open House was added to Kick-Off Weekend activities for Fall 2009 creating an early opportunity for student and faculty interaction. 5. Retention-oriented activities were scheduled Fall 2009 during the first quarter of the semester. 5. Two orientation programs for specific cohorts were included in programming: <ul style="list-style-type: none"> • International Student Orientation – an intense introduction to Northwest College, Wyoming and the United States. Students generally complete the international student orientation and then participate in the Kick Off Weekend activities. • Non-Traditional Student Orientation- this program is designed to meet the schedules and unique needs of non-traditional students. 6. Addition of major specific courses to introduce students to majors: <ul style="list-style-type: none"> • Agriculture department added AGRI 1005- Agrucultur Orientation. Course is designed to help students make informed career choices from the many careers available in agriculture. • Education department added EDFD 1000 Introduction to Careers in Education. Course is designed to help students make informed career choices from the many options available in education. • Life and Physical Sciences departments added A&S 1200 Academic and Career Orientation for Science and Technology. Course is designed to help students make informed career choices from the options available in science, technology, engineering and 	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓

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		math. <ul style="list-style-type: none"> Ongoing courses include ES 1000 – Orientation to Engineering, HMDV 1000 – College Studies and HMDV 1010 – College Studies II. 7. Club Fair expanded with free lunch for students and staff. Attendance increased dramatically. Implemented Fall 2008 and 2009.	✓
II. Maintain College Review and Analysis of Retention Issues: <ul style="list-style-type: none"> Review current data, processes and procedures in relation to First College Year Program and follow up programming Review, develop and/or make recommendations on the following aspects of First Year Experience at Northwest College including: Mission, Procedures, Programs, Learning Outcomes, Coordination and Communication, Review, develop and make planning recommendations for FYE Programs Evaluation/Assessment 	DSLAS Director of Student Activities/Orientation VP for Student Affairs VP for Academic Affairs Student Affairs Staff Academic Affairs Staff Title III Staff Faculty	1. Two groups formed initially and both completed activities: <ol style="list-style-type: none"> Kick-Off Weekend Task Force - analyzed attendance data and made recommendations on changes which were implemented beginning Fall 2007 Kick-Off Weekend Curriculum Development Group- Reviewed and analyzed curriculum and recommended learning outcomes and changes implemented beginning Fall 2007 2. Retention – sub-committee developed as part of Enrollment Advisory Committee. <ol style="list-style-type: none"> Group evaluated retention activities particularly Kick Off Weekend, analyzed Retention Plan and recommended changes for ongoing implementation. Group reported Kick-Off Weekend and Retention Activities to Enrollment Advisory Committee, Student Services, College Council and Academic Advisory Committee through membership reports. 	✓ ✓ ✓ ⊕ ⊕ ⊕ ⊕ ⊕ ⊕ ⊕ ⊕
Goal: Strengthen Student Engagement			
I. Investigate procedures and processes to promote student engagement <ul style="list-style-type: none"> Research and report on Student engagement programs, Develop an action plan designed to promote 	DSLAS VPAA	1. Student engagement tracking included as part of Higher Learning Commission requirements 2. DSLAS attended National Conference on First Year Experience for professional development in Student Engagement and shared resources with related staff 3. Student Development and Tutoring Ad Hoc group created	⊕ ⊕ ⊕

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<p>student engagement in and out of the classroom</p> <ul style="list-style-type: none"> Determine student engagement Activities on campus and report on a regular Basis 	<p>DSLAS Division Chairs VPAA</p>	<p>and developed mission for developmental education.</p> <ol style="list-style-type: none"> DSLAS, VPAA and Chair of the Visual and Performing Arts Division attended an Experiential Learning Institute to gain insight into student engagement and service learning Wyoming Community College Conference included program on Service Learning, which was introduced to NWC faculty as part of January in-service Training provided to assist faculty use of technology to engage students and improve student learning CCSSE data on student engagement available 2007 and 2009. This data on student engagement and satisfaction will serve as foundation for new programming and service delivery improvement 	<p>⊕ ⊕ ⊕ ⊕</p>
<p>II. Collaborate with other colleges on activities to promote student engagement including Civic responsibility and service learning</p> <ul style="list-style-type: none"> Collaborate with other colleges on National assessment instrument Collaborate when possible with other colleges on student engagement activities 	<p>Academic Affairs Office</p>	<ol style="list-style-type: none"> Collaboration with faculty at Casper College Service Learning Project is ongoing National Assessment instrument was approved by the Wyoming Community College Commission for use as the student survey CCSSE instrument is being administered to Northwest College students Spring 2007 and 2009 Northwest College Student Affairs and Academic Affairs staff attended statewide CSSE Data Workshops in 2007 and 2009. Dean of Student Learning and Academic Support attended the first Wyoming conference on Student Engagement and Service Learning held at Casper College fall 2008. 	<p>⊕ ⊕ ✓ ✓ ✓</p>
<p>Goal: Strengthen Residence and Campus Life Services</p>			
<p>I. Assess impact of current and new initiatives</p> <ul style="list-style-type: none"> Change in summer orientation Simpson Hall (New Addition) Expansion of Kick-Off Weekend 	<p>Director of Residential and Campus Life</p>	<p>Orientation revised Simpson Hall (New Addition) opened Fall 2009 Completed expansion of Kick-Off Weekend</p>	<p>✓ ✓ ✓</p>
<p>II. Regularly evaluate benchmarking factors that</p>	<p>Director of Residential and</p>	<p>Assessment Measurement tools:</p>	

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IV. Develop Theme Suite opportunities in Simpson Hall		Timeline: Tentative start date – Fall 2010	⊕
I V. Strengthen opportunities for students to interact, learn and grow in the Residence Halls	Director of Residential and Campus Life	<ol style="list-style-type: none"> 1. Increase number of educational and social programs in each residence hall 2. Incorporate more faculty facilitated programs 3. Increase opportunities for inter-hall programs and competitions 4. Assessment Measurement tools: <ol style="list-style-type: none"> 3. a. ACUHO-I/EBI Resident Assessment: (Association of College and University Housing Officers-International/ EBI (Educational Benchmarking, Inc.). This assessment survey gathers information on hall staff evaluations, satisfaction of services, environmental factors (i.e. privacy issues, cost vs. value, cleanliness, dining services satisfaction, diversity and respect, community building, safety and security, learning outcomes, alcohol and other drug consumption behavior, etc. 	✓ ✓ ✓