

# Student Success at IU and IU Indianapolis

Indiana Commission for Higher Education  
March 2025 Meeting

Dr. Julie Payne-Kirchmeier, Vice President for Student Success, Indiana University  
Dr. Jay Gladden, Provost and Executive Vice Chancellor, Indiana University - Indianapolis

# Indiana University

- **7 campuses, 2 regional centers, 9 medical centers**
- **88,490 students (Fall 2024)**
  - 68,390 undergrads, 20,100 graduate and professionals
  - All 92 counties in Indiana
  - All 50 states and D.C.
  - 166 countries
- **980+ academic programs**
- **18,906 degrees earned (Spring 2024)**



\*Represents Indiana communities with IU campuses, IU School of Medicine medical centers, and IU educational centers



“Students are the center of our universe at Indiana University.”

- IU President Pamela Whitten

# ICHE HOPE Agenda

1. Post-high school training and education going rates for youth and adults;
2. Postsecondary attainment for veterans, individuals with disabilities, and the justice-involved;
3. Utilization of credit for prior learning;
4. Completion rate of Hoosiers;
5. Retaining talent once someone has graduated;
6. Measurable distinction in economic and social mobility and prosperity outcomes; and
7. The recognized state for growing or starting a business, based upon the strength of human capital

## IU 2030: Student Success and Opportunity

1. Increasing on-time undergraduate graduation rates, with a priority on reducing and closing equity gaps. 4,6
2. Strengthening undergraduate first-to-second-year retention rates, with a priority on reducing and closing equity gaps. 2,4,6
3. Improving graduate student retention, completion rates, and time to completion within graduate programs. 2,4
4. Increasing student participation rates within high-impact experiential and career-related student experiences. 1,5
5. Increasing online enrollment in academic programs, including career-aligned certificates, and micro-credentials. 1,3



# Framework

## Community

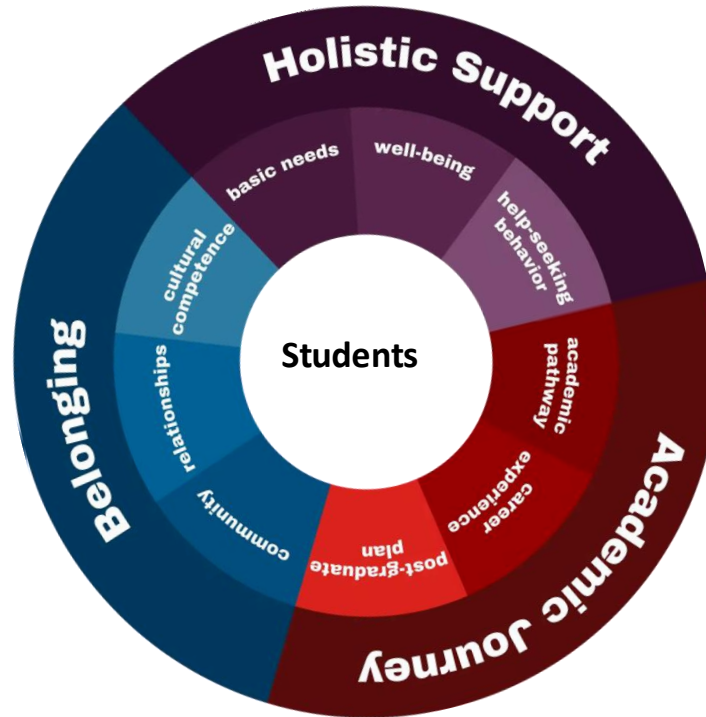
Intentionally engage with and contribute to their university and local community

## Relationships

Cultivate positive, sustained relationships with fellow students, staff, and faculty

## Cultural competence

Demonstrate civil engagement and cultural competence



## Basic needs

Access and successfully manage resources to meet their basic needs

## Well-being

Develop skills to facilitate their own wellness and well-being

## Help-seeking behavior

Understand, embrace and exhibit help-seeking behavior

## Academic pathway

Successfully navigate and grow in their IU academic career

## Career experience

Actively engage in a practical, major and/or career-related experience

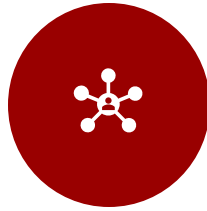
## Post-graduate plan

Have a plan for employment, graduate school, government service, or a non-profit experience post-graduation

