



FRESHERS

Good Start

★ CIT ★

CIT Strategic Student Engagement and Retention Initiative (CITSSERI)

**'They said, we did'..... Trying and Testing Transition Initiatives
at Cork Institute of Technology**

PREPARED FOR QQI

CIT Strategic Student Engagement & Retention Initiative

Recognising the need for all staff, at all levels, to continue developing and implementing actions to enhance student experience and success, CIT established an Institute Strategic Student Engagement and Retention Initiative (CITSSERI) in September 2012.

CIT Strategic Student Engagement & Retention Initiative

The focus of the CITSSERI is to work with academic faculty, school and department staff in co-operation with central student services to review best practices to date, explore current issues, develop proactive and collaborative strategies appropriate to need and facilitate implementation.

Why?

- Much greater numbers of students coming into higher education and increasing diversity of student population
- Probability of non-completion increased
- A very varied level of student preparedness/readiness as result of diversity
- More 'first generation' higher education students
- Attrition is often at a huge personal cost to students (and their families/significant others): Loss of confidence, loss of face and loss of faith in the educational system
- Cost to classmates...morale decreases as class mates leave
- Impact on faculty....staff morale impacted by disengaged students
- Significant financial impact; for student who leaves, for institutes and taxpayer
- Enhancement of student engagement, progression and success are key to all HE provider mission statements
- Student engagement is a matter of national and international attention and policy. Focus of QQI/ Irish Survey of Student Engagement/HEA Compacts evidence this.
- Globalisation of HE marketplace - increased competition for students, increased desire to recruit international students.

CITSSERI development has been informed by:

International and national models of practice

Desk research

Student feedback

Staff feedback

Expert input and advice

Guiding Principles – What Works? HEA UK

- ✓ **Mainstream: embedded, opt out rather than opt in, all students benefit**
- ✓ **Proactive & Developmental: prevention better than cure**
- ✓ **Relevant**
- ✓ **Well timed & Appropriate Media**
- ✓ **Collaborative**
- ✓ **Monitored**

CIT Strategic Student Engagement & Retention Initiative



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Student Induction - First Six weeks



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Welcome to CIT!

CIT CORK
INSTITUTE OF
TECHNOLOGY
INSTITIÚD TEICNEOLAÍOCHTA CHORCAÍ

www.mycit.ie/goodstart



CIT Strategic Student Engagement & Retention Initiative

'A Good Start...' 2014/2015

'They said, we did...'

- ★ **Just Ask!** Pop up help desks in Bishopstown, CCAD and NMCI
- ★ **Just Ask Campaigns**...about IT, Library, Study, Exams
- ★ **Good Start brand/stamp** in demand for use post programme on ongoing targeted FY events e.g. Meet the Graduate events, library competitions, student projects etc VIBE@CIT.



CIT Strategic Student Engagement & Retention Initiative

Academic Learning Centre

- Drop in academic support in challenging subject areas
- On line academic support packages
- Targeted interventions
- Hot topics
- Academic writing
- Easter and Summer programmes

CIT Strategic Student Engagement & Retention Initiative

They said: 'Buddy systems would be great..'
We did: PALS!



PEER ASSISTED LEARNING & SUPPORT

Enrol for PALS training and enhance your CV with certification from UK National Centre for PASS, the University of Manchester.

Welcome & Support Freshers Socially & Academically... Give them a Positive Experience

