2013-2014 Academic Year Administrative Assessment Report

Educational Opportunities Center – EEO/EOF

Mission Statement: The mission of the EEO/EOF Program is to provide access and academic support to educationally and financially disadvantaged students as defined by the Commission on Higher Education-Educational Opportunity Fund. Implementation of the mission is achieved first through the admittance of specially selected students that are eligible for EOF state funds through an alternative admission process. Then, the EEO/EOF Program provides student-centered advising, counseling and academic support services to assist students in developing their intellectual, social, cultural and personal goals.

The main objective of the program is to assure that all students obtain their baccalaureate degree and pursue professional fields of work or graduate studies. The program seeks to advance Kean University's dual mission of access and academic excellence.

Vision Statement: The EEO/EOF Program will successfully graduate students admitted through the program in an acceptable period of time. It will aim to admit a diverse student body and expose them to cultural and educational opportunities. Through the support services offered students will experience self-development in their life and career goals. Collaborative relationships with academic and non-academic departments, as well as community agencies will be developed, and strengthened to better serve students. Alumni will continually support the program through various forms of service.

Goals and Objectives
A) 2013-2020 Strategic Plan **Goal 2:** To attract and retain more full-time, first-time undergraduate, transfer and graduate students.

1) Objective 2.1.2 Continue to offer academic programs and courses that are affordable and of high quality. The program aims to assess the effectiveness of its academic support programming and maintain its high quality. By evaluating and improving academic programming the Center can service the students more effectively.

   a) *Responsible Individual:* Billie Bailey, Jeremiah Dix, Marilyn Freeland, Elis Sosa, and Paula S. Muindi (EEO/EOF Counselors), Rosa Perez (Director)

   b) *Measures:* Create student learning outcomes for each of the workshops and measure the students skill sets by using rubrics. Create rubrics that identify students learning outcomes. Syllabus and rubrics will be created.

   c) *Timeline with milestones:* Research on student outcomes and rubrics will be done by the conclusion of AY 2014. Syllabus for each workshop or presentation will be created by Spring 2014. Creation of student outcomes and the use of rubrics will be done by Fall 2014.

   d) *Implementation plan for this objective:* The purpose of using student outcomes and rubrics is to evaluate if the material being taught is effective in teaching students. Counselors will review workshop topics and presentations. They will create a syllabus for each workshop and incorporate student outcomes. The rubrics will be collected and reviewed. One of the main goals is to improve the delivery of content and monitor its effectiveness in teaching students academic skills. By evaluating the quality of the

workshops the program can improve students' success rates in the program. Evaluation of workshop content is important in understanding if what students are learning is applicable to college success.

e) *Data results*: Academic Advisors/Counselors are working on reviewing all workshops hosted by EOC and integrating SLOs and rubrics to each one. They are currently reviewing which workshops will be revised and/or eliminated based on students' feedback and the usefulness of the information in meeting students' academic and personal needs. After the six-week summer program is over in mid-August 2014, they will begin creating the SLOs and rubrics. Pre-and post-surveys were created by the Academic Advisors/Counselors to measure the success of the Summer Academy Colloquium (a six-part series of workshops that are theme-based and provide students with strategies for academic success) which is being implemented for the first time in the Pre-Freshman Summer Academy in Summer Session II 2014.

f) *Action taken based on data collected*: Since this is a long and tedious process, the program expects to have all SLOs and rubrics completed by the end of the Spring 2015 semester. By the end of the AY 2014, all SLOs will be completed. This objective and goal will be added to the 2014-2015 Assessment Plan since it is a long process that needs continued work and evaluation.

