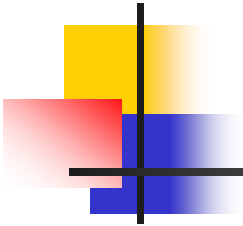


# Eastern Connecticut State University

Connecticut's Public Liberal Arts University



## Best Practices in Diversifying the Student Body and Faculty:

### *The Dean's Role*

*Carmen R. Cid – Dean - School of Arts and  
Sciences*



# Maintaining Faculty Diversity

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- Provide clear expectations for recruitment strategies and accountability of the interview process to search committee
  - Do targeted mailings to Ph.D. granting institutions by *discipline, geographic region, level of graduate student financial aid, level of international student outreach*
  - *Make search committee aware of expectations for accountability of candidates not interviewed*
  - Enlist help of additional faculty/staff in welcoming diverse job candidates to campus
  - Ask job candidates about their interest and target University pitch to those interests



# Maintaining Student Diversity

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- Utilize diverse faculty to help recruit and retain a diverse student body
- Target financial aid to students with “high motivation” qualities (defined with high school guidance counselors) – partner with Comm. Coll.
- Identify and engage faculty expertise to develop data-driven student retention mathematical models to:
  - identify profile of most at-risk students upon admission
  - develop targeted first-year intervention strategies



## Example - *Project Compass* – New England's Nellie Mae Foundation initiative

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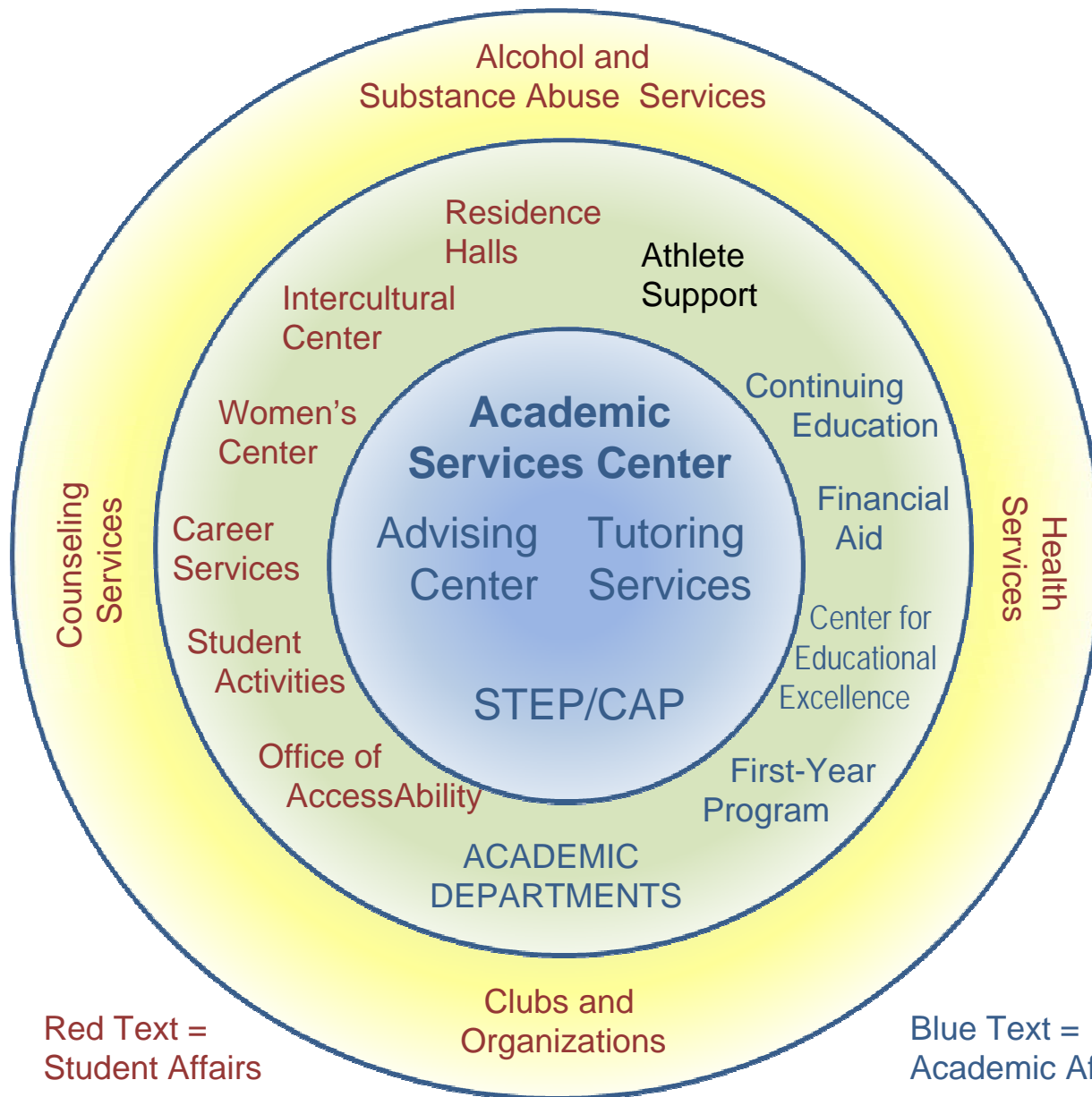
- *Project Compass* – to increase student retention and progress to graduation for minority, low-income and first-generation college students
- Target student cohort represents more than 51% of Eastern CT State University students – connects to University-wide strategic planning and implementation initiatives

