



Memo

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Connect & Complete: Persistence Framework

As American higher education addresses new and perennial challenges (from evolving student demographics to mental well-being to surviving the COVID pandemic and more), the University of Georgia (UGA) is leading the way in assisting students as they face these barriers and the acute academic challenges to persist and obtain a college degree. Current academic policies governing Academic Dismissal and Academic Probation (4.01-1 and 4.01-2, respectively) could serve students better. Recent student development research, internal data, peer and aspirant benchmarking, and campus forums on best practices among Academic Advisors, etc., demonstrate the need for a holistic redesign of standing retention policies.

Description: *Connect & Complete* is a multi-layered persistence framework designed to improve undergraduate student retention at UGA based on strategic interventions that surpass those of peer and aspirant institutions of American higher education (Bettinger & Baker, 2011). Currently, policies at the University utilize effective, yet disparate interventions—mandatory academic advising, academic coaching, retention advising, return from dismissal—that attempt to shepherd students from setbacks to success. The current framework, though progressive in its context circa 1996, is no longer sufficient to meet the complex, intersecting needs of UGA’s current undergraduate student population.

Grounded in the foundation of personal connection, trust, and the University’s commitment to individual students’ notions of success and degree completion, *Connect & Complete* seeks to provide a strengths-based support framework that moves students and the University away from punishing failures to encouraging expectations for success.

Goals: *Connect & Complete*: 1) offers a comprehensive redesign of UGA’s persistence policy framework by providing holistic, research-based interventions to impact academic performance, success mindset, well-being, etc. (Strada, 2017); 2) empowers all students to persist and complete (Tinto, 2017); 3) seeks to innovate and integrate a pioneering, streamlined, and robust approach to persistence thereby enhancing the University’s retention and completion metrics.



UNIVERSITY OF GEORGIA

4.01 Academic Policies

http://bulletin.uga.edu/Bulletin_Files/acad/general_Link.html

4.01-1 Academic Dismissal

http://bulletin.uga.edu/Bulletin_Files/acad/general_Link.html

Undergraduate students are subject to the retention standards listed below. Students will be dismissed after two successive terms of probation if their UGA cumulative average is below 2.00.

The following policies are used to determine Academic Dismissal:

1. A probationary term is the term of enrollment subsequent to the one in which the student's UGA cumulative average fell below 2.00. Grades earned in courses for which the student received transfer credit are not included in the computation of the UGA cumulative average.
2. Students will be considered enrolled for any term during which they receive a grade or grades other than W or V.
3. Students may be on Continued Probation provided they were enrolled for a minimum of 6 semester hours (3 semester hours during the summer semester) and earned a term average of 2.30 or higher. The following policies apply in the computation of the minimum enrollment requirement:
 - a. These hours must be in courses numbered 1000 or above that are graded A-F exclusively.
 - b. Courses in which grades of W, V, I, S, U, or NG are received do not count toward these hours.

First Dismissal

Upon a first academic dismissal, a student may not re-enroll in the University until a full Fall or Spring semester has elapsed. Each student upon first dismissal will be informed by his or her school or college of procedures and standards that will be applied for readmittance.

Second Dismissal

After a second academic dismissal, students will be suspended from the University for a minimum of one calendar year. At the end of the suspension, permission to return to the University can be granted only by appealing to the University Educational Affairs Committee. For more information, see <https://honesty.uga.edu/Student-Appeals/>.

4.01-2 Academic Probation

http://bulletin.uga.edu/Bulletin_Files/acad/general_Link.html

University-wide regulations provide that students are placed on academic probation at the end of any term in which their UGA cumulative average is below 2.00. Students may remove themselves from academic probation by achieving a 2.00 UGA cumulative average. Transfer credits are not included in the computation of the UGA cumulative average. See [Academic Dismissal](#) for retention standards and policies relating to academic probation and dismissal.

Some schools and colleges within the University maintain academic standards specific to their degree requirements which may exceed University regulations. Students who fall below such standards should immediately contact the appropriate administrator in their respective dean's office for academic counseling and program evaluation.



UNIVERSITY OF GEORGIA

4.01 Academic Policies

http://bulletin.uga.edu/Bulletin_Files/acad/general_Link.html

4.01-1 Connect and Complete: Persistence Framework

A holistic approach to undergraduate persistence, retention, and degree completion, Connect & Complete offers a proactive, multi-layered framework of student success interventions at the University of Georgia.

4.01-1.1 Academic Early Alert

Students on good academic standing are placed on Early Alert by the Division of Academic Enhancement (DAE) at the end of any Term of Enrollment in which their UGA Term GPA is less than a 2.00 or by faculty referral. Students on Early Alert are invited to meet with an Academic Coach and are encouraged to enroll in the UNIV 1201 *E/S Learning for Success at the University* (first-year students) or UNIV 2301/E *Transformative Learning Strategies* (non-first-year students).

4.01-2 Academic Probation

http://bulletin.uga.edu/Bulletin_Files/acad/general_Link.html

~~University-wide regulations provide that students are placed on academic probation at the end of any term in which their UGA cumulative average is below 2.00. Students may remove themselves from academic probation by achieving a 2.00 UGA cumulative average. Transfer credits are not included in the computation of the UGA cumulative average. See [Academic Dismissal](#) for retention standards and policies relating to academic probation and dismissal.~~

~~Some schools and colleges within the University maintain academic standards specific to their degree requirements which may exceed University regulations. Students who fall below such standards should immediately contact the appropriate administrator in their respective dean's office for academic counseling and program evaluation.~~

4.01-1.2 Academic Warning

Students are placed on Academic Warning by the Office of the Registrar and notified by the Division of Academic Enhancement at the end of any initial Term of Enrollment in which their UGA Cumulative GPA is less than 2.00. Transfer credits are not included in the computation of the UGA cumulative average.

