



In the papers *Top Gainers* and *Top Gap Closers*, Georgia State University, a research university downtown Atlanta, is highlighted as having exemplary programs for fostering student success through the use of data. At the October 8, 2010 CSU Workshop entitled *Reducing Achievement Gaps*, Retired GSU Provost and Vice President for Academic Affairs, Ronald J. Henry shared knowledge and experience with representatives from the California State University.

Dr. Henry's presentation, *Working the Issue of Persistence and Graduation*, included:

- Focus on student success <http://www.gsu.edu/success/index.html>
- Categories of Retention Strategies (slides # 78)
- Impact of Freshmen Learning Communities (Slide # 25-30)  
<http://www.gsu.edu/admissions/28408.html>  
[http://www.gsu.edu/images/admissions/FLC\\_booklet\\_2009.pdf](http://www.gsu.edu/images/admissions/FLC_booklet_2009.pdf)  
[http://www.gsu.edu/es/FLC\\_Past\\_Offerings.html](http://www.gsu.edu/es/FLC_Past_Offerings.html)
- First Year Book Program [http://www.gsu.edu/success/first-year\\_book.html](http://www.gsu.edu/success/first-year_book.html)
- Use of data on student retention, progression and graduation (slide # 33 – 38)
- Use of data on range of % D+F+WF (slides # 49)
- Supplemental Instruction (slide # 50 - 52) <http://www.gsu.edu/success/SI.html>
- NCAT Course Redesign (slides # 53 – 54); One measure: %ABCs)
- Department Retention Plans (slides # 69- 73)
- Student Advisement Center (Slide # 79) <http://www.gsu.edu/success/advisement.html>
- Major Maps (slides # 80 – 81) [http://www.cas.gsu.edu/major\\_maps.html](http://www.cas.gsu.edu/major_maps.html)
- Lessons Learned (slides # 75 – 77)

## Selected GSU slides ...

### Categories of Retention Strategies

- First-year programs: including freshman seminar/university 101 for credit, learning communities
- Learning support: including supplemental instruction
- Academic advising: including advising interventions with selected student populations

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### Department Retention Plans

- Monitoring 3-year retention and graduation rates for students with 60-75 hours at the start of a fall term
- Monitoring DFW and AB rates in 3000 and 4000 level courses
- Introduce tutorial sections/labs for courses that are gateways to successful progression through the program
- Improve academic advisement at the department level

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### Lessons Learned

- Need data to drive agenda – some ideas might be intuitively good but do not always lead to quantifiable improvements
- Need to be personally involved
- Be a good listener – others have lots of good ideas
- Lead by example

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### Lessons Learned

- Emphasize disaggregated data by campus – are some campuses achieving better results with similar students. If so, why?
- Important to provide support for all students, not just special programs for minority/ low income.
- Importance of 'it's everyone's responsibility' – role of departments in retention – provide incentives and recognition for department achievements in retention.

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# MAJOR MAP

## B.S. in Biology

## COLLEGE OF ARTS & SCIENCES Major Matters Program

- Microbiology
- Molecular Genetics
- Neurobiology and Behavior
- Pre-Professional/Physiology
- Environmental Biology
- Broad Field (no concentration)

[www.cas.gsu.edu/major\\_matters.html](http://www.cas.gsu.edu/major_matters.html)

### Area A-E (and later too)

Biology majors must take CHEM 1211 before any biology courses.

Review core and other requirements in undergraduate catalog.  
[www.gsu.edu/catalog\\_courses.html](http://www.gsu.edu/catalog_courses.html)



Visit the university's Student Advancement Center.  
[www.gsu.edu/student\\_advancement\\_center.html](http://www.gsu.edu/student_advancement_center.html)

Visit the Undergraduate Coordinator—402 Kell Hall and pick up a course plan.  
[www.biology.gsu.edu](http://www.biology.gsu.edu)

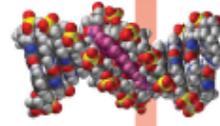
Work throughout your college career with a faculty member on research projects and other major activities as a University Scholar Assistant.  
[http://www.gsu.edu/apply\\_university\\_scholarships.html](http://www.gsu.edu/apply_university_scholarships.html)

Apply for the Boston Scholar program.  
[www.biology.gsu.edu](http://www.biology.gsu.edu)



