

# Recruiting & Retaining Adult Learners

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Formerly Nontraditional Students Report

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## HIGHLIGHTS

### STRATEGIC PLANNING

Officials at Mott Community College adopted a multipronged strategy to increase enrollment. **Page 5**

### RECRUITMENT

Colorado State University-Global Campus attracts and retains students with data about the return on investment for completing degrees. **Pages 6–7**

### LAWSUITS & RULINGS

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### LEADERS & INNOVATORS

Terry W. Hartle, senior vice president for government relations and public affairs at the American Council on Education, explains what to expect for higher education from the Trump administration. **Page 12**



## MARKETING

### Back to school: Keeping your skills sharp

*By Donna Talarico*

You're reading this newsletter, which means you're invested in continuing to learn about your industry. What else do you do to keep your skills sharp and your ideas fresh?

In the world of marketing, many fundamentals remain the same — tailoring a message to the right audience; selling on emotion; testing, testing, testing. But many things have also changed — and continue to change — from new mediums and tools to consumer habits.

When I was a freshman communications major in the mid-90s, I had to choose a concentration: radio and TV, journalism, public relations, or rhetoric. In theory, you could say these and similar career paths, like advertising and marketing, remain different academic disciplines. However, in practice, today, they very much overlap. This means many of us, even those who entered their profession less than a decade ago, have had to do some extra learning on our own.

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## TOOLS OF THE TRADE

### Create a guaranteed course schedule to help students graduate more quickly

*By Joan Hope, Ph.D., Editor*

NEW ORLEANS — When college officials plan efforts to encourage timely graduation, identifying barriers to completion is an important first step. At Cuyahoga Community College, when officials asked faculty members and students “What is the one thing that is challenging you right now?” they got a consistent response: the schedule.

Tri-C Eastern President J. Michael Thomson explained the guaranteed yearlong schedule officials put into place at a session at the American Association of Community Colleges annual convention.

The schedule is built three semesters out, and, currently, 60 percent of courses are guaranteed. Thomson thinks 80 percent could be guaranteed going forward. The guarantee includes the time, campus, and modality of the

**Continued on page 4.**

# Recruiting And Retaining Adult Students

**Anthony S. Fauci**



## **Recruiting And Retaining Adult Students:**

*Recruiting and Retaining Adult Students* Peter S. Cookson, 1989      **How to Recruit and Retain Higher Education Students** Tony Cook, Brian S. Rushton, 2009-09-10 How to Recruit and Retain Higher Education Students is an invaluable resource for academic staff administrators and policy makers involved in student recruitment and improving student retention. It offers practical advice on how universities can influence the expectations of prospective students allowing them to make sensible decisions about careers courses and institutions. Many surveys of students who drop out of university show that most do so out of disappointment. Failing to understand what higher education was about quickly enough they become confused and frustrated. Dropping out seems the best solution. This book describes a series of practices proven to encourage students to stay on, discussing the background research on student attrition. By preparing students better for their higher education experience, the practices in this book are effective not only in recruiting students but also in matching them to the right institutions and programmes. The practices described range from those reaching out in a broad way to communities of potential students to university support for pre-entry examinations to enhanced communication between institutions and applicants. All are described in sufficient detail to allow judgments to be made about how to use and adapt them to suit local needs. How to Recruit and Retain Higher Education Students provides a sound theoretical foundation for research into student retention and provides the necessary underpinning for those academic staff embarking on courses and assists in preparing them for their roles in both teaching and student support.

New Scholarship in Critical Quantitative Research, Part 1: Studying Institutions and People in Context Frances K. Stage, Ryan S. Wells, 2014-06-24 This volume presents work focused on underrepresented persons in a variety of levels of higher education. Each scholar has used critical quantitative approaches to examine access and/or success in the higher education arena. Their scholarship pushes the boundaries of what we know by questioning mainstream notions of higher education through the examination of policies, the re-framing of theories, and measures the re-examination of traditional questions for nontraditional populations. The work is divergent but the commonality of the presentations lies in each scholar's critical approach to conventional quantitative scholarship. Their research highlights inequities and explores factors not typically included in conventional quantitative analysis. This is the 158th volume of this Jossey-Bass quarterly report series. Always timely and comprehensive, New Directions for Institutional Research provides planners and administrators in all types of academic institutions with guidelines in such areas as resource coordination, information analysis, program evaluation, and institutional management.