b) Objective 2.1.7 Utilize Kean's diversity and commitment to global perspectives in all marketing, advertising, and recruitment efforts. (New recruitment and market efforts are planned to attract a diverse student body and help improve graduation rates. This objective also aligns with the EOF Central Office's goal of recruiting underrepresented students from disadvantaged backgrounds, i.e. low SES. In addition, by using Kean's diversity as a recruitment tool the EOF program can attach students from various backgrounds)

a) *Responsible Individual:* Billie Bailey, Marilyn Freeland, Jerry Dix, Paula Muindi, Elis Sosa (EEO/EOF Counselors), Jennifer Daro (Student Services Specialist) and Linda Bradbury (Recruitment/Admissions Coordinator)

b) *Measures:* List of recruitment sites attended, number of participates, and number of applications received (We want to review the specific schools that are targeted, the number of applicants that apply from each of those schools, and the number that actually are found to be academically and financially eligible for the EOF program. We then want to make sure that recruitment and marketing material reflect the diversity and global perspective of Kean University).

c) *Timeline with milestones:* Recruitment efforts began in early Fall 2013 and will be completed in late January 2014. By February 14, 2014 recruitment outreach will be completed and the application review process will be under way. Weekly reports will monitor the applicant pool. Direct follow up with guidance counselors with specific applicants will take place.

d) *Implementation plan for this objective:* Currently, the EEO/EOF Program utilizes a recruitment marketing search piece to recruit prospective students to the EEO/EOF Program at Kean University with attendance at college fairs and individual visits with various community organizations and institutions. In addition to current recruitment efforts with the Office of Undergraduate Admissions, new recruitment initiatives are under way to increase

communication and education of the EEO/EOF Program to high school guidance counselors. With direct contact to guidance counselors, within a targeted District Factor Group set for the by the State of New Jersey, EEO/EOF recruiters will focus on individual presentation visitations to high schools. This will enable us to give specific indicators to high schools to identify the highest EEO/EOF potential applicant for admission (i.e., students who may qualify for free or reduced lunch or students whose GPA fall below the University average). Direct follow up with high schools will take place in an effort to expedite the applicant process. This recruitment effort can be measured by the final applicant pool.

e) *Data results*: **Recruitment Program for EEO/EOF Students.**
   o The recruitment visits to high schools and college fairs to recruit potential applicants began in early September 2013 and continued until the end of May 2014. During these visitations the Recruitment/Admissions Coordinator, Student Services Specialist, and five (5) Academic Advisors/Counselors did individual recruitment presentations, high school college fairs (held at the high schools) and several Open House Programs at Kean University.

   o Approximately 77 high schools and college fair visitations were attended by the EEO/EOF staff members.

   o The recruitment efforts yielded 1041 submitted applications as of June 26, 2014 to the Office of Undergraduate Admissions. 514 were rejected by the Office of Undergraduate Admissions due to not meeting the academic criteria for the program. 574 meet the academic criteria and were forwarded to the program. Out of 574 applications 153 students (as of 6/26/14) submitted all financial documentation (i.e. IRS Transcript, Income Verification form, and other proofs of income) and were found to be eligible based on the EOF State Guidelines. Out of the 153 applicants, 23 declined admissions. Out of the remaining 130 applicants, only 115 tested and were enrolled into summer II and fall 2014 classes.

   o The goal is 150 freshmen for the Pre-Freshman Summer Academy. Currently, the program has 115 students admitted and tested (78% of goal).

   o Table 1 reflects 138 students who were accepted to the University as of June 9, 2014. Additional students were processed for admission after June 9, 2014 and a list with updated high school and county information is available in the EOC office, but was not included in the table below. *Table 1* shows the number of students admitted to Kean University as EEO/EOF students by high school, city school district, county, and the District Factor Group (DFG) for high school.