# Student Success Priorities for 2024-25



Improve Undergraduate  
Academic Advising



Increase  
Retention of  
Priority Populations



Remove  
Barriers to  
Student Wellbeing



Improve  
Academic Experience for  
UG Students

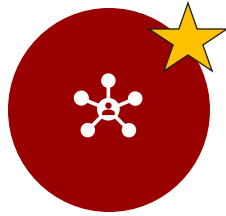


Improve Student  
Experiences with Career  
Development

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# Proactive Advising

- ***Proactive Advising*** is an approach to advising that emphasizes early, deliberate interventions by an advisor
- Advisors **initiate contact and intentional involvement** in their students' affairs
- Proactive advising commonly features **mandatory, early, and frequent appointments with students**





# Impact of Academic Advising

*First to Second-year* Correlated Outcomes from  
**Pilot/Analysis** at IU Indianapolis

Proactive Advising (weeks 2-7)

First-year student  
GPAs 4.05% higher  
for beginners;  
5.45% for transfers

For first-year students  
**positive predictor of  
retention** (24%  
higher for beginners;  
56% for transfers)

Registration Period Advising (weeks 8-17)

First year student  
GPAs 2.65% higher  
for beginners;  
8.63% for transfers

Overall strong,  
positive **predictor of  
retention and  
graduation** for all  
undergraduate  
students



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# Fall 2024 Proactive Advising



- At start of Fall 2024, we had **85.5% students assigned an advisor** (started at 72.1% in Sp24)
- **All Academic Advisors completed Coaching Conversations I and II training** – foundational for proactive advising
- **Proactive advising was highly encouraged** for priority populations, **but not required** for Fall 2024 for campuses
- Tracked all **first-year students, and then subgroups of first-year students**, who had proactive advising in their first semester
- **Data analyzed based on a comprehensive model** accounting for campus, major, high school GPA, week 1 advising, weeks 8-16 advising, Canvas activity flags

# Proactive Advising and First-year (FY) Student Success Outcomes



Tracked the following groups of first-year students for  
Fall 2024 across all campuses and IU Online:

All FY students	6384/14509	(44.0%)
FY First-Generation student	1168/2255	(51.8%)
FY Pell Eligible/Low or Limited Income	2357/4704	(50.1%)
FY Underrepresented Students of Color	1850/3783	(48.9%)
FY 21 <sup>st</sup> Century Scholars	902/1508	(59.8%)



# Impact of Proactive Academic Advising

## First-Year Student F24 to S25 Correlated Outcomes

### across all IU Campuses and IU Online

Proactive Advising (weeks 2-7)

First-year student  
2.3% more likely to  
have F24 GPA above  
2.0

For first-year students  
**positive predictor of**  
Fall to Spring  
retention (2.6%  
higher)

First year student  
**decrease of 1.7% of**  
getting a failing  
grade

First year student  
**increase of 6.5% of**  
withdrawing from a  
class



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# Impact of Proactive Academic Advising

## First-Year Priority Populations F24 to S25 Outcomes

### across all IU Campuses and IU Online

Proactive Advising (weeks 2-7)

Likelihood Fall 2024  
GPA Above 2.0

1st Gen  
+8.6%

Pell  
+5.0%

21C  
+10.7%

URSC  
+5.5%

Predictor of  
F24 to S25 Retention

1st Gen  
+10.1%

Pell  
+5.1%

21C  
+5.2%

URSC  
+6.7%

Likelihood of Failing  
Grade

1st Gen  
-5.5%

Pell  
-3.4%

21C  
---

URSC  
---

Likelihood of Withdrawing  
from Class

1st Gen  
+4.8%

Pell  
+7.5%

21C  
+6.7%

URSC  
+7.5%

# Next Steps



- **Spring 2025**
  - Actively pushed campuses to increase proactive advising of priority populations
  - Sharing this data with Academic Advisors and their supervisors as part of accountability measures
  - Launching advising dashboards for point in cycle information
- **Summer/Fall 2025 – Required**
  - Auto-assign function and process in place for incoming and current IU students on all campuses and in IU Online
  - *In development* - auto-scheduling proactive advising appointment for students who are part of identified priority populations