*Research-Driven Practice in Student Affairs: Implications from the Wabash National Study of Liberal Arts Education* Georgianna L. Martin, Michael S. Hevel, 2014-09-25 As student affairs units face increasing pressure to use data and evidence to inform planning and decisions, the research related to higher education has become more complex and in some cases less accessible. This issue aims to bridge this gap by drawing implications for student affairs programs and practices from the results of the Wabash National

Study of Liberal Arts Education an investigation that followed thousands of college students at more than 50 colleges and universities The authors identify research based ways that student affairs practitioners can facilitate educational outcomes including critical thinking moral reasoning and intercultural competence while being sensitive to the needs of specific populations of students This is the 147th volume of this Jossey Bass higher education quarterly series An indispensable resource for vice presidents of student affairs deans of students student counselors and other student services professionals New Directions for Student Services offers guidelines and programs for aiding students in their total development emotional social physical and intellectual

**The College Completion Agenda: Practical Approaches for Reaching the Big Goal** Brad C. Phillips, Jordan E. Horowitz, 2014-02-03 This volume provides practical ways colleges can focus on the College Completion Agenda Originally begun as an economic workforce issue for the Obama administration the College Completion Agenda has been adopted by myriad educational institutions public and private funders and others The identified Big Goal is to increase the proportion of Americans with high quality college degrees and credentials from 39% of the population to 60% by 2025 To date much advice has been offered to colleges about what the issues are and what needs to be done However there is considerable work being done at colleges around the country to address the identified issues This volume introduces some of these policies and practices the thinking behind them research supporting them roles to be fulfilled and impact on the student experience This is the 164th volume of this Jossey Bass higher education quarterly report series an essential guide for presidents vice presidents deans and other leaders in today's open door institutions this quarterly provides expert guidance in meeting the challenges of their distinctive and expanding educational mission

**Fostering the Liberal Arts in the 21st-Century Community College** Keith Kroll, 2013-01-11 Liberal arts education is one of the founding missions of community colleges However it has drifted toward vocational training to such an extent that the dominant narrative of the 21st century community college portrays a job re training center more than an educational institution This volume offers a timely much needed and persuasive argument for the importance of a liberal arts education particularly in the humanities for all students attending a public comprehensive community college The Landscape of the Liberal Arts What Happened to the Liberal Arts Two Year Humanities A President's View on the Importance of the Liberal Arts in Community Colleges Why Community College Students Need Great Books Discovering History at the Community College Why Community Colleges Need the Academic Study of Religion How Interdisciplinary Liberal Arts Programs Prepare Students for Workforce and Life A 21st Century Humanities for the Community College Sources on Liberal Arts in the Community College This is the 163rd volume of this Jossey Bass higher education quarterly report series an essential guide for presidents vice presidents deans and other leaders in today's open door institutions this quarterly provides expert guidance in meeting the challenges of their distinctive and expanding educational mission

**Creating Successful Multicultural Initiatives in Higher Education and Student Affairs** Sherry K. Watt, Jodi L. Linley, 2014-01-02 Looking for practical tips and useful guidelines for designing

and implementing successful multicultural initiatives This resource will help you to set up a program and or a set of strategies that promotes skill development to better manage difference on a personal institutional community or societal level It also introduces diversity as a value versus diversity as a good as a conceptual lens for which to view multicultural initiatives Using this conceptual lens will assist educators in identifying the philosophical foundation of a given initiative College educators can ask themselves the fundamental question Is their multicultural initiative grounded in surface level outcomes or in far reaching change By sharing concrete examples of multicultural initiatives the authors in this sourcebook are inviting readers into a conversation that might spark change or a new initiative on the reader s own campus This is the 144th volume of this Jossey Bass higher education quarterly series An indispensable resource for vice presidents of student affairs deans of students student counselors and other student services professionals New Directions for Student Services offers guidelines and programs for aiding students in their total development emotional social physical and intellectual