# *Project Compass*

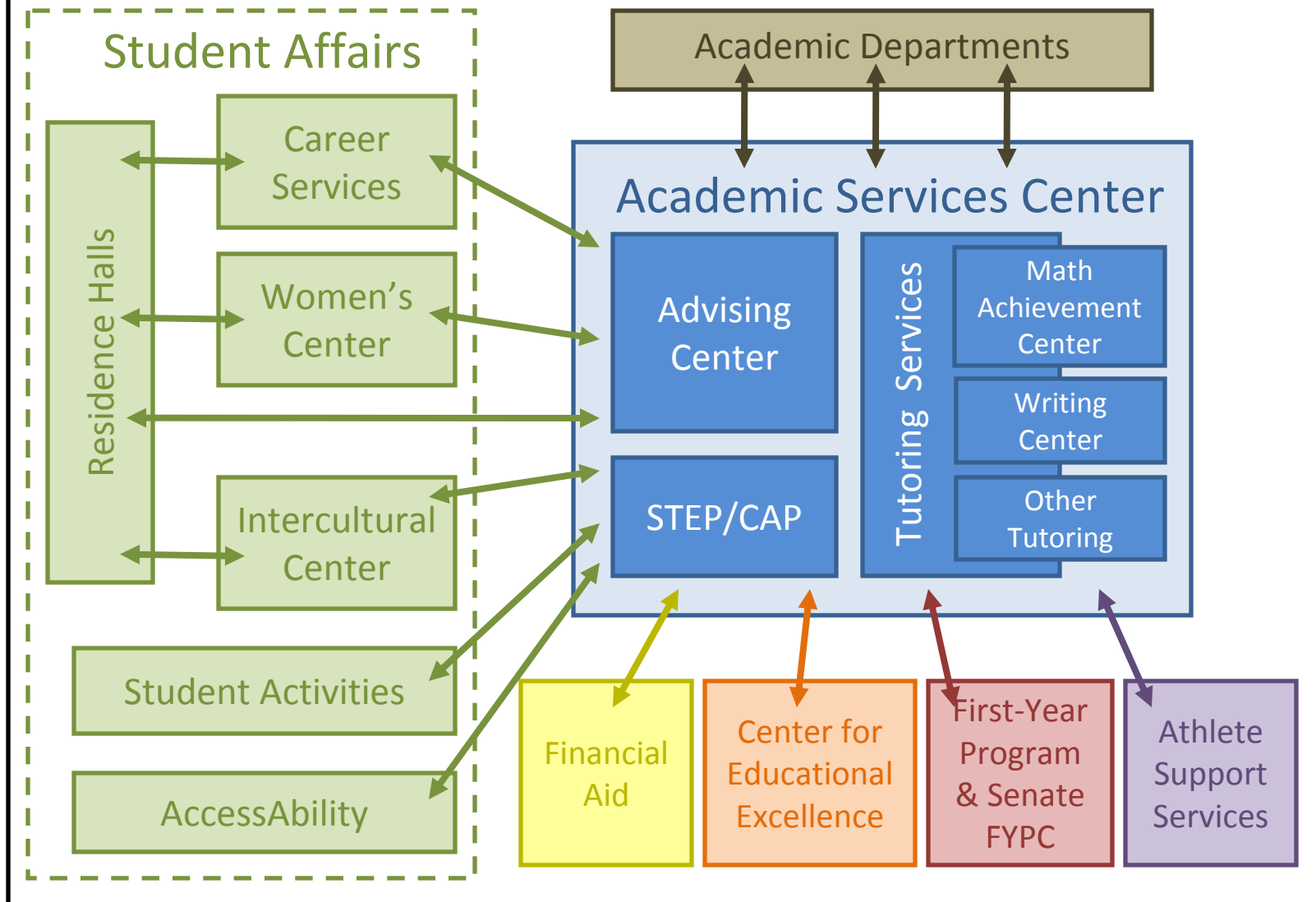
## Eastern CT State University

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- Automated data transfer from University Banner software to new logistic regression model for identifying at-risk students
- Created Academic Services Center core in the Library as part of a campus-wide Student Success Center Network
  - Centralized, enhanced first-year academic advising
  - New Math Achievement and Writing Centers with expanded General Tutoring for high-risk courses
  - Enhanced integration of Student Affairs and Academic Affairs campus-wide through the Student Success Center Network
  - Implemented assessment plan for engaging students and faculty/staff in integrating expanded support services into campus culture/courses



# Student Success Center Network





# Student Success Center Network - coordination

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- Advisory Council of Service Unit Providers – meets biweekly with Director of SSNC
- Student Advisory Council – composed of student workers, student leaders and student tutors and peer mentors – meets monthly with Director of SSNC
- Assessment of all engagement activities