TABLE1: 2014 HIGH SCHOOL, CITY, COUNTY, DFG, & NUMBER OF EOF ADMIT				
HIGH SCHOOL	**CITY**	**COUNTY**	**DFG**	**ADMITS**
Abraham Clark HS	Roselle	Union	B	1
Absegami HS	Galloway Township	Atlantic	CD	1
Academy of Technology and Design	Jersey City	Hudson	B	2
Admiral William F. Halsey Jr. Leadership Academy	Elizabeth	Union	A	1
Alexander Hamilton Preparatory Academy	Elizabeth	Union	A	5
Al-Minhaal Academy	South Plainfield	Middlesex	FG	2

Arthur P Schalick HS	Pittsgrove	Salem	A	1
Arts HS	Newark	Essex	A	2
Asbury Park HS	Asbury Park	Monmouth	A	1
Atlantic City HS	Atlantic City	Atlantic	A	1
Barack Obama Green Charter HS	Plainfield	Union	B	1
Barringer High School	Newark	Essex	A	1
Bayonne HS	Bayonne	Hudson	CD	3
Bloomfield HS	Bloomfield	Essex	DE	1
Bloomfield Voc Tech HS	Bloomfield	Essex	DE	2
Boonton HS	Boonton	Morris	FG	1
Burlington City HS	Burlington City	Burlington	B	1
Camden County Technical HS	Camden	Camden	A	2
Carteret HS	Carteret	Middlesex	B	2
Cherry Hill High School West	Cherry Hill	Camden	GH	1
Cicely L Tyson School of Performing & Fine Arts	East Orange	Essex	A	5
Clifton HS	Clifton	Passaic	CD	1
Colonia HS	Colonia	Middlesex	DE	1
Dover HS	Dover	Morris	A	1
East Orange Campus HS	East Orange	Essex	A	1
East Orange HS	East Orange	Essex	A	1
East Side HS	Newark	Essex	A	1
Elizabeth HS	Elizabeth	Union	A	1
Essex County Vo Tech-Newark Tech	Newark	Essex	A	2
Essex County Voc Tech HS West Caldwell	West Caldwell	Essex	I	1
Franklin Township HS	Somerset	Somerset	GH	3
Garfield HS	Garfield	Bergen	A	2
Harrison HS	Harrison	Hudson	B	2
Hasbrouck Heights Jr/Sr HS	Hasbrouck Heights	Bergen	FG	1
Hawthorne HS	Hawthorne	Bergen	DE	1
Hillside HS	Hillside	Union	CD	2
Hoboken Charter HS	Hoboken	Hudson	FG	1
Hoboken HS	Hoboken	Hudson	FG	1
Hudson County Prep HS	Jersey City	Hudson	B	2
Hunterdon Central Regional HS	Flemington	Hunterdon	I	1
International HS	Paterson	Passaic	A	2
Irvington HS Frank Morrell Campus	Irvington	Essex	A	1
J.P Stevens HS	Edison	Middlesex	GH	1
John E Dwyer Technology Academy	Elizabeth	Union	A	2
Keansburg HS	Keansburg	Monmouth	A	1
Kearny HS	Kearny	Hudson	B	1
Lakeland Regional HS	Wanaque	Passaic	DE	1