**New Scholarship in Critical Quantitative Research, Part 2: New Populations, Approaches, and Challenges** Ryan S. Wells, Frances K. Stage, 2015-05-04 This volume is the second in a two part series on differentiating approaches to quantitative research from more traditional positivistic and postpositivistic approaches While the first volume provided an expanded conceptualization of critical quantitative inquiry this volume concludes the series by applying critical quantitative approaches to new populations of college students who are rarely addressed in institutional and higher education research such as American Indian Alaska Native and students with disabilities applying the principles of quantitative criticalism to advanced methods of statistical analysis and discussing the variety of challenges to overcome and presenting a future research agenda using these methods This work is of interest to institutional and higher education researchers who want to expand and critique new ways of thinking about the broad array of populations participating in and served by higher education while keeping in mind the goals of revealing inequity challenging marginalization and helping all students to succeed This is the 163rd volume of this Jossey Bass quarterly report series Timely and comprehensive New Directions for Institutional Research provides planners and administrators in all types of academic institutions with guidelines in such areas as resource coordination information analysis program evaluation and institutional management

**Part-Time on the Tenure Track** Joan M. Herbers, 2014-10-28 The case for a flexible work schedule for faculty has been repeatedly made with one policy recommendation being part time positions for tenure track tenured faculty PTTT Despite some of the benefits of this approach for both faculty and institutions the PTTT concept is the least implemented policy for faculty flexibility and is poorly understood This report offers the first comprehensive treatment of PTTT suggesting that this mode of flexibility enhances recruitment retention and engagement of faculty while offering value added productivity planning potential and faculty loyalty for the institution Herbers provides data that explore how a PTTT policy can lead to faculty success and satisfaction across the lifespan of a career and likewise offers analogies and examples of well established practices that

administrators across institution types can adapt to create their own policies Administrators and faculty will find the author s policy recommendations best practices and solutions to common challenges to be a roadmap for stimulating change in their institutions This is the 5th issue of the 40th volume of the Jossey Bass series ASHE Higher Education Report Each monograph is the definitive analysis of a tough higher education issue based on thorough research of pertinent literature and institutional experiences Topics are identified by a national survey Noted practitioners and scholars are then commissioned to write the reports with experts providing critical reviews of each manuscript before publication

*New Directions for Student Services, 1997-2014: Glancing Back, Looking Forward* Elizabeth J. Whitt, John H. Schuh, 2015-10-05 Student affairs has changed greatly in the almost twenty years that the series editors have been managing New Directions for Student Services This volume provides a look back at this period of time from 1997 through 2014 with topical chapters focused on trends in student affairs during the past two decades changes in students and the most effective student affairs responses progress and recommendations for assessment in student affairs and challenges with and skills needed for digital technologies finance and budgets and staff preparation The volume concludes with a look into the future of student affairs practice based in part on the lessons learned from looking at the recent past This is the 151st volume of this Jossey Bass higher education quarterly series An indispensable resource for vice presidents of student affairs deans of students student counselors and other student services professionals New Directions for Student Services offers guidelines and programs for aiding students in their total development emotional social physical and intellectual

The Power of Life Coaching, Abridged Edition Holley Swanson Clough, 2021-01-21 University adult programs are recruiting and retaining the fastest growing student segment in higher education Yet two of the biggest challenges faced by organizations today are declining enrollment and decreasing retention rates In this time of globalization artificial intelligence and shifting consumer preferences it is not business or education as usual The leading challenges faced by business and education sectors both are a declining workforce and enrollment retention rates Organizations comprised of adult learners need to adapt to accommodate this complex population The updated Power of Life Coaching offers a how to guide for business owners organizational leaders human resource development personnel as well as enrollment personnel seeking to address these challenges while transforming the lives of those they lead and serve along the way Comparative research contrasting key missional alignment indicators determined that life coaching has the most significant transformational impact on adult learners lives In response this ethical coaching model was developed based on adult experiential learning and values based institutional assessment all in alignment with the International Coach Federation s ethically founded competencies This text is theoretically based delivering a coaching technique for adult learner satisfaction leading to increased retention rates The Power of Life Coaching is a manual for assisting personnel and teams to fully embrace and live out their mission and values

