

Proposals to the Faculty Senate Executive Board November 6, 2018

This document was assembled to bring all of the materials in one place. Included here is the proposal to eliminate the Summer Option that was presented to the Executive Board in Spring 2018. Next are some additional points and data to answer some of the questions raised at that meeting. There is also a flow chart that describes the current Academic Probation/Warning/Dismissal/Reinstatement steps. Finally, there is a new proposal raised from Academic Standards and Admissions Committee, at the request of the Executive Board, to add language in the Catalog to state that Juniors and Seniors that are dismissed can petition to be considered for Early Reinstatement.

These proposals have support from the student service directors from every college, as shown in the email on Page 8.

PROPOSAL TO ELIMINATE THE SUMMER OPTION FOR STUDENTS IN DISMISSAL STATUS

Background

The 2018-2019 *Catalog* states that: “A student considered for academic dismissal at the end of Spring semester will be permitted to enroll for the Summer term. The combined Spring/Summer GPA will be used to determine whether the student should be permitted to continue his/her enrollment after the Summer term. If the resulting term GPA is not 2.00 or greater, the student will be academically dismissed.”

At the March 2017 Records and Classification Committee, a concern about the Summer Option was raised. In particular, it was speculated that students who utilized Summer Option were ultimately not successful. There was also concern about the inequity of the policy based on whether students were slated for dismissal Fall or Spring semester. The summer option pre-dates the changes made to the academic standards policy several years ago, when the university added the status of warning and probation.

Jonathan Compton, from the Office of the Registrar, pulled preliminary data to analyze the success of students who utilized Summer option. The data was presented during the April 2017 Faculty Senate Academic Standards and Admissions Committee meeting. Upon review of the data, it was determined that a sub-committee should be convened.

Sub-Committee Membership

- Mason Babcock, Administrative Adviser/Academic Standards
- Terri Boylston, Associate Professor
- Jonathan Compton, Senior Research Analyst
- Tara Joyce, Enrollment Services Adviser II
- Kenyatta Shamburger, Assistant Dean of Students & Director of Multicultural Student Affairs
- Jennifer Suchan, Interim University Registrar & Senior Associate Registrar
- Karen Zunkel, Director for Undergraduate Programs and Academic Quality

Findings

The purpose of the sub-committee’s work was to evaluate Summer Option for students placed on dismissal status, and to determine if the intended outcomes of the experience were being realized. The population for data analysis was comprised of students who were placed on dismissal status between Fall 2008 and Summer 2016.

Data revealed that Summer Option did not result in the academic recovery of this particular population, nor did it have a direct, positive impact on their *net* subsequent persistence (see Table 3) at the university. Among those students who utilized Summer Option, only 36% of them earned a combined Spring/Summer GPA greater than or equal to the minimum 2.00 required to continue on into the Fall semester (see Table 2). While these students demonstrated the necessary academic preparation at the point of admission, they may be insufficiently committed to either the institution or to the goal of education to meet the continual academic demands at Iowa State.

Table 1: *Total Dismissals and Summer Option Participation from Fall 2008-Summer 2016*

Academic Year	Dismissed Fall	Dismissal Status at End of Spring		
		Dismissal Status at End of Spring	Summer Option Attempted	Percent Who Attempted Summer Option
2008-2009	458	506	211	42%
2009-2010	480	471	203	43%
2010-2011	523	531	245	46%
2011-2012	533	505	237	47%
2012-2013	522	525	253	48%
2013-2014	509	565	235	42%
2014-2015	537	508	213	42%
2015-2016	532	567	275	49%
Total	4,094	4,178	1,872	45%

Table 2 details the Summer Combined Term GPA for students who were to be academically dismissed following Spring semester but who attempted Summer Option. Of the 1,872 students who attempted Summer Option from Fall 2008 through Summer 2016, 666 students (i.e., 36%) earned a 2.00 or higher Summer Combined Term GPA, whereas 1,204 (or 64%) failed to earn the minimum GPA necessary to continue on into the Fall semester.

Table 2: *Spring/Summer Combined Term GPA for Students Who Attempted Summer Option*

GPA	Freshman	Sophomore	Junior	Senior	Total
0.00 – 0.99	101	85	96	52	334
1.00 – 1.99	205	185	321	159	870
2.00 – 2.99	150	144	238	131	663
3.00 – 4.00	0	0	2	1	3
No GPA	2	0	0	0	2
Total	458	414	657	343	1,872
% >=2.00	33%	35%	37%	38%	36%
% <2.00	67%	65%	63%	62%	64%

This data reveals that the majority of students who were in dismissal status following Spring semester but who attempted Summer Option ultimately delayed their inevitable academic dismissal from the institution – a situation that likely contributed to increased student debt load and additional academic/quality point deficiencies.

