Student Success at UT

New Faculty Orientation
86% of our students return after year one

70% of our first-year students graduate

Why?
Common Reasons

Realistic expectations of college
Financial security
Academic integration
Sense of belongingness
Connection between college, the real world, and a world they want to experience now
We need a Cultural Strategy – Gen Z

• Gen Z is not waiting for their turn to lead
  • There are more demonstrations, social movements, and protests today than at any given time in history.

• Gen Z is the most inclusive generation ever
  • By 2025, Gen Z will make up 29% of the population, making it the largest generation ever.

• Gen Z is seriously questioning higher education
  • 75% of GZ say there are other ways of getting a good education than going to college.

Source: Archrival.com/insights
A disciplined, focused strategy is required
Historically...

We ask student scholars to conform to our norms. Assimilate.

We ignore the individual perspectives each student scholar brings to the table.

Student scholars are punished for their academic preparedness before college.
Shift from the Deficit Mindset

A deficit mindset impedes our student scholars’ success by limiting their potential. To enhance their success, we encourage the shift from a deficit to a strengths-based mindset.
In a rigid, uncertain world, we are a university built on empowering each student by developing their potential.
UT’s Definition of Strengths/Wellbeing

CONFIDENCE
We believe that our student scholars can learn at high levels. We share this message often and consistently.

HIGH EXPECTATIONS
We challenge every student scholar intellectually. We believe expectations are attainable.

EVERY STORY MATTERS
We will provide the structures necessary for every student scholar to reach their potential.
PERMA by Seligman

• Positive Emotions
• Engagement
• Relationships
• Meaning
• Accomplishments
# PERMA Examples

<table>
<thead>
<tr>
<th>Classroom</th>
<th>Social</th>
<th>Local Community</th>
<th>Faculty/Administration</th>
<th>Residential</th>
</tr>
</thead>
<tbody>
<tr>
<td>Positive emotions</td>
<td>Curriculum development using PP constructs (e.g. gratitude)</td>
<td>Strengths-focused social events</td>
<td>Movie screenings with positive psychology content</td>
<td>Integrate PP principles into team development activities</td>
</tr>
<tr>
<td>Engagement</td>
<td>Teach students about flow and what promotes it</td>
<td>Mindfulness reflection groups</td>
<td>Free seminars and talks on the importance of flow and absorption</td>
<td>Recognize workplace initiatives designed to enhance flow</td>
</tr>
<tr>
<td>Relationships</td>
<td>Design strengths-based group assignments</td>
<td>Implement programs that encourage random acts of kindness</td>
<td>Offer parenting workshops on active constructive responding</td>
<td>Recognize and reward work output at the team level</td>
</tr>
<tr>
<td>Meaning</td>
<td>Get students to contribute ideas to curriculum</td>
<td>Assess levels of social capital</td>
<td>Promote the university as a virtuous organization</td>
<td>Encourage job crafting to help staff develop congruent career paths</td>
</tr>
<tr>
<td>Accomplishment</td>
<td>Implement assessments for learning, as well as of learning</td>
<td>Acknowledge individuals who positively contribute to campus life</td>
<td>Give awards for outstanding contributions to campus life</td>
<td>Infuse performance appraisal systems with PP approaches</td>
</tr>
</tbody>
</table>

Strengths/Wellbeing Framing Examples

<table>
<thead>
<tr>
<th>Term</th>
<th>Strengths-Based</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>Student Scholars</td>
</tr>
<tr>
<td>Improve, Support</td>
<td>Enhance, Enrich</td>
</tr>
<tr>
<td>Tutors</td>
<td>Learning Consultants</td>
</tr>
<tr>
<td>Increase</td>
<td>Sharpen, Hone, Perfect</td>
</tr>
<tr>
<td>Help</td>
<td>Facilitate, Benefit</td>
</tr>
</tbody>
</table>
### First-Year Volunteers’ Strengths

78% of first-year students enrolled in the Vol First-Year Experience took the CliftonStrengths