Lamberts Mill Academy	Scotch Plains	Union	I	1
Linden HS	Linden	Union	B	3
Lodi HS	Lodi	Bergen	B	1
Long Branch HS	Long Branch	Monmouth	B	2
Malcolm X Shabazz HS	Newark	Essex	A	1
Mary Help of Christians Academy	North Haledon	Passaic	FG	1
Memorial HS	West New York	Hudson	A	3
New Brunswick HS	New Brunswick	Middlesex	A	5
Newark Tech HS	Newark	Essex	A	5
North Bergen HS	North Bergen	Hudson	B	2
North Brunswick Township HS	North Brunswick	Middlesex	FG	3
North Star Academy Charter School	Newark	Essex	A	1
Orange HS	Orange	Essex	A	1
Passaic County Technical Institute	Wayne	Passaic	GH	2
Paterson HS	Paterson	Passaic	A	1
Paulsboro HS	Paulsboro	Gloucester	A	1
Pennsauken HS	Pennsauken	Camden	CD	1
Perth Amboy HS	Perth Amboy	Middlesex	A	3
Piscataway HS	Piscataway	Middlesex	GH	2
Princeton HS	Princeton	Mercer	I	1
Rahway High School	Rahway	Union	CD	1
Red Bank Regional HS	Red Bank	Monmouth	FG	1
Roselle Park HS	Roselle Park	Union	DE	2
Sayreville War Memorial HS	Sayreville	Middlesex	DE	1
Science, Technology, Engineering and Math HS	Paterson	Passaic	A	1
South Amboy Middle HS	South Amboy	Middlesex	CD	1
Thomas Jefferson Arts Academy	Elizabeth	Union	A	1
Timber Creek HS	Erial	Camden	CD	1
Trenton Central HS	Trenton	Mercer	A	2
Trenton Central HS West	Trenton	Mercer	A	1
Union City HS	Union City	Hudson	A	2
Union County Voc Tech HS	Scotch Plains	Union	I	1
Union HS	Union	Union	DE	1
Visions Academy Charter HS	Newark	Essex	A	2
Weehawken HS	Weehawken	Hudson	CD	4
West Orange HS	West Orange	Essex	GH	1
West Side HS	Newark	Essex	A	1
William L Dickinson HS	Jersey City	Hudson	B	1
Winslow Township High School	Winslow Township	Camden	CD	1
			Total	**138**

o   Arranging the data by city and number of admitted EOF students as shown in **Table 2** below**,** out of 66 New Jersey cities**,** 12% of EOF admitted students come from Newark, followed by Elizabeth at 14%. From 13 high schools, 57% of the students were admitted. The other 69 students were admitted from 28 cities. Therefore, there were as many EOF admits from 13 cities listed in **Table 2** (57%) as there were from the other 28 cities.

Table 2: CITY & NUMBER OF EOF ADMITS		
CITY	**NUMBER**	**PERCENTAGE**
Newark	16	12%
Elizabeth	10	14%
East Orange	7	5%
Jersey City	5	4%
New Brunswick	5	4%
Paterson	4	3%
Weehawken	4	3%
Bloomfield	3	2%
Linden	3	2%
North Brunswick	3	2%
Perth Amboy	3	2%
Somerset	3	2%
Trenton	3	2%
TOTAL	**69**	**57%**

o   **Table 3** lists all the recruitment visits and the number of contacts made. Approximate a total of 4.696 to 4,745 students were contacted through the visits. Of the 77 high school visitation reports that were submitted, 53 (69%) recruitment visits were in targeted A or B DFG school districts; 28% of the visits were to schools in Newark and 8% of the visits were to schools in Elizabeth.

Table 3: RECRUITMENT LOCATIONS AND NUMBER OF STUDENT CONTACTS					
Institution	City	DFG	Type of Activity	# Students	# Inquiry Cards
Abraham Clark High School	Roselle	B	On-Campus Presentation	20	N/A
Academy Charter High School	Belmar	DE	College Fair	75	47
Alexander Hamilton Academy in Elizabeth	Elizabeth	A	Individual Presentation	31	40
American History High School	Newark	A	College Fair	75 - 100	6
American History High School	Newark	A	Individual Presentation	65-70	27
Asbury Park High School	Asbury Park	A	Individual Presentation	50+	N/A
Barack Obama Green Charter High School	Plainfield	B	On-Campus Presentation	50+	N/A
Barringer High School	Newark	A	Individual Presentation	6	4
Barringer High School	Newark	A	Individual Presentation	3	0
Barringer High School	Newark	A	Individual Presentation	0	0

