

National Institute for Women in Trades, Technology & Science

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A Guaranteed 4.0 Female Retention Strategy: The Guaranteed 4.0 Learning System



Created by Donna O. Johnson, a former chemical engineer, the Guaranteed 4.0 Learning System is an inexpensive and straightforward plan broken into simple yet comprehensive steps. The system has been used by high schools and colleges around the U.S. as a student retention tool with proven results. Texas Tech University added Guaranteed 4.0 to their engineering freshman orientation to aid in retention (n=3,000 over five years). Texas Tech University reported a 100% increase in the number of engineering students boasting a 4.0 GPA.

Dr. Mary Anderson-Rowland of Arizona State University (ASU) presented on the Guaranteed 4.0 at the 2009 Women in Engineering Programs and Advocates Network (WEPAN) Conference and talked about the system in the context of retaining female and minority students in engineering as part of a five-year grant. In year three, she introduced the Guaranteed 4.0 plan in an Academic Success class. The students who participated in the class and practiced the Guaranteed 4.0 plan received a 3.58 GPA on average (n=11) in comparison with the students who did not and received a 1.87 on average (n=13). You can download a [PDF of the full paper](#) from the WEPAN archives on how the Guaranteed 4.0 System was used as part of larger project to successfully improve the retention and GPA of minority students—including women—in the engineering program at ASU.

This system has been used by other colleges as well to better prepare incoming students for success. The Mississippi Alliance for Minority Participation (MAMP) incorporated Guaranteed 4.0 into their program's curriculum for around 100 college students a year and reported that their students' GPAs went up by an average of .62.

The books, seminars and DVDs have been developed to appeal to high school and college students with instructions on how to “spend less time studying and obtain better grades” and “insider secrets on how to ace every math and science test.” At its core, the system teaches students that when they manage their time effectively they don't have to be naturally brilliant or spend all their free time studying to succeed in school, even in subjects like science, technology, engineering and math (STEM). For many students STEM classes are more difficult than other classes. This is especially true for women and minorities who may have less experience or lack building block skills in STEM, and that is why time management for learning can make such a critical difference to their success.

Visit the official website of the Guaranteed 4.0 plan to read over the [mini case studies](#) from which some of the above examples were drawn.

Check out the available books, DVDs and Guaranteed 4.0 seminars on the [official website](#) and watch video clips of Donna Johnson presenting on the Guaranteed 4.0 Learning System.