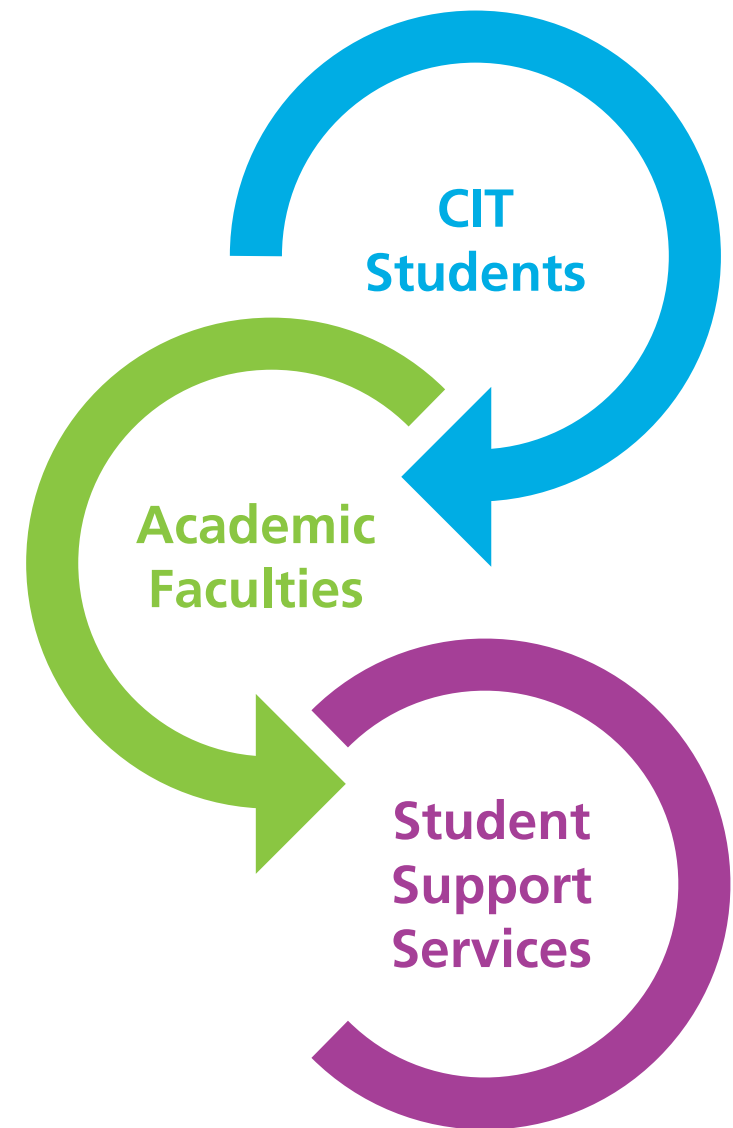
www.cit.ie/PALS

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Early Alert & Intervention

- Development of Academic Induction and Advising
- Shared model
- Feedback from students identifies 'academic challenges'
- Academic Advising/Success Coaching models
- 'Solution focused' rather than 'problem focused'
- Important to develop greater linkages between different support services and Academic Departments to help identify and support at risk students as early as possible
- Student success coaching role that will 'signpost' and provide information to students on next steps.