Bayonne High School	Bayonne	CD	Individual Presentation	0	0
Belleville High School	Belleville	CD	Individual Presentation	42	0
Black Male Fall College Fair	Newark	A	College Fair	400+	100
Bloomfield High School	Bloomfield	DE	Individual Presentation	21	21
Bloomfield High School	Bloomfield	DE	College Fair	82	47
Bound Brook/South Bound Brook High School	Bound Brook	B	College Fair	81	61
Carteret High School	Carteret	B	Individual Presentation	20	12
Central High School	Newark	A	College Fair	75	17
Cicely Tyson School of Performing & Fine Arts	East Orange	A	Individual Presentation	15	10
Clearview Baptist Church	Newark	A	College Fair	75	17
David Brearly High School	Kenilworth	DE	College Fair	150 +	119
East Orange Campus High School	East Orange	A	College Fair	100+	76
East Side High School	Newark	A	Individual Presentation	12	6
Elizabeth High School Academics	Ellizabeth	A	Individual Presentation	44	44
Essex County North 13th Street Tech	Newark	A	Individual Presentation	7	6
Ferris High School	Jersey City	B	Individual Presentation	12	9
Franklin High School	Somerset	GH	On-Site w/ UGA	15	N/A
Freehold High School	Freehold	B	Individual Presentation	20	15
Hillside High School	Hillside	CD	Open House	200+	13
Hoboken High School	Hoboken	FG	Individual Presentation	20	17
International HS	Paterson	A	College/Career Fair	300+	69
International HS	Paterson	A	College Fair	200+	69
Irvington High School	Irvington	A	Individual Presentation	4	4
John E. Dwyer Academy - Elizabeth High School	Elizabeth	A	Information Table	5	N/A
John E. Dwyer Technology Academy-Elizabeth	Elizabeth	A	Information Table	0	0
John E. Dwyer Technology Academy-Elizabeth	Elizabeth	A	Individual Presentation	25	0
John F. Kennedy High School, STEM	Paterson	A	On Site Admissions w/ Admissions Office	12	N/A
Kean Student for a Day	Union	N/A	College Fair	100	60
Kean University New Student Orientation Fair	Union	N/A	College Fair	N/A	32
Kean University Open House	Union	N/A	College Fair	25	0
Kean University Open House	Union	N/A	Visit to Kean	30	0
Keansburg High School	Keansburg	A	Individual Presentation	15	15
Keyport High School	Keyport	CD	Individual Presentation	150+	29
Lincoln High School	Jersey City	B	Individual Presentation	24	20
Lincoln High School-Jersey City	Jersey City	B	Individual Presentation	N/A	N/A
Lodi High School	Lodi	B	Individual Presentation	2	0
Long Branch High School	Long Branch	B	Individual Presentation	40	25
Malcolm X Shabazz High School	Newark	A	College Fair	50-65	13
Memorial High School	West New York	A	College Fair	300+	40
Neptune High School	Neptune	CD	Individual Presentation	7	7
New Brunswick High School	New Brunswick	A	Individual Presentation	8	8

Newark Leadership Academy	Newark	A	Open House	300+	3
North Bergen High School	North Bergen	B	Campus visits from school counselors	N/A	N/A
North Star Academy college Prepatory High School	Newark	A	College Fair	150	26
Orange High School	Orange	A	Group Presentations	17	17
Passaic County Technical Institute	Wayne	N/A	Individual Presentation	30	21
Perth Amboy High School	Perth Amboy	A	Group Presentation	37	25
Perth Amboy High School	Perth Amboy	A	Orientation Fair	200+	N/A
Pinelands Regional High School	Little Egg Harbor	B	Individual Presentation	3	3
Piscataway High School	Piscataway	GH	On-Campus Presentation	50+	N/A
Pleasantville High School	Pleasantville	A	College Fair	20	N/A
Rahway High School	Rahway	CD	College Fair	15	1
Roselle Park High School	Roselle Park	DE	On-Site w/UGA	15	N/A
Sayreville War Memorial High School	Parlin	DE	College Fair	50+	12
Seton Hall/Trio Program	South Orange	I	Individual Presentation	110	0
South River High School	South River	CD	Collect Paperwork	40	0
Toms River High School East	Toms River	DE	Collect Paperwork	45	0
Trenton Central High School	Trenton	A	College Fair	250+	110
Union County School Association - STEM 6th Floor	Union	A	College Fair	200+	100+
Union High School	Union	DE	Individual Presentation	12	12
University High School	Newark	A	College Fair	65+	22
Wallington High School	Wallington	B	College Fair	125	5
Weequahic High School	Newark	A	Individual Presentation	17	15
West Side High School	Newark	A	College Fair	200+	96
William F. Halsey Jr Academy-Elizabeth	Elizabeth	A	Collect Paperwork	25+	0
Woodrow Wilson High School	Camden	A	Individual Presentation	8	8
Yes Academy Paterson	Paterson	A	Individual Presentation	14	14
			ESTIMATED TOTALS	**4.696+- 4,745+**	

