# Title III 5- Year Proposal

Covering October 1, 2017 – September 30, 2022

**Project Director:** *Sherie Gordon/Jacqueline Nicholson*

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| **1. Name of Institution: Albany State University** | **2. Activity Title:** *Strengthening**Student-Athlete Support Services to Improve Success and Retention*  **3. Activity Number:** *To be completed by the Office of Title III* |
| **4. Focus Area:** *Student Services & Improvement of Student Outcomes* | **5. LAA Category:** *#6 & #11* |

**Budget Request Amount: $ 385,175**

**6. Narrative**

**A. INTRODUCTION**

*Enter Narrative (Included intended purpose, serving population, demonstration of need and general expected outcome)*

*The Student-Athlete Support Services Initiative will focus on improving the student-athlete support services for all of our student-athletes. Currently, Albany State University (ASU) sponsors 13 sports programs and cheerleading which will be a student-athlete population of at least 325 students during the 2017-2108 academic year. After assessing the student-athlete experience and academic performance, the results from Student-Athlete Advisory Committee (SAAC) survey, grade point averages, eligibility, retention, and academic success rate (ASR) and graduation success rate (GSR) reports confirmed the urgent need to improve retention, academic performance and the student-athlete support services. Currently, ASU Athletics loses approximately 20% of their student-athlete population after the first semester due to low academic performance and another 10 % in the spring semester due to low academic performance and student-athlete experience. In addition, ASU’s grade point average (gpa), ASR and GSR is significantly lower than the NCAA Division II membership. ASU’s average grade point average is 2.61 and the membership average is 3.0; ASU’s academic success rate is 59.9% and NCAA Division II average is 74.2%; Last but not least the federal graduation rate for ASU athletics is 37.5% and the average for Division II is 54.5%.*

*The data ability to benchmark against the entire Division II association and peers in the SIAC show we have to develop comprehensive student-athlete support services plan which focuses on academic performance and student-athlete development for freshman, transfer and returning student-athletes. In addition, a strategy to identify former student-athletes who have less than 24 credit hours left to finish school, enrolled back into school and provide support necessary for them graduate.*

***Key Outcomes of Student-Athlete Support Services Initiative***

* *To increase each team grade point average and the overall grade point average for the department.*
* *To improve the overall student-athlete experience.*
* *To improve retention of student-athletes.*
* *To increase academic success rate.*
* *To increase graduation success rate and federal graduation rate.*
* *Academic success and retention rate of student-athletes.*
* *To improve the academic advising process for student-athletes, to ensure they are meeting institutional and NCAA academic standards and increase the academic support services provided by Athletics Academic Coordinators*
* *To improve the support services offered to student-athletes to prepare them for life after college.*
* *To increase the number of community service hours for each program and the department by engaging with elementary and secondary students.*

**B. alignment with Institutional Strategic Plan** (Demonstrate how the proposed activity will assist the institution in achieving institutional goals)

*The Student-Athlete Support Services Initiative will assist the institution in achieving institutional goals by establishing meaning community partnerships with local K-12 schools and providing educational experiences for their students and increasing access to the institution. In addition, it will assist the institution with efforts to mentor, advice and tutor local K-12 schools or organizations which serve K-12 students. The initiative will assist with improving academic performance and retention of students. In addition, it will assist with recruiting and sustaining a highly talented and expert team of administrators who work to enhance the mission and vision of the school.*

**C. alignment to Title III Purpose**

* Demonstrate how the proposed activity will assist the institution improve in the areas of enrollment, retention and graduation.
  + *The additional support services to student-athletes will help support the institution improve retention and graduation rates. The department will develop intrusive academic advising infrastructure which focuses on the services and support needed for each student-athlete to be successful each semester and ensure degree completion within a four year period.*
  + *The Director will help provide strategic and day-day emphasis on the academic and holistic development of our student-athlete experience and wrap around services to increase academic performance and retention.*
* Identify and demonstrate how this project will improve one or more of the following areas for the institution: (Academic Quality, Student Services and Outcomes, Institutional Management, and Fiscal Stability).
  + *The Student-Athlete Support Services Initiative will improve the areas of Student Services and Outcome and Academic Quality. The enhance academic and student support services for our student-athletes will result in increased academic performance and retention.*
  + Identify and demonstrate how this project support one or more Legislative Allowable Activities (LAA’s) as defined by the U.S. Department of Education to strengthen the institution. (see attached listing)
  + *The Student-Athlete Support Services Initiative supports the LAA (#6) - by providing tutoring, counseling, and student service programs designated to improve academic support and LAA (#11) by establishing community outreach programs that will encourage elementary and secondary students to develop the academic skills and the interest to pursue post-secondary education.*

**D. OVERVIEW OF OBJECTIVES AND IMPLEMENTATION STRATEGY**

* Provide a summary of the objectives for this activity. Objectives must be stated in measurable terms.