Participate in a Freshman Learning Community.  
[www.gsu.edu/learn\\_learning\\_communities.html](http://www.gsu.edu/learn_learning_communities.html)

Join the Honors Program.  
[www.gsu.edu/honors](http://www.gsu.edu/honors)



Take in a Study Abroad course during Hemisphere or summer term.  
[www2.gsu.edu/~www2/studyabroad/](http://www2.gsu.edu/~www2/studyabroad/)

**TAKE THE RIGHT CLASSES**

**GET GOOD ADVICE**

**APPLY WHAT YOU LEARN**

**CONNECT WITH PEERS**

**THINK GLOBALLY**

**PREPARE FOR LIFE AFTER GRADUATION**

### Freshman

### Sophomore

#### Area F

Complete Biol 21.07K2.08K.

Meet with the advisor for your major in the AAS Office for Graduate Assistantship.  
[www2.gsu.edu/aas.html](http://www2.gsu.edu/aas.html)

Start getting to know faculty members for future letters of recommendation.

Apply for technician positions on the undergrad job board.  
<http://www.biology.gsu.edu/0920.html>

Apply for the McIbar Scholarships.  
[www2.gsu.edu/~www2/mcibarprog.html](http://www2.gsu.edu/~www2/mcibarprog.html)



Join a study group or tutorial session.

Join the Biology Club  
[www2.gsu.edu/~www2/bc](http://www2.gsu.edu/~www2/bc)

Join ANSA (premed), PreChoral, or PreVet clubs.

Take in a Study Abroad course during Hemisphere or summer term.  
[www2.gsu.edu/~www2/studyabroad/](http://www2.gsu.edu/~www2/studyabroad/)

Visit University Career Services.  
[www.gsu.edu/career](http://www.gsu.edu/career)

### Junior

#### Area G

Biol 3800 is a prerequisite for most of the upper division courses.

Take Junior CTW course, BIOL 3810: Molecular Cell Biology\*

Meet with the Undergraduate Coordinator.  
[www2.gsu.edu/grad\\_advisor2.asp](http://www2.gsu.edu/grad_advisor2.asp)

Continue meeting and visiting faculty.

Register for Biology Internships and/or lab rotations, and use those connections to provide leads for your graduation employment.

Apply for the McIbar Scholarships.  
[www2.gsu.edu/~www2/mcibarprog.html](http://www2.gsu.edu/~www2/mcibarprog.html)



Run for an officer position in one of the clubs.

Be sure to do your volunteer hours (especially pre-professional).

Attend a professional or research conference.



Present your research results at a conference.

Discuss graduate/professional school with department advisor.

Review school offerings using Princeton Review or other online resources.

### Senior

Finish all your major requirements and Chemistry minor courses. Remember you must have at least 39 hours overall at the 3000/4000 level to graduate from CSU.

Take senior CTW course, BIOL 4980: Biology Seminar\*

Meet again with both CAA and departmental advisors to confirm you are on course to graduate.

Register for Biol 4910 to work on faculty research projects.

Continue club involvement and volunteering.



Present your research results at a conference.

Take MCAT, GRE or appropriate exam and apply for graduate/professional school.

\*Critical Thinking Through Writing (CTW) courses required of students entering Fall '09 and after.



### GRADUATION & BEYOND

**BIOTECHNOLOGY:** Research and Development, Laboratory Testing, Teaching

**GENETICS:** Research and Development, Retail for Health Products, and Human Genetic Counseling

**MICROBIOLOGY:** Research, Teaching, Production, Quality Control

**MYCOLOGY:** Teaching, Research

**SYSTEMATIC BIOLOGY:** Teaching, Research, Field and Laboratory, Systematics Toxicology, Consulting, Medicine

**ENTOMOLOGY:** Teaching, Research, Biological Control, Toxicology, Biological Survey, Extension

**MARINE AND AQUATIC BIOLOGY:** Food, Research, Inspection, Teaching

**ZOOLOGY:** Animal Care/Training, Animal Behavior, Research, Career, Teaching

**BIOMEDICAL:** Physiology, Biophysics, Biochemistry, High-Dose Services, Imaging, Radiology, Research, Teaching, Quality Control, Engineering, Sales

**EDUCATION:** Teaching, Non-Classroom Education

**LEGISLATION/LAW:** Lobbying, Regulatory Affairs, Science Policy, Patent Law, Environmental Law, Technical Writing