f) *Action taken based on data collected*:
   o Based on a review of the recruitment sites, number of academically complete applications received, and financial eligibility process for applicants, the program plans on changing the following:
   1) Since the highest yield of admits came from Newark and Elizabeth, we will try to enhance recruitment efforts with those two towns.
   2) The recruitment visitations in Elizabeth will be increased since only 8% of the visits took place in Elizabeth.
   3) We will invite Elizabeth and Newark schools to come for on-campus tours and EEO/EOF Program presentations for high school seniors.
   4) Enhance recruitment material (information card) with information on the value of the Summer Academy in an effort to increase applicant interest.
   5) Continue utilizing EEO/EOF Academic Advisors/Counselors to augment recruitment efforts to reach as many school districts as possible.
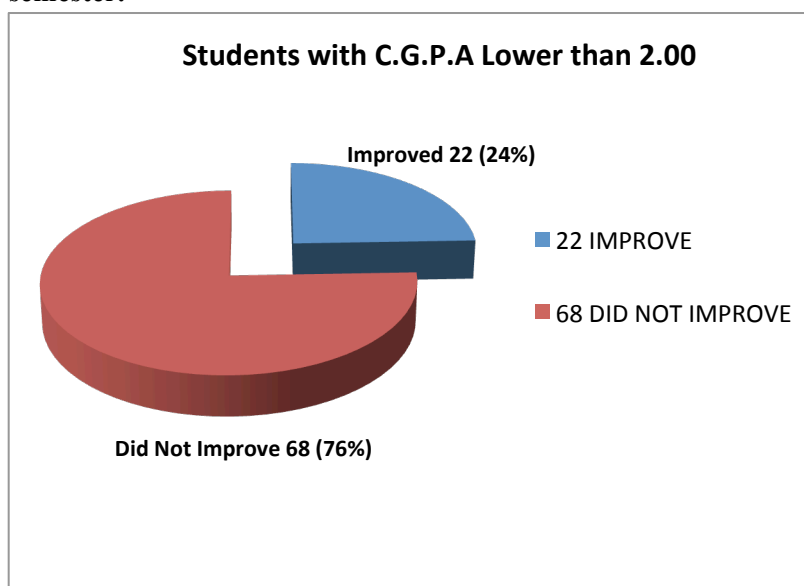
6) Continue to target A and B school districts for visitations.

- In the fall 2014 semester the EEO/EOF Admission staff will be handling all aspects of the admissions process. These responsibilities will be removed from the Undergraduate Admissions office and assigned to the EEO/EOF staff. The scanning of applications may still remain in the Undergraduate Admissions office. A final decision will be determined in July and August 2014.