*The Department of Athletics has identified five primary academic goals and objectives to be addressed by this Title III Initiative, supported by defined measurable objectives that will strengthen the institutions core mission of access and student success.*

* + *To increase the retention rate by 15% for student-athletes by Fall 2022*
  + *To increase the graduation rate of student-athletes by 10% by Fall 2022*
  + *To increase the academic success rate of student-athletes by 10% by Fall 2022*
  + *To increase the student-athlete grade point average to 3.0 by Fall 2022*
  + *To conduct at least 3,000 community services annually by Fall 2022*
* Provide a summary of implementation strategy. How will the objectives will be achieved? Include partnerships and collaborations.

*These objectives will be achieved by assessing all new and transfer students, developing and sustaining customized academic counseling and advising, monitoring of class attendance (i.e. class checking), providing peer and specialized tutoring services during non-traditional hours, development and implementation of year around study hall for student-athletes, implementing study hall requirements during away competition managed by academic support staff and the development and implementation of support programming for student-athletes. The development of the unit and implementation of the above straggles will be a culture change for the department and institution but is needed to improve our outcomes. Therefore, the expertise and the individual focus is critical to success. Our vision is to assist the Student-Athlete Support Services staff to teams so they manage the advisor per student ratio and to ensure continuity to monitoring academic success and progress. These objectives are in full alignment with the college’s strategic plan and goals, which makes their institutionalization a college priority.*

*One of the main factors that contributes to attrition and lack of persistence and retention include academic difficulty, lack of clear academic goals and poor integration within the college community. Retention can be increased by enhancing student-athlete interaction with additional services and personnel on the campus. With the creation of a Student-Athlete Support Services office on campus, the department of athletics will work to not only improve the academic success within the department, but on the campus as well, which includes the enhancement of key partnerships on camps.*

*The Department of Athletics will continue to work with the Academic Advising and Retention Center (AARC) to ensure comprehensive academic support services are being provided to student-athletes and making sure all personnel are properly trained on best practices for ensuring academic success of student-athletes which meeting NCAA eligibility standards. In addition, the department will work with the Office of Admissions, Career Services and Student Activities to ensure wrap around services are being provided to support and enhance the holistic student-athlete experience.*

**E. KEY PERSONNEL**

* Activity Directors-*Sherie Gordon/Jacqueline Nicholson*
* Provide a summary of personnel needed and a justification
  + *The Director Student-Athlete Support Services (SASS) will report directly to the Associate Athletics Director (Jacqueline Nicholson) and is responsible for providing strategic overusing of the academic and student-athlete development to ensure a day-day focus on the academic success and retention of our student-athletes. This person will also coordinate additional support services geared towards the holistic development of the student-athlete.*

**F. ASSESSMENT PLAN**

* Identify methods assessment of the project to determine effectiveness.
  + *The Faculty Athletic Representative (FAR) will conduct an annual survey of current student-athletes to assess their student experience.*
  + *The FAR will conduct exit interviews with student-athletes who are graduating, exhausted eligibility or transferring, to evaluate their overall student-athlete experience*
  + *To monitor graduation, retention and academic success rates via annual reporting required by the NCAA.*
  + *The semester academic reports and eligibility reports will be used as an assessment tool as well.*
* Identify methods used to determine achievement of programmatic objectives.
  + *The annual ASR, GSR and retention reports will be used annually. It gives ASU the ability to benchmark it against other conference and Division II schools.*
  + *In addition, we will measure academic success by the increase of individual, team and departmental GPA on a yearly basis.*

**G. INSTITUTIONALIZATION PLAN**

* Provide a plan demonstrating how the project will be institutionalized by the end of the five-year grant.
  + Provide a yearly plan of institutionalization which includes Title III personnel reduction.

*The Department of Athletics is committed to institutionalizing all practices outlined in this proposal by the end of the grant cycle. Through its yearly budget allocations, the department will assume all costs associated with the personnel hired, staff training and development programming services being created.*

*Institutionalization of personnel will start in the third year to ease the budget impact at the end of the grant cycle. Revenue generated from departmental ticket sales, game guarantees, sponsorships and/or donations will be used to support grant initiatives. The Department will assume 25 percent of all positions and initiatives in year three, 50 percent in year four and 75 percent in year five and 100 percent at the end of the grant.*

* + Funding or collaboration for continued services on a yearly basis.

