

# ENHANCING RETENTION THROUGH THE STUDENT EMPLOYEE EXPERIENCE

Undergraduate  
Research  
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# WASHBURN UNIVERSITY

- **Topeka, KS**
- **Municipal university**
- **Open access**
- **6,600 students**
- **62.2% retention before FYE/Center for Student Success and Retention in Fall 2011**

# CENTER FOR STUDENT SUCCESS AND RETENTION

- **Three-credit-hour first year seminar**
  - **Required to graduate, must earn C or above**
- **6 faculty specifically associated with furthering the development of the CSSR**
- **Academically Driven**
- **Retention Increased to 68.4% as of Fall 2015**

# WHY HIRE STUDENTS?

- Director of Success Evaluation & Retention hired
- Recognized a constant need for data
- IR was not physically equipped to meet our constant need for data
- Unit itself was not equipped to meet their research needs
- Unit already seeking to enhance student employment
- Hiring students allowed for the department to expand without pushing the already limited budget

# TYPES OF STUDENTS?

- Students hired already recognized as model students
- Selected by unit leadership
- Selected based on character displayed in the university community and commitment
- Test trustworthiness and dependency over time
- All different stages in college careers
- Variety of majors and chosen career paths
- Students find common ground within job
- Collaboration is encouraged

# NATURE OF WORK

- Not boxed off from unit
- Understand university inner workings because of proximity
- Connected to the larger conversation
- Unit respects our insight since we are pulling the data
- Valuable frontlines experience as students
- Utilizes our efforts for projects that occasionally reach dead ends to conserve time of professional staff
- Ultimately, our voices matter

# ACCESS GRANTED

- Research limited to institutional and unit use only
- None of our research is published or goes through IRB
- Considered Washburn University administrative staff
- Work considered a legitimate educational interest related to FERPA
- Received FERPA training and ongoing FERPA guidance from our Unit
- Due to the sheer amount of information encountered, no specifics are retained
- Most of the time we do not know the results of our research because further analysis is required

<http://www.washburn.edu/statements-disclosures/ferpa/>

# OUTCOMES

- **Course Evaluations**
- **Communicate and respond to faculty and staff**
- **Tutoring Center**
- **Re-recruiting efforts**
- **Grant research and collaboration**
- **Special topics projects:**
  - **DFW rates per instructor/course**
  - **Math department**
  - **Athletics**
  - **Probation**
- **Evaluate pre-Washburn characteristics in students to predict likelihood of success at our institution**
- **Assess characteristics such as GRIT and Resiliency within the current student body through surveys**
- **Analyze early alerts**



# CHALLENGING PROJECTS

- **Math Project**
- **Grant Project**
- **Probation Project**

# PERSONAL HIGHLIGHTS

- **Athletics**
- **Tutoring Center**
- **Course Evaluations**

# MOTIVATES STUDENTS TO PURSUE HIGHER EDUCATION AND STUDENT AFFAIRS

- Encourages student investment in university community
- Broadens students understanding of university inner workings
- Expands students research abilities
- Drives students to critically assess data
- Academically motivates
- Motivates students to support fellow students
- Benefits the university and the student
- Ultimately encourages students to pursue a career in Higher Education

# QUESTIONS?

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