4) Objective 2.3.1: In cooperation with the Office of Intervention and Retention, Institutional Research and the Office of Assessment and Accreditation, develop/implement and utilize a retention program that assesses student attributes, identifies students at risk, and facilitates academic and administrative interventions to enhance retention. Since EOF is a special admit program that enrolls academically and financially disadvantaged students, a structured retention program which provides services and guidance to at risk students is needed.

a) *Responsible Individual:* Billie Bailey, Marilyn Freeland, Jerry Dix, Paula Muindi, Elis Sosa (EEO/EOF Counselors), Rosa Perez (Director) and Sharon Foushee (Learning Center Coordinator)

b) *Measures:* Rubric, Academic grades, GPA, Improvement Plans, Faculty Evaluations (Counselors have faculty complete mid-semester academic evaluations for students), Tutoring (An intake is done in the beginning when students are assigned a tutor. Tutors complete tutorial progress notes based on how the student is progressing in each tutoring session) and Workshop Attendance. (Counselors review all of the above areas mentioned with each student. The Counselors interview students about their academic performance and work with them on creating an action plan (will utilize a rubric in the session). Data from students' academic record (i.e. GPA, Grades) are compared to the current semester. We plan on comparing the retention rates of students from year to year)

c) *Timeline with milestones:* By February 14, 2014 the Director will meet with students. Improvement Plans will be collected by late February and attendance at workshops will be monitored monthly. Learning Center Coordinator will provide Director with a report on tutoring in February 2014, March 2014, and April 2014. At the end of the semester, students' grades and GPAs will be reviewed and compared to the previous semester.

d) *Implementation plan for this objective*: An early alert system will be setup for students with 2.0 to 2.5 CGPA. The Director will host a meeting with all students identified by the Early Alert system in February 2014 to outline the services of the Center and academic expectations. Students will be required to create an individual Improvement Plan with their counselors, which will include mandatory tutoring and attendance at academic skills workshops in the Spring 2014 semester. Counselors will send out faculty evaluations in March 2014 and use the feedback as part of the individual improvement plan. Student GPAs will be monitored. The Academic Advising Rubric (A user-friendly matrix that assesses four competencies: Careers, Timeliness, Preparedness, and Communication - Written and Verbal. It is based on a five-point Likert scale.) The Rubric will be utilized after each advising session or programming activity. This is how progress will be monitored and the Academic Advisors/Counselors will have accountability. The Rubric will also provide students with a visual and conversing with them about their level of responsibility as a EOF student. The Rubric also holds students accountable for their performance, or the lack thereof. Evaluating the students' performance can prepare them for the future, particular the workforce and or graduate school. In addition, Jean Brown of the Office of Intervention and

Retention will be invited to meet with EOC Counselors in February 2014 as a way to develop a better partnership between her office and the Center. Data indicates that the Fall 2011 freshman cohort had a retention rate of 79.3% by the second year. The Fall 2012 freshman cohort had a retention rate of 72.6% in the second year. Our goal is to increase the second year retention to 80% or higher for each incoming cohort from first year to second year.

e) *Data results*: A plan of action was created in Fall 2013 and implemented in Spring 2014. All students identified on the early alert system were required to follow these steps:
- Repeat courses that students failed.
- Recalculate the GPA by replacing the undesirable grade with a passing grade.
- Attend tutoring in the EOC Learning Center.
- Pass all courses.
- Visit their EOF Academic Advisor/Counselor at least twice a month.
- Mandatory attendance to all classes.

SUMMARY TABLE: EOF STUDENTS AT RISK FALL 2013 TO SPRING 2014		
Below CGPA of 2.0	**Number of Students**	**Percentage**
TOTAL NUMBER OF STUDENTS AT RISK	90	100%
TOTAL NUMBER OF IMPROVEMENTS	22	24%
TOTAL NUMBER OF UNCHANGED	68	76%

A table showing the students' names and id numbers is available. The table shows the results after the plan of action was carefully implemented during the spring 2014 semester. Due to student confidentiality, this list cannot be included in this assessment report. A copy of the list is available in the EOC office. **CONCLUSION: 24% of EOF students at risk improved during the spring 2014 semester.**

Students with C.G.P.A Lower than 2.00

Improved 22 (24%)