*The Department of Athletics is committed to funding initiatives of this grant at the conclusion of the five year period and beyond through revenues sources generated within the department. In addition the department will work with several key constituents to include but not limited to AARC, Career Services, Enrollment Management, Financial Aid, Counseling Services and Student Activities to ensure that the programming efforts being put in place are not duplicates of what is currently offered on campus.*

## ACTIVITY OBJECTIVES AND ANTICIPATED RESULTS

# Grant Period: October 1, 2017-September 30, 2022

***(Objectives and performance indicators must be stated in measurable terms)***

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| **1. Name of Institution: Albany State University** | **2. Activity Title:** *Strengthening**Student-Athlete Support Services to Improve Academic Success and Retention*  **3. Activity Number: 1 (Title III, Part B)** |
| **4. Activity Objective(s)** | **5. Anticipated Results to Measure Success**  **(Performance Indicators):** |
| **Objective 1:**   * + *To increase the retention rate by 15% for student-athletes by Fall 2022* | **Performance Indicator 1:**  *ASU Athletics to retain at least 85% of student-athletes.* |
| **Objective 2:**   * + *To increase the graduate rate of student-athletes by 10% by Fall 2022* | **Performance Indicator 2:**  *To increase GSR from 37.5 % to 39.5%, by fall 2018*  *To increase GSR from 39.5% to 41.5%, by fall 2019*  *To increase GSR from 41.5% to 43.5%, by fall 2020*  *To increase GSR from 43.5% to 45.5%, by fall 2021*  *To increase GSR from 45.5% to 47.5%, by fall 2022* |
| **Objective 3:**   * + *To increase the academic success rate of student-athletes by 10% by Fall 2022* | **Performance Indicator 3:**  *To increase ASR from 59.9% to 62%, by fall 2018*  *To increase ASR from 62% to 64%, by fall 2019*  *To increase ASR from 64% to 66%, by fall 2020*  *To increase ASR from 66% to 68%, by fall 2021*  *To increase ASR from 68% to 70%, by fall 2022* |
| **Objective 4:**   * + *To increase the overall student-athlete grade point average to 3.0 by Fall 2022* | **Performance Indicator 4:**  *To increase the GPA from 2.61 to 2.70, by Fall 2018.*  *To increase the GPA from 2.7 to 2.80, by Fall 2019.*  *To increase the GPA from 2.80 to 2.90, by Fall 2020.*  *To increase the GPA from 2.90 to 2.95, by Fall 2021.*  *To increase the GPA from 2.95 to 3.0, by Fall 2022.* |
| **Objective 5:**   * + *To conduct at least 3,000 community services annually by Fall 2022* | **Performance Indicator 5:**  -*Increase the number of community service hours from 441 to 1,000 by Fall 2018*  *-Increase the number of hours to 1,500 by Fall 2019*  *Increase the number of hours to 2,000 by Fall 2020*  *Increase the number of hours to 2,500 by Fall 2021*  *Increase the number of hours to 3,000 by Fall 2022* |

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| GRANT ACTIVITY FOR THE TITLE III PART B OR PART F PROGRAMS | | | | | |  |
| **IMPLEMENTATION STRATEGY AND TIMETABLE FORM** | | | | | | |
| NAME OF ACTIVITY COORDINATOR AND OFFICE: *Sherie Gordon/Jacqueline Nicholson-Department of Athletics* | | | | **2. Activity Title:**  *Strengthening**Student-Athlete Support Services to Improve Success and Retention* | | |
| **3. SPECIFIC TASKS TO BE COMPLETED** | **4. PRIMARY PARTICIPANTS** | **5. METHODS INVOLVED** | **6. TANGIBLE RESULTS** | | **7. timeFRAME**  **FROM/TO** | |
| 1.1 *Hire Director of Student-Athlete Support Services* | *Director of Athletics, Associate AD, Coaches, FAR, Compliance Committee* | *Established a job description, broad based advertisement* | *Candidate Hired* | | *September 2017-October 2017* | |
| *2.1 Restructuring Academic Support Services* | *Director of Athletics, Associate AD, SAAC President, Vice President, FAR & AARC Director* | *To assign specific sport programs and at-risk students to academic support staff* | *The plan is executed and communicated to students, coaches and sport supervisors.*  *An increase in the number of interacts with athletic academic coordinators* | | *July 2017-October 2017* | |
| *3.1 To identify resources and duties for class monitors and tutors.* | *Associate AD, FAR & ARC* | *To advertise, hire, develop, schedule, communicate and implement.* | *Monitors and tutors are hired and working in capacity*  *Increase in student-athletes attending classes and utilizing additional support services* | | *July 2017-ongoing* | |
| *4.1 To survey student-athletes and coaches on programming needs and to develop annual student-athlete development programming.* | *SAAC President, Vice President, FAR, Associate AD, Director of Athletics & Coaches* | *To identify speakers and resources needed for annual programming.* | *The completed annual development with survey as a tool to assess the impact on the student experience* | | *July 2017-ongoing* | |
| *5.1 To implement 6 day a week and year around study hall program.* | *SAAC President, Vice President, FAR, Associate AD, Director of Athletics & Coaches* | *To develop hours and staffing infrastructure to support a year round program.* | *Improved academic performance of student-athletes* | | *July 2017-ongoing* | |
| *6.1 To implement study hall at away competition.* | *SAAC President, Vice President, FAR, Associate AD, Director of Athletics & Coaches* | *To assign staff for away competitions for at-risk teams and students.* | *Improved academic performance of student-athletes* | | *September 2017-ongoing* | |