Table 3 compares two-semester retention rates of students by classification. The data reveal that the retention rates of students who are placed on dismissal status at the end of Spring who do not attempt Summer Option are much lower than those for students who do attempt Summer Option. This is not unexpected since the students who attempt summer option have higher GPAs than students who do not attempt summer option. This GPA difference is 0.70 for freshman and 0.56 for seniors. However, it is important to note that when all students who are placed on dismissal status at the end of Spring semester – regardless of whether or not they attempt Summer Option – are compared with students who are placed on dismissal status at the end of Fall semester, the retention outcomes are very similar for these two groups. Thus the existence of the summer option does not ultimately affect the overall retention rate two terms after dismissal status. Graduation rates

were also analyzed and showed similar patterns to that of the 2 terms retention data. Thus, the elimination of Summer Option should not impact the overall net retention rates at the university.

Table 3: *Two-Semester Retention Rates (Fall 2008-Summer 2016 Dismissals)*

Clsfn.		Dismissed after Fall	In Dismissal Status End of Spring		
			Did Not Attempt Summer Option	Attempted Summer Option	Dismissal Status at End of Spring
Frsh.	N	851	979	458	1,437
	Dismissal GPA*	0.85	0.59	1.29	0.81
	% Ret. 2 Trms**	17%	4%	40%	16%
Soph.	N	1,057	525	414	939
	Dismissal GPA*	1.00	0.69	1.29	0.95
	% Ret. 2 Trms**	27%	7%	52%	27%
Junr.	N	1,188	531	657	1,188
	Dismissal GPA*	1.07	0.78	1.35	1.10
	% Ret. 2 Trms**	33%	15%	49%	34%
Snr.	N	998	268	343	611
	Dismissal GPA*	1.12	0.74	1.30	1.05
	% Ret. 2 Trms**	30%	12%	34%	24%
Tot.	N	4,094	2303	1872	4,175
	Dismissal GPA*	1.02	0.67	1.31	0.96
	% Ret. 2 Trms**	27%	8%	45%	25%

Notes. *Dismissal GPA is the end of Fall GPA for Fall dismissals, and it is the end of Spring GPA for Spring and Summer dismissals. | **Counting Fall and Spring semesters only.

Underrepresented Minorities

Underrepresented minority students were slightly more likely to end up on dismissal status (they make up about 11% of our undergraduate population but 14% and 16% respectively of our Fall and Spring dismissals). They are also slightly more likely to attempt Summer option if they are on dismissal status in Spring (50% for URM vs 45% overall). However, when looking at outcomes of URM students on dismissal status compared to all students on dismissal status, there are not major differences.

Proposal

The subcommittee recommended that the practice of allowing Summer Option for students in dismissal status should be stricken from the Academic Progress and Probation policy.

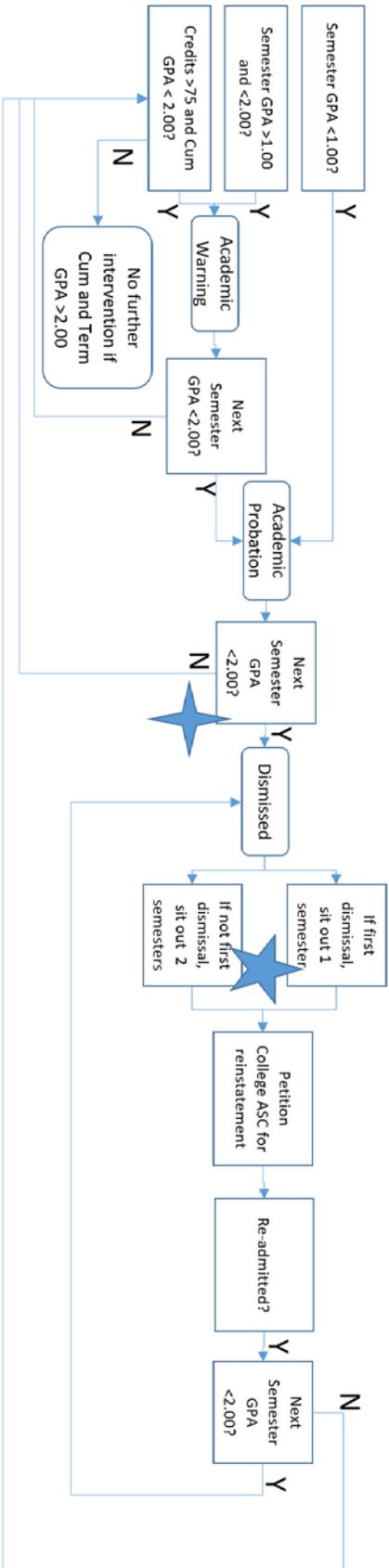
The recommendation was approved unanimously at the Academic Standards and Admissions Committee meeting (3/20/18) and at the Academic Affairs Council Meeting (4/3/18).