- 22 IMPROVE
- 68 DID NOT IMPROVE

Did Not Improve 68 (76%)

f) *Action taken based on data collected:* A closer examination of what aspects of the intervention are not working must be explored and new initiatives must be taken. The goal is to increase from 24% student improved to at least 50% in the next year. The following actions will occur in the next academic year:

- Review of the retention literature to see what effective programming and skill building can be provided to these students to increase their CGPA.
- Invite Mrs. Jean Brown to attend a meeting with Counselors to review what practices and resources are used by her office.
- Mandatory meeting for students with below a 2.0 CGPA with the Director in the Fall 2014 semester.
- Counselor monthly reports to the Director highlighting students' academic progress and student attendance to counselor meetings.
- Students who show no improvement will lose 50% of their EOF State Grant in the Spring 2015 semester.
- Students' academic schedules will be reviewed for the Fall 2014 semester and will be changed according to pass/fail grades.
- Recalculation of GPA will be advised if applicable.
- A new Plan of Action will be designed for students who are still at risk at the end of spring 2014 semester. The new Plan of Action will take into consideration the tutoring attendance reported by the EOC Learning Center and the recommendations or feedback given by tutors and/or professors.
- Since this objective was created in late January 2014, it was not possible to implement the survey during the Spring 2014 semester. The survey is being designed and will be implemented in the Fall 2014 when the majority of first year students are admitted to the program. Once the data is collected at the end of Fall 2014, the respective analysis will be done to determine the actions to follow for the following semesters.

A) 2013-2020 Strategic Plan **Goal 4:** To utilize our diversity and global perspective to further promote a learning environment that is equitable, inclusive and socially just.

1) Objective 4.4.4 Ensure that a diverse group of Kean students engage in the university's internationalization efforts (In accordance with the EOF Central Office's mission of providing disadvantaged students with social and cultural capital opportunities. The EOF program's goal is to expose students to variety of opportunities that they would not have access to in their communities. Students who engage in internationalized experiences gain a better perspective on career opportunities and can further develop their understanding of a globalized society. These types of opportunities increase students' success in their major, careers, and ultimately may motivate them to further their education beyond a bachelor's degree.)

   a) *Responsible Individual*: Billie Bailey, Marilyn Freeland, Jerry Dix, Paula Muindi, Elis Sosa (EEO/EOF Counselors),

   b) *Measures*: Create focus groups to assess the usage. Use the information from the focus groups to create a baseline. Then implement new programming and strategies to increase participation. Gather information from Datatel on students' academic standing and CGPA. Gather information from the Center of International Studies – Office of Study Abroad on the number of students who participate in study aboard.

   c) *Timeline with milestones*: By the end of 2014 determine a baseline of students who participate in study aboard. By the end of AY 2014 develop a strategy to educate and inform students on the various study abroad opportunities and financial resources. By Fall 2014, implement workshops and activities for students. Assess the impact of workshops and

educational outreach by the conclusion of AY 2014. Implement any necessary changes and continue to assess on an annual basis.

d) *Implementation plan for this objective*: Identify a baseline of how many EEO/EOF students have had internationalized experiences (i.e. one semester study aboard or Travelearn program) by gathering information from the Center of International Studies - Office of Study Aboard. Use focus groups as a way to gather more data on what students know about the Study Abroad Office and travel opportunities. Develop a strategy to educate students on the benefits of international exposure. Identify financial resources and course options for students. Create a marketing plan with collaboration from the Center of International Studies-Office of Study Abroad for EEO/EOF students.

e) *Data results*: The program is working on gathering data to determine the baseline of students who use and attend services in the Center of International Studies-Office of Study Abroad. A workshop is planned for the fall 2014 semester to inform and educate students on the resources on campus.

f) *Actions taken based on data collected*: At the conclusion of the AY 2014 year the program will have a clearer baseline and action plan on how to organize and coordinate these workshops and presentation. The plan is to involve the Center of International Studies-Office of Study Abroad in the Fall 2014 semester.