CIT Strategic Student Engagement & Retention Initiative

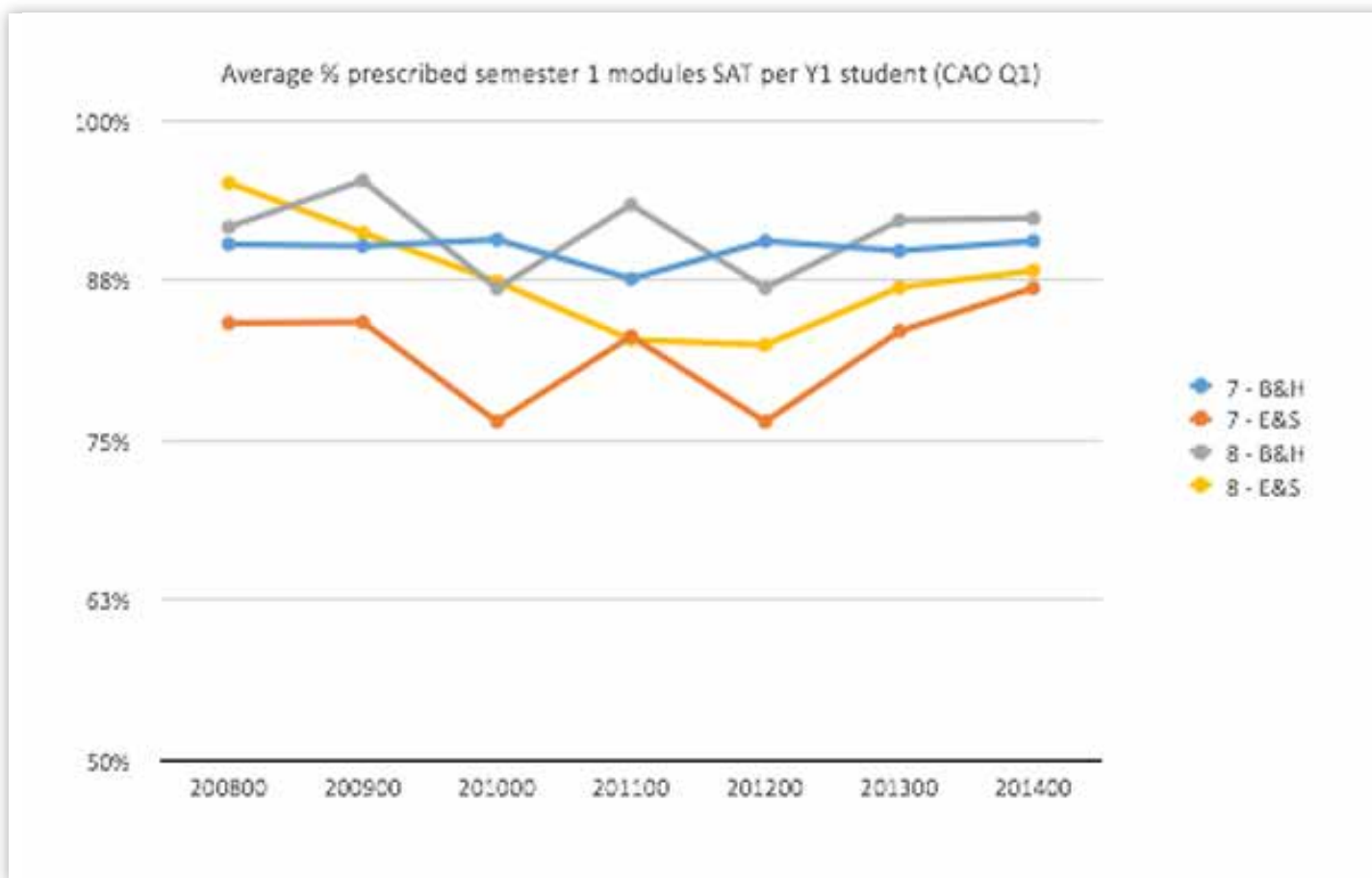


CIT Strategic Student Engagement & Retention Initiative

Semester 1 Module Performance Trends

Average % of prescribed Semester 1 modules SAT per student (first quartile)