Some points regarding the Summer Option:

- Students that get dismissed in the Fall don't have the same opportunity for summer option as the students who get dismissed in the Spring. Whether or not the summer option actually helps students long term, the perception is that as an institution we treat students differently based on which term they are dismissed.
- Summer courses are roughly at twice the pace than during the semester; which is not a good option for students with poor academic standing. As an example, for all engineering students that attempt the Summer Option, the three most popular courses taken from Engineering are EM 274, EM 324 and EM 345. These courses are not a good choice for a struggling student to be taken at an accelerated pace.
- Despite the accelerated pace, some students make a decisions on how many credit to take in the Summer after doing the math to determine the number of credits they would need to counteract their Spring GPA. The number they take is often too many.
- Strong anecdotal evidence shows that students often take courses in the Summer that don't count towards their degree program, but only to pad their GPA in attempt to avoid dismissal.
- The poor decisions that students make due to the lure of 'saving themselves' via the summer option ultimately increase their student loan debt, without a benefit as measured by graduation, compared to those students that were dismissed in Fall.
- The advisors and student service directors and those with history on college academic standards have long history that indicates that a semester away for a student to effect a change in their habits is better than barely continuing on with the same habits. The data analyzed by the committee also supported the trend that students who sat out longer were more successful in their attempts to ultimately complete their degrees.
- The advice of many colleges for students dismissed that are seeking reinstatement is for the student to return to a community college and demonstrate successful completion of coursework there prior to requesting reinstatement. For students who are further along in their degree program (juniors/seniors), they are not able to take courses that will apply to their degree programs at a community college. Based on this and the fact that juniors/senior are a little more successful in summer option, the committee is suggesting that those students be able to request a waiver of the 'semesters away' part of the policy if there are extenuating circumstances. Currently some colleges already allow for a limited number of immediate reinstatements. By adding this language to the catalog, we are publicly articulating this possibility for students.
- The following shows that the ultimate graduation rate is approximately the same for those dismissed in the Fall and the total of those in dismissal status at the end of Spring. Note that the 6 year graduation rate is much lower than for all students, which is shown in the last column.

Graduation Rates						
2008 to 2015 students						
Classification		Dismissed End of Fall	Spring Dismissal Status			Average for All Students with this Classification
			Did not Attempt Summer	Attempted Summer	Total Spring	
Freshman	N	851	979	458	1437	
	Six-year grad rate	9%	4%	16%	7%	69%
Sophomore	N	1057	525	414	939	
	Six-year grad rate	15%	9%	36%	22%	80%
Junior	N	1188	531	657	1188	
	Six-year grad rate	18%	10%	43%	29%	86%
Senior	N	998	268	343	611	
	Six-year grad rate	29%	24%	45%	36%	93%
Note: Graduation Rate refers to completion from the time of entry to Iowa State-- e.g. Six-year grad rate" refers to completing a degree within six years of the time						

Flow chart outlining the steps that a student traverses to get on warning, probation, then dismissed, and reinstated.



★ Proposal from Academic Standards and Admissions Committee is to eliminate the option of students who arrive at this point in May from averaging their Spring and Summer GPAs to avoid dismissal

★ Proposal from Academic Standards and Admissions Committee is to allow Juniors and Seniors to be considered for early reinstatement (forgoing the minimum number of semester of sitting out).

