

**Long Range Budget Committee
Campus Proposals for Recruitment/Retention/Graduation
12/3/2014**

Executive Proposals

Category	Description	Proposal
Recruitment		
Retention	Establish /fill pre-nursing advisor position to ensure students enrolled in correct pre-nursing curriculum and to advise on alternate academic paths for those not accepted into nursing	<p>Attached is a proposal to use Chancellor funds to hire a pre-nursing advisor. The pre-nursing program is one of the retention sore spots in CAS. I believe a full-time professional pre-nursing advisor will make a big difference in both recruiting and, more importantly, retaining our pre-nursing students.</p> <p>The pre-nursing program at UH Hilo is one of the most popular draws for incoming freshmen students. Currently, there are approximately 230 students in the pre-nursing program. Annually, however, only about 30 of those students (13%) are accepted into our BSN nursing program. The remaining students (87%) are largely left to their own resources in deciding what to do next. Some of those students successfully gain admission into other nursing program and leave UH Hilo. Others continue to take courses at UH Hilo in hopes of getting admitted into the BSN program in the following year, but eventually get discouraged and leave the university. The result is that our pre-nursing program is a major contributor to the retention problem at UH Hilo. Currently, pre-nursing students are advised by faculty in the School of Nursing. However, our Nursing faculty are also responsible for advising our BSN and DNP nursing students, so providing pre-nursing students with the kind of comprehensive advising that is needed presents a significant challenge for many of our nursing faculty.</p>

	<p>What is needed at UH Hilo is a full time advisor for the pre-nursing program. This individual's job would be twofold: (1) to ensure that students take the proper pre-nursing courses, and perform well in those courses, to facilitate their admission into our BSN Nursing program, and (2) to work with students who are not accepted into the BSN program to identify alternative academic paths to graduation at UH Hilo. An effective pre-nursing advisor should, therefore, both increase the number of students who are accepted into our BSN program, as well as increase the number of pre-nursing students who eventually graduate in other degree programs. In short, this individual should help both retention and graduation at UH Hilo.</p> <p>This proposal asks for \$39,696 (Pay Band A; Step 1) to hire an Academic Support Specialist (APT) to serve as the academic advisor for the pre-nursing students. This individual will be responsible for meeting with each pre-nursing student to plan their pre-nursing curriculum, monitoring their academic progress and intervening as necessary, helping them to apply to the BSN program, and mentoring and helping them to decide on alternative academic pathways to graduation in the event that they are not accepted into the BSN program.</p> <p>The pre-nursing advisor will interface with the faculty of the School of Nursing to understand the requirements of the BSN program, as well as what is expected of a successful application. Continuation of this position will be contingent on enrollment data that show clear and significant increases in the retention and graduation of pre-nursing students in both the BSN program and other degree programs.</p>
Lecturer and overload fund pool	<p>One time Funding of \$158K for lecturers and overloads in the spring semester of 2015. In the Fall of 2014, 30 overloads/lecturer funded sections were opened that served 733 students. Of these students, 420 were taking less than 12 credit hours generating 274k of tuition revenue. Thus, although the cost was about \$158k, one can argue that the profit was \$116k. See spreadsheet. One hopes that it improved last years spring to fall retention. The IR is doing an analysis. One hopes this tactic will do the same. Registration is ongoing thus the cost for Spring 2014 is estimated to be the same as the Fall.</p>
Establish/fill PhD position in adult literacy	<p>Recurring Funds of \$50k to recruit a PhD Instructor with Expertise in Adult Literacy. There is a correlation between success in ENG100 and graduation-see attached. It is proposed that beginning Fall 2015, that 60 students take a two semester English sequence with reading laboratories aligned with their other freshmen classes. A full proposal will be coming from English.</p>

<p>Health promotion track advisor</p>	<p>Recurring Funds of 50k for an APT or Faculty Specialist to be the Health Promotion Track Adviser (Pre-Pharmacy, Pre-Nursing, Kinesiology) The largest group of incoming declared students self-identify as “pre-nursing.” Unfortunately, we have seats for only 25% of them in the nursing program. Chemistry and Biology are large majors but many of these students are actually “pre-pharmacy”. KES is a very large major that is developing a Health promotion track. It is proposed that an APT or faculty specialist. This position will be responsible for curriculum development and co-curricular activities that will recruit, retain and graduate UH Hilo students in a timely fashion. It will be part of the DKICOP guaranteed admissions program which should be a recruiting draw if we start now!</p>
<p>Improve transfer and retention of UHCC students by inviting CC staff and faculty to visit UH Hilo</p>	<p>Transfer students from UHCC to UH Hilo has increased by 21% over the past five years. The increase is primarily from Hawai’i Community College where a number of transfer initiatives are occurring. The majority of students who do attend UH community colleges are attending campuses on O’ahu where less than one percent transfer to UH Hilo and the numbers of students transferring from Maui and Kaua’i CC has been declining over the past five years. A factor that plays a role in the decision for students from CC’s not transferring to UH Hilo is that many key staff and faculty from the CC’s have limited knowledge and exposure to the academic programs, research and applied learning opportunities available to students at UH Hilo.</p> <p>To improve and increase the number of transfer students from UHCC’s, a minimum of 4 staff and faculty from Kaua’i, Maui, Honolulu, Kapiolani, Leeward, Windward and UH West Hawai’i will be identified and invited to UH Hilo for a campus tour, meeting with key faculty and staff, learning about academic programs, and research and applied learning opportunities available at community college students wanting to pursue bachelors degrees and beyond. The relationship building between faculty and staff from the UHCC and UH Hilo can help to make the transfer process seamless and immediately connect students to UH Hilo faculty and staff who can assist in their success at UH Hilo.</p> <p>Estimated Budget: \$10,148.31</p> <p>Airfare for 4 staff from 6 community colleges @ \$400 r/r per person airfare for 24 people=\$9,600</p> <ul style="list-style-type: none"> · Mileage for 4 staff from UH West Hawai’i, \$.565 X 174 miles= \$98.31 · Lunch & Refreshments @ \$15pp X 24=\$360 · Vans from Motorpool @ \$3.00 per hour X 5 hours X 6 groups=\$90 <p>Measureable Outcome:</p>

	Increased number of transfer students who apply and enroll from each of the UHCC campuses and who are retained.
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Graduation