Students on Academic Warning are required to meet with an Academic Coach within or affiliated with the Division of Academic Enhancement. A registration hold is placed on the student's account by the Division of Academic Enhancement until an initial appointment is completed.

Students can remove themselves from Academic Warning by achieving a 2.00 UGA cumulative average. If students do not remove themselves from Academic Warning (within their next Term of Enrollment), they are placed on Academic Probation.

4.01-1.3 Academic Probation

Students are placed on Academic Probation by the Office of the Registrar and notified by their Academic Advisor(s) or School or College representative if their UGA Cumulative GPA is below 2.00 for two or more successive Terms of Enrollment. Transfer credits are not included in the computation of the UGA cumulative average.

Students on Academic Probation meet with an Academic Advisor, Academic Coach, and Case Manager from Student Care & Outreach as a Degree Completion Team, developing a comprehensive plan for academic success, leveraging student engagement, promoting interaction with resources, and connecting support from various campus units.

Schools and colleges within the University may maintain academic standards specific to their degree requirements that exceed University regulations. For example, a registration hold will be placed on the student's account by the School or College until an initial Degree Completion Team appointment is completed. Students who fall below such standards should immediately contact the appropriate administrator in their respective dean's office.

Students may continue with their coursework and remain eligible to enroll at UGA while on Academic Probation provided, they take a minimum of 6 semester hours (3 semester hours during the summer semester) and earn a UGA Term GPA of 2.25 or higher. Courses in which grades of W, V, I, S, U, or NG are received do not count toward these hours. If students do not remove themselves from Academic Probation (within consecutive two Terms of Enrollment), they are placed on Academic Suspension.

4.01-1 Academic Dismissal

http://bulletin.uga.edu/Bulletin_Files/acad/general_Link.html

~~Undergraduate students are subject to the retention standards listed below. Students will be dismissed after two successive terms of probation if their UGA cumulative average is below 2.00.~~

~~The following policies are used to determine Academic Dismissal:~~

- ~~1. A probationary term is the term of enrollment subsequent to the one in which the student's UGA cumulative average fell below 2.00. Grades earned in courses for~~

~~which the student received transfer credit are not included in the computation of the UGA cumulative average.~~

- ~~2. Students will be considered enrolled for any term during which they receive a grade or grades other than W or V.~~
- ~~3. Students may be on Continued Probation provided they were enrolled for a minimum of 6 semester hours (3 semester hours during the summer semester) and earned a term average of 2.30 or higher. The following policies apply in the computation of the minimum enrollment requirement:~~
 - ~~a. These hours must be in courses numbered 1000 or above that are graded A-F exclusively.~~
 - ~~b. Courses in which grades of W, V, I, S, U, or NG are received do not count toward these hours.~~

First Dismissal

~~Upon a first academic dismissal, a student may not re-enroll in the University until a full Fall or Spring semester has elapsed. Each student upon first dismissal will be informed by his or her school or college of procedures and standards that will be applied for readmittance.~~

4.01-1.4 Academic Suspension

~~Students who remain on Academic Probation are placed on Academic Suspension by the Office of the Registrar and notified by their School or College representative at the end of any Term of Enrollment in which (1) their UGA Cumulative GPA has remained below 2.00 for two successive Terms of Enrollment and, (2) their term grade point average is less than a 2.25. Upon Academic Suspension, a student will be suspended from the University for one full Fall or Spring semester.~~

~~Each student entering Academic Suspension will be informed by their School or College of readmittance procedures. Students may initiate a major change while on Academic Suspension. If the student is moving from one School or College to a new School or College, they must contact the dean's office that supervises their newly preferred major to be informed of readmittance procedures. If the School or College declines readmission, the student will be placed as an Unspecified Major and be advised within the University's Exploratory Center (EC) for at least the returning semester. A hold will be placed by the EC to restrict the student from changing major during their first semester returning from Academic Suspension.~~

~~Students on Academic Suspension are required to enroll and complete (C or better) the UNIV 3100/E *Returning with Strength* during the suspension period or within the first semester of return as a condition for readmittance. Students placed on Academic Suspension will meet with their Degree Completion Team to revisit their plan for academic success.~~

Second Dismissal

~~After a second academic dismissal, students will be suspended from the University for a minimum of one calendar year. At the end of the suspension, permission to return to the University can be granted only by appealing to the University Educational Affairs Committee. For more information, see <https://honesty.uga.edu/Student-Appeals/>.~~

4.01-1.5 Academic Dismissal

Students are placed on Academic Dismissal and notified by the Office of the Registrar at the end of any Term of Enrollment—after having previously experienced Academic Suspension—in which (1) they are on Academic Probation and (2) their UGA Term GPA is less than a 2.25. Academic Dismissal from the University is for a duration of one calendar year. At the end of the Academic Dismissal, permission to return to the University can be granted only by appealing to the University Educational Affairs Committee. For more information, see <https://honesty.uga.edu/Student-Appeals/>. Students returning from Academic Dismissal meet with their Degree Completion Team to reengage their plan for academic success.

4.01-1.6 Transferring Students

Students who originally matriculated at UGA and have since transferred to another institution of higher education will be interviewed by staff within the Division of Academic Enhancement and/or Student Care & Outreach prior to departure to assist with transition and allow the University to understand individual student concerns and reasons for departure. The DAE will offer support in the form of a departure consultation to assess student's needs, long-term goals, and circumstances that have led them in a different direction.