**The Routledge Handbook on Postsecondary Student Success** Shouping Hu, Joe O'Shea, 2025-09-15 The Routledge

Handbook on Postsecondary Student Success offers a comprehensive and authoritative examination of student success in postsecondary education. This handbook addresses critical issues in student success such as student engagement, mental health, and degree completion to provide valuable insights on promoting student success holistically and systematically for students from different backgrounds or in different institutional contexts. It also offers a robust understanding of how to study and enhance student success by exploring the significance of data analytics and various research methods. Using evidence-based insights and practical strategies and offering key concepts, theories, and best practices, this handbook serves as a guide to promoting overall student success and closing success gaps. With forty chapters authored by leading thinkers in higher education, this handbook is an indispensable resource for postsecondary administrators, faculty, staff, practitioners, graduate students, researchers, and policymakers. It informs and inspires efforts to improve student outcomes and create more supportive environments so students everywhere can succeed and flourish.

*Community-University Engagement: A Process for Building Democratic Communities* Tami L. Moore, 2014-04-29 As the emphasis on economic development through community-university engagement intensifies, educators and policy makers must learn to think differently about the engagement process. This is particularly true when a narrowly defined group of leaders sets the engagement agenda and those who are traditionally underrepresented continue to be marginalized in the conversations about their own futures. Emphasizing the importance of community as a context for engagement and building strong relationships over time, Moore calls on institutional leaders to intentionally facilitate broad participation by all members of a community in discussions about how and in what direction the community will develop. This is the second issue of the 40th volume of the Josse Bass series ASHE Higher Education Report. Each monograph is the definitive analysis of a tough higher education issue based on thorough research of pertinent literature and institutional experiences. Topics are identified by a national survey. Noted practitioners and scholars are then commissioned to write the reports, with experts providing critical reviews of each manuscript before publication.

*Connecting Learning Across the Institution* Pamela L. Eddy, 2014-03-25 Most research on learning tends to occur in silos based on stakeholder perspective. This volume seeks to break down these silos and draw together scholars who research learning from different perspectives to highlight commonalities in learning for students, faculty, and institutions. When we understand how learning is experienced across the institution, we can develop strategies that help support, enhance, and reinforce learning for all. Exploring what it means to bridge learning across the institution, this volume provides a roadmap to improve learning for all. Both scholarly and practical, it advances the knowledge about the ways we investigate and study learning across and for various groups of learners. It also collects thinking about learning in its various formats in one location. Provides a platform for synthesis. Outlines key questions for thinking more deeply about learning on campus. Instead of thinking of learning as discrete, depending on the stakeholder group, this volume highlights the commonalities across all types of learners.

**The "Front Porch": Examining the Increasing Interconnection of**

**University and Athletic Department Funding** Jordan R. Bass, Claire C. Schaeperkoetter, Kyle S. Bunds, 2015-08-31 Higher education and intercollegiate athletics have long had a complicated relationship Examining the interconnection between the two and from a variety of theoretical and practical angles this volume highlights many of the debates surrounding higher education and intercollegiate athletics and the financial dependency between these two long standing entities Topics include a comprehensive history of the National Collegiate Athletic Association an examination of the funding mechanisms utilized by intercollegiate athletic departments an in depth magnification of the increasing corporatization of higher education and athletics and a look into potential future debates and lines of inquiry surrounding this topic This is the 5th issue of the 41st volume of the Jossey Bass series ASHE Higher Education Report Each monograph is the definitive analysis of a tough higher education issue based on thorough research of pertinent literature and institutional experiences Topics are identified by a national survey Noted practitioners and scholars are then commissioned to write the reports with experts providing critical reviews of each manuscript before publication

**The Essentials of Lifespan Development** Tara L. Kuther, 2022-05-12 In The Essentials of Lifespan Development best selling author Tara L Kuther examines the ways in which contexts culture society socioeconomic status home family and even community impact each stage of a person s life With its chronological organization highly relatable examples and vivid cross cultural stories Kuther connects the latest cutting edge research to learners experiences and interdisciplinary career aspirations Integrated examples routine critical thinking questions and a 16 chapter organization helps make the book engaging and accessible for all students This title is accompanied by a complete teaching and learning package