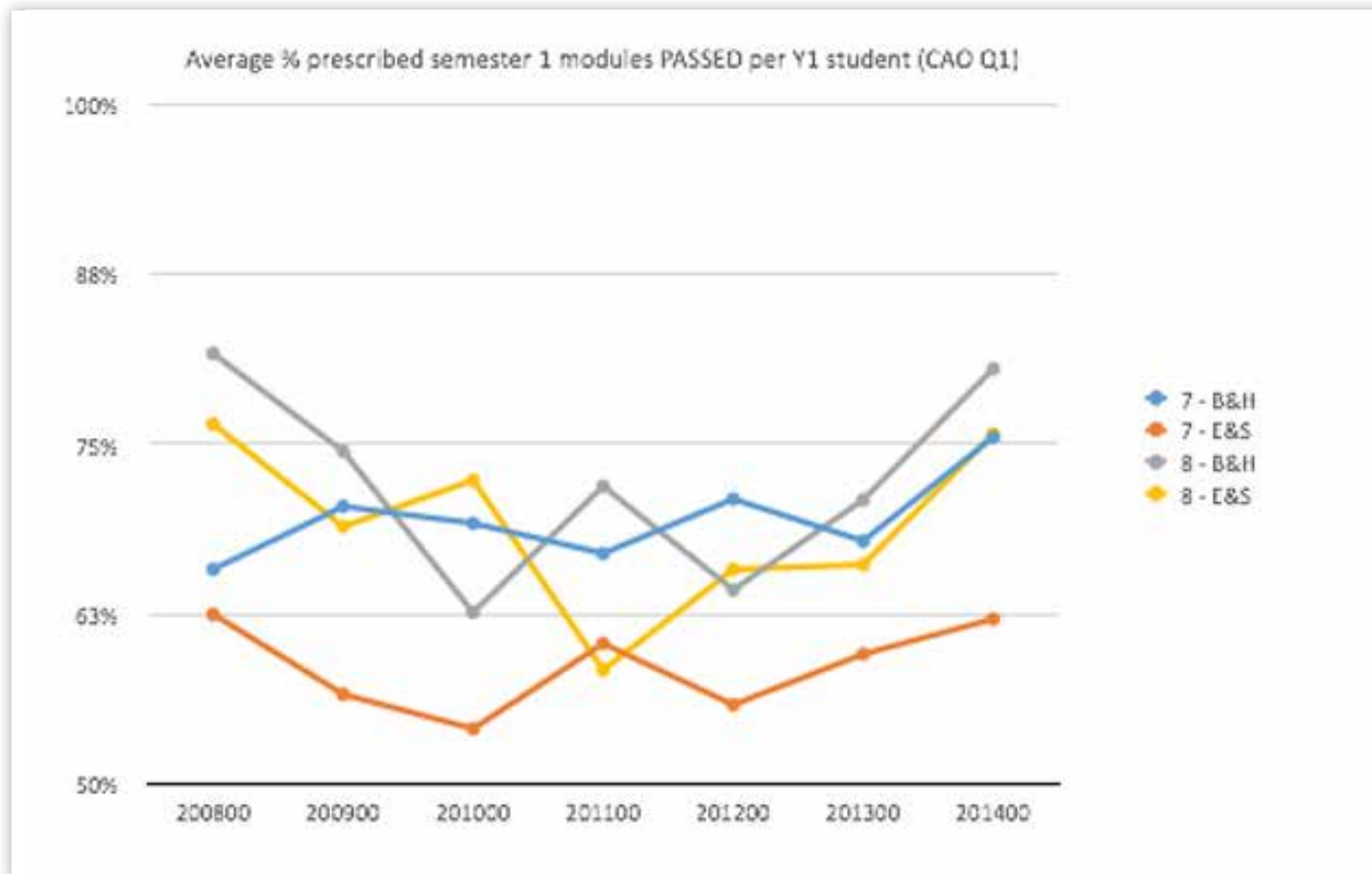
This report calculates the number of modules sat by each registered student as a fraction of the prescribed number for their programme, and calculates an average for all entrants in each <faculty, level> grouping, and trends by year. As above, just the first quartile of entrants are considered.



Semester 1 Module Performance Trends

Average % of prescribed Semester 1 modules PASSED per student (first quartile)

