“Activities that serve to generate improvements in the organization as a whole to improve student retention.”

Retention starts with the development of a holding environment, which can be created through the careful design and the thoughtful delivery of quality academic and related student services and experience.

(Smith, L. in Levitz, 2008)
“Initiating retention–related strategies generally presents a challenging and complex process.”

What is needed at most institutions is a more organized, systematic, coordinated, institution wide plan, to improve the quality of student life and learning.

Based on Noel Levitz’s experience, effective retention efforts are:
- Participatory
- Sustained
- Systematic
- Organized

Retention theorists warn that there are no quick or easy solutions to the issues of student retention.
"FOR INTERVENTION PROGRAMS AND SERVICES TO BE SUCCESSFUL
THEY MUST BE POWERFUL ENOUGH TO EFFECT CHANGE"

\[
*RET = E_{ID} + (E + IN + C)_{IV}
\]

\[
*RETENTION = E_{EARLY IDENTIFICATION} + (E_{EARLY} + INTENSIVE + CONTINUOUS)_{INTERVENTION}
\]
1. Student involvement (integration & engagement) with the institution especially in the 1st year.

Dr. Alan Seidman (2001)
IMPORTANT FOR STUDENT RETENTION

2. Faculty
3. Connections to past communities
4. Classroom learning communities
5. Classroom practice/faculty actions in the classroom
6. Student academic readiness

Dr. Alan Seidman (2001)
NATIONAL COLLEGIATE RETENTION AND PERSISTENCE TO DEGREE RATES

- RETENTION – 1st to 2nd year
- PERSISTENCE – 3rd to 6th year
- GRADUATION RATE – 7th year

Fuente: ACT (American College Testing)
Since 1983, ACT has collected a comprehensive database of first-to-second-year retention rates and persistence to degree rates.

These rates provide national benchmarks for institution-type and level of selectivity.
Table 4

First- to Second-Year Retention Rates for Four-Year Private Colleges by Admission Selectivity

<table>
<thead>
<tr>
<th>Admission Selectivity*</th>
<th>Offering Only Bachelor’s</th>
<th>Offering Bachelor’s and Master’s</th>
<th>Offering Bachelor’s, Master’s and Doctoral</th>
<th>All Institutions in Row</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highly Selective</td>
<td>Mean % = 93.5</td>
<td>87.9</td>
<td>91.4</td>
<td>91.4</td>
</tr>
<tr>
<td></td>
<td>N = 32</td>
<td>20</td>
<td>47</td>
<td>99</td>
</tr>
<tr>
<td></td>
<td>SD** = 3.9</td>
<td>11.7</td>
<td>12.9</td>
<td>10.6</td>
</tr>
<tr>
<td>Selective</td>
<td>Mean % = 78.7</td>
<td>80.1</td>
<td>83.7</td>
<td>80.8</td>
</tr>
<tr>
<td></td>
<td>N = 65</td>
<td>116</td>
<td>70</td>
<td>251</td>
</tr>
<tr>
<td></td>
<td>SD** = 15.7</td>
<td>10.0</td>
<td>5.9</td>
<td>11.0</td>
</tr>
<tr>
<td>Traditional</td>
<td>Mean % = 67.1</td>
<td>70.9</td>
<td>73.1</td>
<td>70.0</td>
</tr>
<tr>
<td></td>
<td>N = 148</td>
<td>238</td>
<td>71</td>
<td>457</td>
</tr>
<tr>
<td></td>
<td>SD** = 12.1</td>
<td>10.7</td>
<td>10.2</td>
<td>11.3</td>
</tr>
<tr>
<td>Liberal</td>
<td>Mean % = 63.2</td>
<td>62.5</td>
<td>70.3</td>
<td>63.3</td>
</tr>
<tr>
<td></td>
<td>N = 61</td>
<td>52</td>
<td>7</td>
<td>120</td>
</tr>
<tr>
<td></td>
<td>SD** = 15.3</td>
<td>14.9</td>
<td>7.4</td>
<td>14.8</td>
</tr>
<tr>
<td>Open</td>
<td>Mean % = 63.6</td>
<td>67.2</td>
<td>74.3</td>
<td>66.3</td>
</tr>
<tr>
<td></td>
<td>N = 98</td>
<td>76</td>
<td>25</td>
<td>199</td>
</tr>
<tr>
<td></td>
<td>SD** = 19.1</td>
<td>16.9</td>
<td>13.0</td>
<td>17.9</td>
</tr>
<tr>
<td>All Institutions</td>
<td>Mean % = 69.6</td>
<td>72.3</td>
<td>80.4</td>
<td>72.9</td>
</tr>
<tr>
<td>in Column</td>
<td>N = 404</td>
<td>502</td>
<td>220</td>
<td>1,126</td>
</tr>
<tr>
<td></td>
<td>SD** = 17.1</td>
<td>13.6</td>
<td>12.4</td>
<td>15.3</td>
</tr>
</tbody>
</table>

* See page 2 for definitions of selectivity
** Standard Deviation

Source: ACT Institutional Data File, 2008
POLYTECHNIC UNIVERSITY OF PUERTO RICO
FRESHMEN–UNDERGRADUATE STUDENTS
RETENTION 1ST TO 2ND YEAR

Student Registration

Cohort

FA 06 FA 07 FA 07 FA 08 FA 08 FA 09 FA 09 FA 10 FA 10 FA 11 FA 11 FA 12 FA 12 FA 13
820 568 638 708 496 566 391 524 377 503 368 398 301

69% 70% 70% 69% 69% 72% 72% 73% 73% 76% 76%

VP of Enrollment Management and Student Services
POLYTECHNIC UNIVERSITY OF PUERTO RICO
FRESHMEN–UNDERGRADUATE STUDENTS
RETENTION RATES 1ST TO 2ND YEAR

Retention Rate

Cohort

2006 2007 2008 2009 2010 2011 2012
69% 70% 70% 69% 72% 73% 76%

VP of Enrollment Management and Student Services