

Persistence Task Force FY21

MISSION

To provide excellence in career and technical education for employment and advancement in an ever changing global environment.

VISION

To be the leader of innovative career and technical education that leads to success for all students.

VALUES

- Excellence - We pursue the highest standards in academic achievement and organizational performance.
- Innovation - We value creativity and ingenuity to remain at the forefront of technical education excellence.
- Inclusion - We value an atmosphere of respect, dignity, and acceptance.

FY21 COLLEGE WIDE GOALS

1. Increase engagement with community and industry partners
2. Provide integrated service support, consultation, and solutions to advance the institution
3. Advance institutional capacity and effectiveness through technology
4. Increase retention of protected class group employees
5. Implement a targeted plan for students to persist
6. Redesign and implement the strategic enrollment management (SEM) plan
7. Create opportunities to secure new funding

DATE COMPLETED

July 7, 2020

COMMITTEE NAME

Persistence Task Force

COMMITTEE CHAIR OR CHAIRS

Jessica Lauritsen

COMMITTEE CABINET SPONSOR:

Jessica Lauritsen

COMMITTEE MEMBERSHIP:

NAME (First and Last)	TITLE	HOME CAMPUS
Jess Lauritsen	Vice President of Student Affairs	BPC/EPC
Ashley Beeman	Associate Director of TRIO SSS Programs	EPC
Matt Gustafson	Counselor	BPC
Rachael Kolles	Finance Administrative Assistant	BPC
Anna Poteryakhin	Enrollment Advisor	BPC
Ken Schindler	Faculty	EPC

Mike Larson	Faculty	BPC
Cherika DeJesus	Faculty	EPC
Derrick Elsmore	Data Analyst	BPC
Susan Markes	Program Coordinator	BPC/EPC
Rich Oxley	Faculty	BPC
Brad Thorpe	Faculty	EPC
Rob McGinley-Myers	Faculty	BPC

COMMITTEE BACKGROUND (when was the committee established and any other helpful committee history)

The Persistence Committee was established in the Fall of 2015 and prior to that time was known as the Student Success Strategic Planning committee. The original goal of the committee in 2015 was to review high impact practices of student success in operation at HTC and review the high impact practices of student success that were not currently in operation at HTC and develop a plan to implement them. In the Fall of 2019, the committee was made a task force with members appointed by the College President.

COMMITTEE PURPOSE (describe the purpose of forming the committee and the expected outcomes. What are the expectations, services and outcomes that the committee will provide)

Appointed by the president, this task force is charged with completing the following over the next two years:

- AWARENESS- Assessing the current retention and persistence rates including a review by demographics, programs, and full/part time status and build college wide awareness of the data
- HOLDS - Reviewing current student holds by demographics and developing specific recommendations to reduce the number of holds used and communication regarding holds to students
- SUMMER - Developing recommendations for improving retention and persistence strategies through summer term efforts

KEY ASSUMPTIONS (events or circumstances that are expected to occur during the committee life cycle)

- *We assume* that when we are intentional about persistence efforts, metrics should improve.
- *We assume* this is a cross-functional team because successful persistence efforts must occur across the college.
- *We assume* the Persistence Task Force will have continued Cabinet support.
- *We assume* our work will be data driven and that the Task Force will have access to the required data to support its work.
- *We assume* all members of this Task Force will actively participate.

STAKEHOLDERS:

Stakeholder Group	Reporting Date for Updates
Cabinet	Annually
President’s Advisory Council	Annually
Faculty	Annually
Staff	Annually
Students	Annually
Community partners	Annually

DELIVERABLES:

- Build awareness of the disparities in persistence outcomes by presenting data to college stakeholders.
- Present to and engage faculty in learning about promising practices from their colleagues.
- Develop recommendations for improving retention and persistence strategies through summer term efforts.

MEETING FREQUENCY/MEETING LENGTH (meeting norms and expectations include when, where and how often to meet, what is expected of members with regard to attendance and preparation and the duration of the meeting (i.e. one hour, two hours, etc.)

Date	Time	Location
August 20, 2020	Workshop Day (as determined)	Zoom
October	As determined	Zoom
November 20, 2020	Workshop Day (as determined)	Zoom
March 9, 2021	Workshop Day (as determined)	Zoom
May	As determined	Zoom

FISCAL YEAR COMMITTEE GOALS (if possible, should connect to at least one college-wide goal or Minnesota State performance metrics)

Goal	Objective
Build awareness of the disparities in persistence outcomes.	<ul style="list-style-type: none"> • Educate the task force members about disparities data. • Develop a presentation to educate the campus community about disparities data. • Present the information college wide.
Present to and engage faculty in learning about promising practices from their colleagues.	<ul style="list-style-type: none"> • Review interview information from FY20 task force work and add best practices information to Persistence Task Force SharePoint. • Present best practices to faculty.
Develop recommendations for improving retention and persistence strategies through summer term efforts.	<ul style="list-style-type: none"> • Review summer academies student success rates. • Develop plans for summer academies for FY22 in partnership with Academic Affairs.