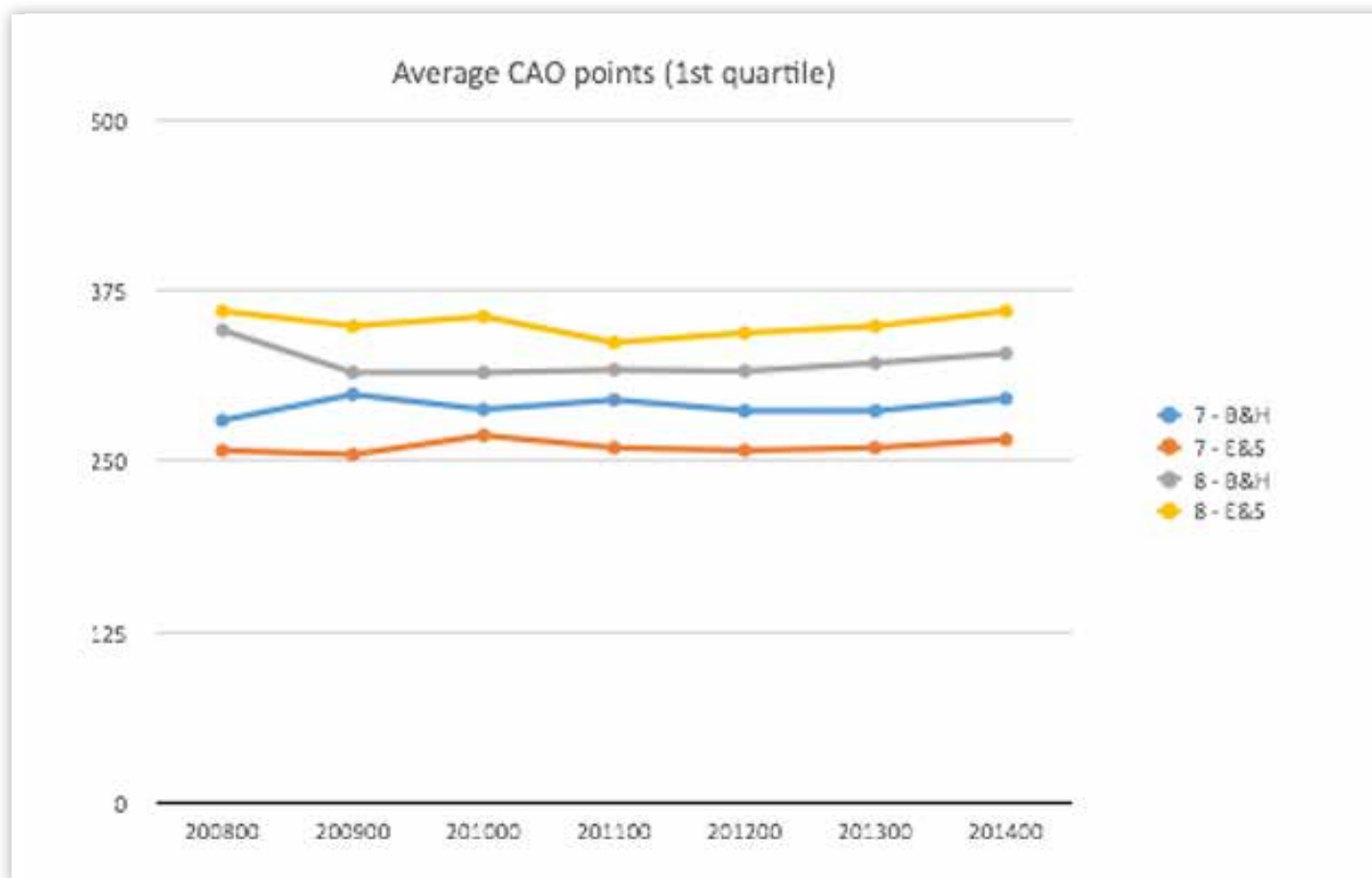
The number of modules passed by each registered student is calculated as a fraction of the prescribed number for their programme, and then combined in an average for all entrants in each <faculty, level> grouping, and trended by year. As above, just the first quartile of entrants are considered.



Semester 1 Module Performance Trends

Average CAO points (first quartile)

To provide some context to the above, the chart below shows the trend of the average CAO points for the first quartile of entrants to each programme in each of the <faculty, level> groupings.