**Resources in Education** ,2001-10 *Handbook of Research on Innovative Technology Integration in Higher Education* Nafukho, Fredrick Muyia, Irby, Beverly J., 2015-02-28 Our increasingly globalized world is driven by shared knowledge and nowhere is that knowledge more important than in education Now more than ever there is a demand for technology that will assist in the spread of knowledge through customized self paced and on demand learning The Handbook of Research on Innovative Technology Integration in Higher Education provides an international perspective on the need for information and communication technology in education and training Highlighting the use of technology in both formal and informal learning this book is an essential reference for academics corporate leaders government agencies profit and non profit organizations policymakers or anyone interested in the use of technology to educate and share information

**The Social Uses of Literacy** Mastin Prinsloo, Mignonne Breier, 1996-01-01 The Social Uses of Literacy Theory and Practice in Contemporary South Africa challenges state driven policy and provision in South Africa around the construction of a national delivery system for adult literacy that is part of a programme for Adult Basic Education The implication is that many people who are the target of this system will be unwilling to participate at the entry point of literacy acquisition unless a reconceptualisation of the nature of literacy use by adults is made Using fascinating and carefully documented case study material this book raises vital questions about literacy and illiteracy and about adult education Above



all it questions the efficacy of any literacy programme which fails to acknowledge the many ways in which uneducated and so called illiterate people already use reading writing and numeracy in their everyday lives      **Adult Education** Patricia N. Blakely, Anna H. Tomlin, 2008 Adult education is the practice of teaching and educating adults This often happens in the workplace through extension or continuing education courses at secondary schools at a college or university Other learning places include folk high schools community colleges and lifelong learning centres The practice is also often referred to as Training and Development It has also been referred to as andragogy to distinguish it from pedagogy A difference is made between vocational education mostly undertaken in workplaces and frequently related to up skilling and non formal adult education including learning skills or learning for personal development Educating adults differs from educating children in several ways One of the most important differences is that adults have accumulated knowledge and experience that can add or hinder the learning experience This new book presents recent studies on this topic from several perspectives

This book delves into Recruiting And Retaining Adult Students. Recruiting And Retaining Adult Students is a crucial topic that needs to be grasped by everyone, ranging from students and scholars to the general public. The book will furnish comprehensive and in-depth insights into Recruiting And Retaining Adult Students, encompassing both the fundamentals and more intricate discussions.

1. This book is structured into several chapters, namely:
  - Chapter 1: Introduction to Recruiting And Retaining Adult Students
  - Chapter 2: Essential Elements of Recruiting And Retaining Adult Students
  - Chapter 3: Recruiting And Retaining Adult Students in Everyday Life
  - Chapter 4: Recruiting And Retaining Adult Students in Specific Contexts
  - Chapter 5: Conclusion
2. In chapter 1, this book will provide an overview of Recruiting And Retaining Adult Students. The first chapter will explore what Recruiting And Retaining Adult Students is, why Recruiting And Retaining Adult Students is vital, and how to effectively learn about Recruiting And Retaining Adult Students.
3. In chapter 2, this book will delve into the foundational concepts of Recruiting And Retaining Adult Students. This chapter will elucidate the essential principles that need to be understood to grasp Recruiting And Retaining Adult Students in its entirety.
4. In chapter 3, the author will examine the practical applications of Recruiting And Retaining Adult Students in daily life. This chapter will showcase real-world examples of how Recruiting And Retaining Adult Students can be effectively utilized in everyday scenarios.
5. In chapter 4, the author will scrutinize the relevance of Recruiting And Retaining Adult Students in specific contexts. The fourth chapter will explore how Recruiting And Retaining Adult Students is applied in specialized fields, such as education, business, and technology.
6. In chapter 5, the author will draw a conclusion about Recruiting And Retaining Adult Students. This chapter will summarize the key points that have been discussed throughout the book.

This book is crafted in an easy-to-understand language and is complemented by engaging illustrations. It is highly recommended for anyone seeking to gain a comprehensive understanding of Recruiting And Retaining Adult Students.

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### Recruiting And Retaining Adult Students Introduction

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by the equation above in a kinetics experiment a 0 080 g sample of mg s ribbon is added to an erlenmeyer flask containing 50  
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