From: Jacobson, Jane R [LASAS]

Sent: Wednesday, October 31, 2018 3:55 PM

To: Peters, Frank E [IMSE] <fpeters@iastate.edu>

Cc: Babcock, Mason [LASAS] <mbabcock@iastate.edu>; Boylston, Terri [FSHNH] <tboylsto@iastate.edu>; Zunkel, Karen A [SVPP] <kzunkel@iastate.edu>; Suchan, Jennifer J [REC] <jsuchan@iastate.edu>; Burright, Diann L [BUSUP] <burright@iastate.edu>; Johnson, Joel D [ENGSS] <joelj@iastate.edu>; Rasmussen, Michelle D [DSN] <mrasmuss@iastate.edu>; Tyler, Howard [AGLS] <htyler@iastate.edu>; Wilson, Sarah L [HS SS] <slwilson@iastate.edu>

Subject: Statement from Student Services Directors

Frank,

Here is the statement from the Student Services Directors:

The Student Services Directors of the six undergraduate colleges unanimously support the elimination of Summer Option for the following reasons.

1. Students dismissed at the end of fall do not have an “option”, so this policy is inherently unfair/inequitable to these students. All students in dismissal status should be treated the same regardless of when they find themselves in dismissal status.
2. Students in dismissal status have already had one or two chances to redeem themselves academically (status on academic warning and/or probation in previous semesters). Allowing spring students to continue (often to their detriment) runs counter to our efforts to set all students up for success.
3. Students incur additional debt to attend summer school. For the majority of them the expense does not avoid eventual dismissal at the end of summer session.
4. Students who “survive” summer option often are dismissed in a subsequent semester. Students who accept time away and return through the reinstatement process are more likely to make *true* behavioral and performance adjustments for success and later graduate.

We will continue to allow students to appeal for an early reinstatement. As individual colleges we will review each appeal and determine if the unique extenuating circumstances merit allowing that student to return sooner than the timeline prescribed by the academic probation policy.

JRJ

Jane R. Jacobson

Director, Student Enrollment, Advising and Career Services

College of Liberal Arts & Sciences

Academic Standards and Admissions Committee and the Academic Affairs Council both unanimously approved the following changes to the Catalog regarding Reinstatement. Adding a sentence to Item #3 and adding a new item, which is now Item #6.

2018/19 *Catalog* Language:

REINSTATEMENT

The procedures delineated in this section apply to students who were dismissed from Iowa State for academic reasons. Students who left Iowa State in good academic standing and who are seeking reentry should see Index, Reentry for more information.

1. Reinstatement is not automatic. Students who have been dismissed for academic reasons should contact the dean's office in the college they wish to enter for instructions specific to that college.
The college Academic Standards Committee reviews each petition and other relevant information, and reinstatement is based upon that review. As part of the petition process, students must submit a plan for academic success that identifies the causes of their poor academic performance and demonstrates that they have taken actions to avoid or eliminate these causes.
2. Students can only be reinstated after at least one academic semester has elapsed since they were academically dismissed. The summer session is not a semester for the purpose of being out of school one semester.
3. Students who have been dismissed from enrollment two or more times are not eligible for reinstatement until at least two academic semesters have elapsed since their last academic dismissal. **ADD: The summer session is not a semester for the purpose of being out of school one semester**
4. Students who were dismissed by one college and subsequently reinstated by another college cannot transfer back to the original college unless permission is granted by the Academic Standards Committee of the original college. This procedure applies regardless of the student's academic standing when the transfer is requested.
5. To be considered for reinstatement to the university, students must submit a petition to the Academic Standards Committee of the college in which they desire to enroll at least 45 days before the beginning of the semester. Students who have not been enrolled for a period of 12 or more months or who are international students must also file a reentry form prior to their return. For more information see the Reentry web site at <http://www.registrar.iastate.edu/info/reentry.html>. (Students dismissed for the second time and requesting reinstatement in the College of Liberal Arts and Sciences must submit their petition 70 days before the beginning of the semester.)
6. **ADD: Juniors and seniors with extenuating circumstances may request a waiver of their required semesters of absence as identified in number 2 and 3 above. The petition requesting early reinstatement must be submitted to the Academic Standards Committee of their college no later than Thursday prior to the start of the term for which the student is seeking to be reinstated**
7. **(Was #6)** As a condition of reinstatement, students will reenter on academic probation and must accept whatever additional requirements are stipulated by the college Academic Standards Committee. Examples include full- or part-time status, specified credit hours, specific courses, specific GPAs, restriction on choice of major, and required counseling.