

**Title III - Strengthening Institutions Program**  
**Year One Report (AY 2023 – 2024): Executive Summary**

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### **Purpose**

Title III initiatives strengthened Kutztown University's capacity to support low-income, first-generation, and underrepresented minority students. Grant-supported resources were integrated into broader recruitment, retention, and student success efforts.

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### **Impact on Graduation Rates**

- Graduation rates increased among:
  - **Low-income students:** +3.3%
  - **First-generation students:** +4.3%
  - **Minority students:** +5.2%
- 5-year graduation rate rose from 51% to 53%, despite a slight 0.8% decrease in the 4-year rate

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### **Impact on Retention/Persistence**

- Overall retention increased by **2.8%**
- Retention gains for priority groups:
  - **Low-income:** +4.3%
  - **First-generation:** +1.1%
  - **Minority:** +2.3%
- Additional support provided through First Year Seminar engagement training, neurodiversity programming, and academic early-alert interventions

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### **Key Accomplishments and Milestones**

- All Title III personnel hired (3.13 FTE)

- Launched a new micro-internship program (7 completed in Year 1)
- Implemented online tutoring via Tutor.com
- Conducted neurodiversity learning circles with **42 participants**
- Faculty development delivered for:
  - First-Year Seminar student engagement
  - Course-based undergraduate research experiences (CUREs)
  - Study Away program development

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## Highlights

- Micro-internship program exceeded expectations, moving from development to implementation in Year 1
- Neurodiversity programming participation exceeded goals more than fourfold
- Increased faculty and staff awareness of sensory needs and campus resources

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## Challenges and Adjustments

- Career Development Center relocation was not feasible due to high construction costs
- Requested reallocation of construction funds to support creation of sensory-friendly spaces in the library and student union
- Online tutoring hours were lower than expected due to a phased rollout

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## Evaluation and Evidence-Based Contributions

- External evaluators from the University of Kansas RED Team conducted a process evaluation of Year 1 implementation
- Grant activities contributed to national presentations and program development in undergraduate research and micro-internships