Report from the College Deans
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EARLY ALERTS
In the 3rd week of the semester, the advising office collects Early Alert (EA) notices from professors who have FY students in their courses. Advising then distributes them to FY academic advisors through the college deans. In FA 16, we received notices concerning 31 students or about 5% of the class. The percentage of EA students in the FY class has thus remained fairly constant over the past three years.

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<th>Fall 2016</th>
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<tr>
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<td>EA FY CLASS</td>
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<tr>
<td>Number EA</td>
<td>31 612</td>
<td>33 718</td>
<td>32 622</td>
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<tr>
<td>% EA</td>
<td>0.05</td>
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Early alert notices can be an important indicator of academic difficulty. In FA ‘15, for example, EA students earned U grades at a rate of 81%, far higher than the rate of 28% for the FY class overall. The average GPA for EA students at semester’s end was 2.36, well below the overall average for the FY class. Moreover, when students receive EA notices and multiple U grades, the combination has been a reliable indicator that these students were likely to finish near the minimum college FY GPA of 1.75. At Roll Call, the advising office will track the performance of EA students, and the college deans will coordinate outreach as appropriate.

THE DICKINSON FOUR
The college deans continue to move forward implementing the Dickinson Four initiative. We consulted twice with LOWG about our assessment plan, and we will collect assessment data in October and November. In addition, we presented to ESLC about our overall progress since last spring, and we expect to present at a faculty meeting before the end of the semester. Affiliated programs and events in September/October include the Internship Showcase, a “Decision Point” Salon with Winona LaDuke, the Inclusive Leaders Retreat, career workshops for FYs and seniors, and the Sophomore Leadership Retreat.

Inclusive Leadership Retreat. The Popel Shaw Center for Race & Ethnicity hosted a day-long retreat for student employees, leaders, and volunteer groups. Goals included developing greater cultural understanding of oneself, the Dickinson community, and national social patterns that have an impact on life at Dickinson. Twenty-six students participated, representing 11 different groups, offices, and organizations. All 26 recommended that the program be offered again.

Internship Showcase. Some two hundred sixty students attended presentations by 70 Dickinson students who held internships in summer 2016. Topics included dozens of specific summer internships, the Dickinson Summer Internship Grant program, and the Internship Notation Program (INP).
- Presenters included members of classes 2017, 2018, and 2019
- They represented 28 majors
- More than half were Internship Grant recipients
- They comprised about one-third of the 214 Dickinson students who took part in the Internship Notation Program in summer 2016.