Next Steps

- ➔ Consolidation of activities
- ➔ Development of webpage/social media
- ➔ Development of student/staff partnerships
- ➔ Earlier targeted interventions at programme level
- ➔ Development of discipline/ programme appropriate early alert and interventions
- ➔ Formalise evidence gathering/ data analysis

A good start is half the work

Tus maith, leath na hoibre

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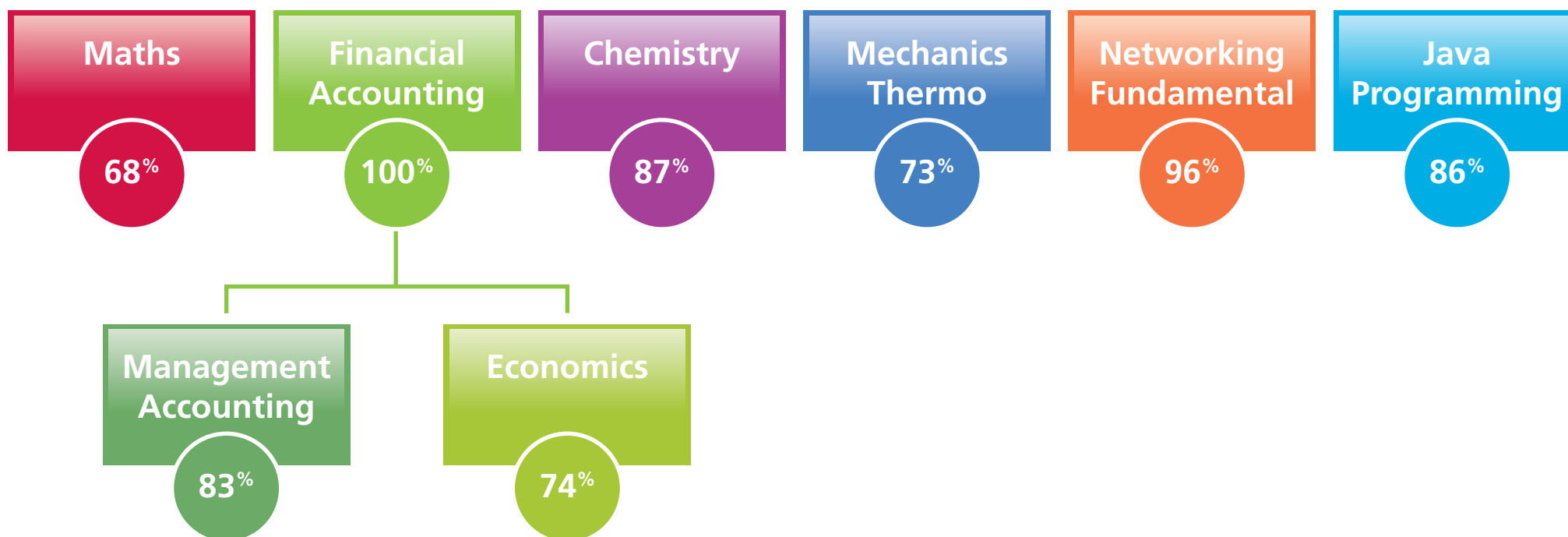
Head, CIT Strategic Student Engagement and Retention Initiative / Head, Teaching and Learning Unit,
Office of Registrar and VP for Academic affairs,
Cork Institute of Technology

CIT Strategic Student Engagement & Retention Initiative

The ALC Summer Programme

Percentages of Students who Progressed

SUBJECTS ON OFFER



Challenges

- CIT multi discipline, multi campus requiring a multi-faceted approach
- Resources – Cannot live on love alone! – self financing?
- Prevention is better than cure, but need to work in both spaces
- No one solution – each student is unique - mix of group and individual interventions
- Academic department involvement is essential – student engagement is everyone's business
- Collaboration takes time and purposeful development
- Evidence gathering needs development
- Sustainability of activities