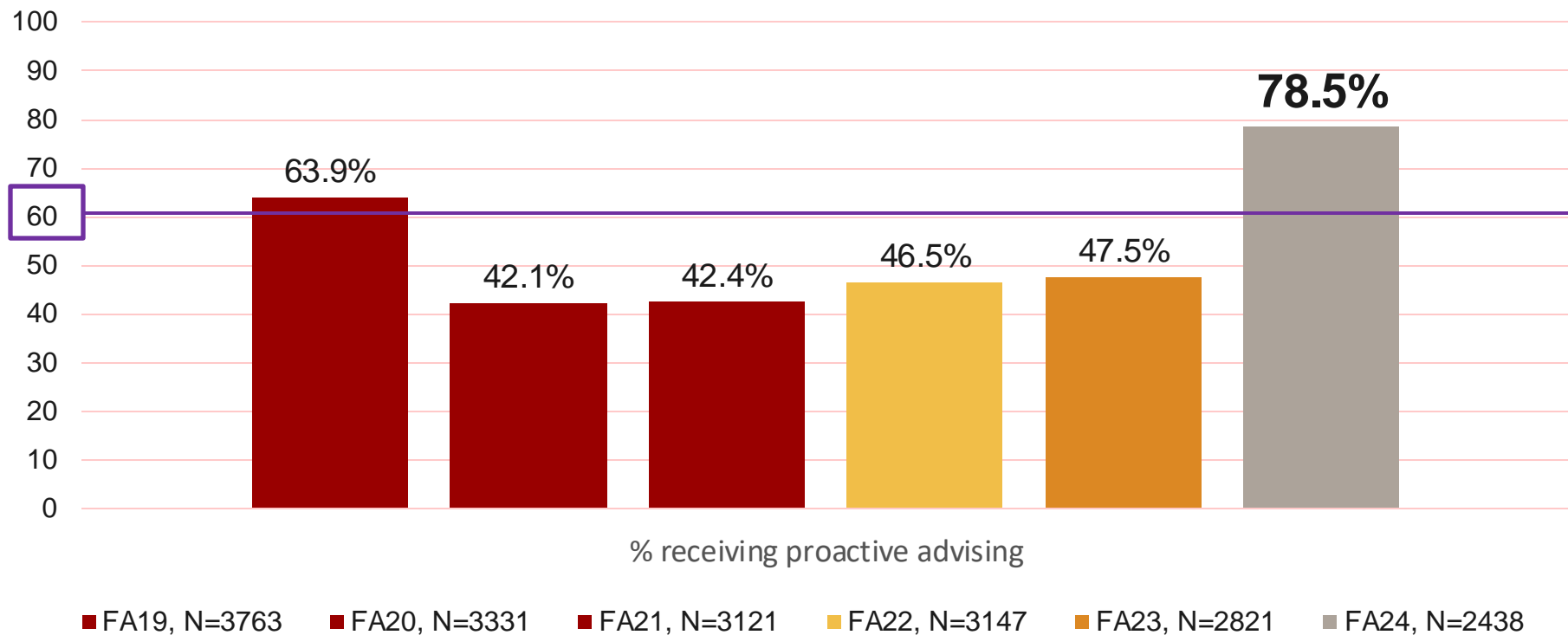
# Additional Updates



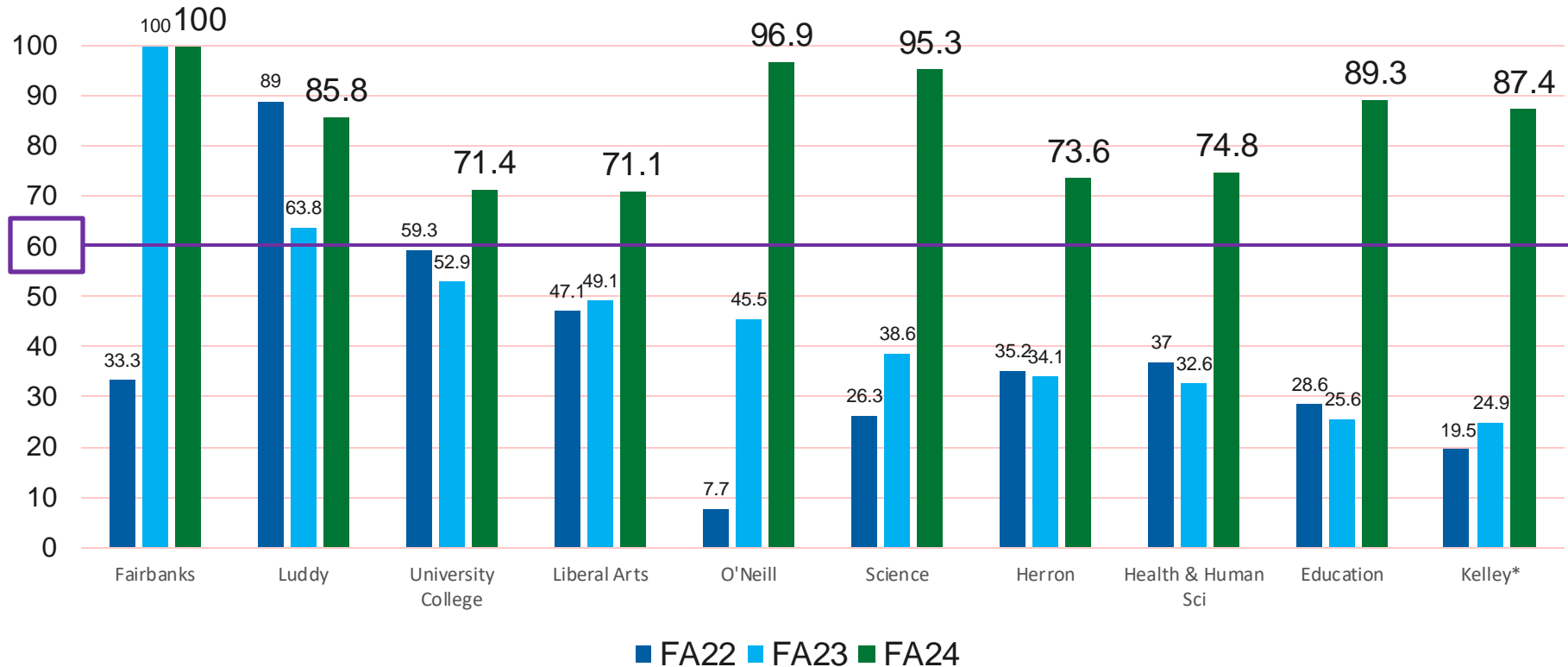
- **Student Success Dashboards**, to include predictive models for retention and close tracking on equity gaps
- **Career Development** – curriculum-based experiential learning programs across IU
- **Wellness and Wellbeing** - All IU Campuses have earned the Campus Prevention Network's **Seal of Prevention** distinction
- **Student Success Technology** - Stellic is live on 7 of 9 campuses; final 2 go live Fall 2025
- **Student Engagement** – Spring 2025 engagement strategy launched for co-curricular connections.
- **Fall 2024 Impact Report** - [link](#)

# **IU Indianapolis Student Academic Success**

## Proactive Advising overall results, FA19-FA24



## Proactive Advising, select schools, FA22-FA24





BRING ON TOMORROW

## Priority Populations and Proactive Advising

Factors predicting success:

- Higher HS GPA
- Early application and enrollment
- Lived on campus during their first year
- Fewer courses rated high-difficulty 1<sup>st</sup> semester
- Entered with more college credit
- Parents completed college
- Home neighborhood and school system

Students *less likely* to exhibit these characteristics were classified as priority populations for outreach.

68.7%

of priority populations students experienced proactive advising this fall



# Improving Course Completion Rates

Received at Least 1 F

Grade Received			
Retained	At least one F	No F's	Total
Yes	1,239	3,932	5,171
No	1,295	605	1,900
Total*	2,534 48.9%	4,537 86.7%	7,071 73.1%

Students receiving at least one F were retained at rate

37.8%

lower than students with no F's

Spring or Fall, Purdue students excluded

## Strategies to improve success in courses

Embedding of career competencies

Focused conversations around heavily enrolled classes that pose success challenges

Flexibility for early struggles – drop back options

Maximizing experiential learning and work-based learning and ensuring quality

# Real-World Learning Experiences (23-24)

	Total Enrollment Across Sections
Internships, Practicum, Clinical, Student Teaching	6,702
Capstones	3,213
Collaborative Assignments & PBL	21,668
Undergraduate Research	2,086
Writing Intensive Courses	7,863



# Questions and Discussion

# BRING ON TOMORROW

THANK YOU!

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**INDIANA UNIVERSITY**