<table>
<thead>
<tr>
<th>All - First-Year Students Top Five</th>
<th>Students of Color - First-Year Students Top Five</th>
<th>First-Generation - First-Year Students Top Five</th>
</tr>
</thead>
<tbody>
<tr>
<td>Restorative</td>
<td>Restorative</td>
<td>Restorative</td>
</tr>
<tr>
<td>Achiever</td>
<td>Achiever</td>
<td>Achiever</td>
</tr>
<tr>
<td>Empathy</td>
<td>Adaptability</td>
<td>Adaptability</td>
</tr>
<tr>
<td>Adaptability</td>
<td>Futuristic</td>
<td>Futuristic</td>
</tr>
<tr>
<td>Positivity</td>
<td>Competition</td>
<td>Competition</td>
</tr>
</tbody>
</table>
Undergraduate Student Success Goals

Retention Goals

• Increase first-to-second-year retention rate by supporting all students
• Paying particular attention to the achievement gaps for first-generation and underrepresented minority students
Undergraduate Student Success Goals

Engagement Goals – Student scholars will:

• Meet with a member of their Vol Success team each semester
• Participate in at least one high-impact practice their first year
• Engage in the Vol Study Center, Math Place, or Judith Anderson Herbert Writing Center
Undergraduate Student Success Goals

Academic Belongingness Goals
Student scholars will respond with positively agree or strongly agree to the following:

• I feel a part of the UT community.
• I believe that I will excel academically at UT.
• I would rate my current overall stress level since enrolling at UT this fall.
Student Success Signature Programs
Vol Success Teams

- Academic Advisor
- Peer Mentor
- Starting Fall 2021
- Student
- Academic Coach
- One Stop Counselor
Vol Success Teams

- Over 90% of first-year student scholars are in good academic standing
  - Fewer students academically dismissed
  - Fewer than 10% are on academic probation
  - Fall-to-spring retention to remain flat or slightly higher than last year

- Feedback indicates those who engaged with their VST reported:
  - Lower stress
  - Increased sense of belongingness
  - Increased perception academic success
Vols Start Back

Vols Start Back (VSB) helps each UT student reorient to an in-person experience by providing opportunities to engage faculty, staff, and peers.

Program Benefits
- Up to $250 stipend for participation ($50 for sign-up, $200 for completion).
- Support each student scholar in building meaningful relationships with faculty, staff, and peers.
- Aid student scholars’ transition to in-person student life by connecting them with resources designed to support their success.

Program Requirements
- Participation in zero-credit-hour Canvas course
- Student scholars will participate in-person activities that will be organized into five categories based on Gallup’s essential elements of wellness with the addition of academic engagement:
  - Academic and Career
  - Social
  - Financial
  - Mental
  - Community

Sign-Up: August 2-27
Vol Study Center: Services

• Supplemental Instruction (large group study sessions for designated courses)
  — In-person, streamed, and recorded
• Study Sessions (1:1, group, & exam prep)
• Study Space in Greve Hall
• Free printing & Refreshments
• Computer Use

Appointments and drop-in services available
Vol Study Center: Locations

- Greve Hall 3rd Floor (302, 304, 311) — All services
- Hodges Library 220K
- Pendergrass Library
- Frieson Black Cultural Center
- Geier Hall
- Online

By request
- Pride Center & Veterans Success Center
Academic Success Center

- Academic coaching
- Vol Study Center
  - learning consultation
  - study sessions,
  - Supplemental Instruction
- Customized academic support for your course, such as presenting programs focusing on student success issues

- Presentations to your class on UT’s academic success resources
- Academic alerts and ad hoc alerts for students in crisis and need outreach from their academic coach and the center
Division of Student Success

Academic Inclusive Initiatives
Academic Success Center
Campus-Wide Advising Initiatives
Center for Career Development & Academic Exploration
First-Year Programs
Honors & Scholars Programs
New Student Orientation
Undergraduate Research & Fellowships
UT Success Academy
Veterans Resource Center
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