Building Bridges to Success Through a Three-Pronged Approach: Recruitment, Retention, and Recognition

Harry Ingle, Director of the College of Engineering Student Success Center
Dr. Julie Longmire, Director of Advisement Services
Dr. Beth Powell, Coordinator for the College of Engineering Student Success Center

Tennessee Tech University

hingle@tntech.edu  jlongmire@tntech.edu  epowell@tntech.edu
The mission of the Engineering Student Success Center is to recruit a diverse population of well-rounded, academically talented, and creative students; to provide support, encouragement, and resources for our students; and to recognize students’ accomplishments as they work toward reaching milestones on the way to becoming 21st Century Renaissance Engineers.
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RECRUITMENT ➔ RETENTION ➔ RECOGNITION
Makers on the Move

The program uses a mobile STEM science laboratory where students actively engage in hands-on STEM lessons.

Recruitment ➔ Retention ➔ Recognition
The College of Engineering awards hundreds of thousands of dollars in scholarships to our students each academic year.
Outgoing, friendly students who possess a genuine love for Tennessee Tech and the College of Engineering, and are willing to help represent the engineering programs and share their campus experiences with prospective students while working as a member of a team.

Student Ambassador Program

Recruitment ➔ Retention ➔ Recognition
Academic Advising

Four full time academic advisors

Recruitment ➔ Retention ➔ Recognition
Engineering Student Success Fair

Learn about the programs and services offered by or supervised by the Student Success Center

Recruitment ➔ Retention ➔ Recognition
Peer Tutoring

Undergraduate peer tutors who have performed well in specific courses and have been trained in tutoring policies and techniques.
Supplemental Instruction is an academic assistance program that utilizes peer-assisted study sessions.
Student Success Funding

Registered student organizations can apply for Engineering Student Success funds.
Professional Development Series

The Series consists of FREE 50-minute work shops that cover a variety of topics.

Recruitment ➔ Retention ➔ Recognition
Scholarship Reception

Honoring scholarship recipients and the donors that generously give toward their success.
Tennessee Tech’s Advising Model

• Flight Plan – Improve the Undergraduate experience
  • Increase number of professional advisors across campus
• Dual reporting structure
• Hybrid Model - Professional Advisors and Faculty Advisors
• Professional Development Opportunities for Advisors

Recruitment ➔ Retention ➔ Recognition
“Academic Advising is the only structured activity on the campus in which all students have the opportunity for one-to-one interaction with a concerned representative of the institution.” (Habley, 1994)
Proactive Advising

• Intrusive AKA Proactive Advising – An action-oriented approach to involving and motivating students to seek help when they need it (Earl, 1987).
• Advisors reach out to students “with the intention of connecting with them before a situation occurs that cannot be fixed” (Varney, 2007, p. 11)
• Give students information before they know/think/don’t have a clue they need it
Student Success Collaborative

• Software system that uses predictive analytics to assist advisors in making strategic outreach decisions
• Tracks appointments and contacts with students
• University average – 20 log-ons per advisor per month
  • Engineering advisors very engaged with tool
Assessment: Recruitment 2015-2016

Makers on the Move:
9 events. 30 schools. 3,731 middle and high school students

Scholarships:
Fall 2016:
$650,203 offered to 359 students
Average: $1,811/student
Assessment: Retention 2015-2016

Student Ambassadors:
386 service hours
16 Ambassadors

Advising: 1020 advisees, 8,910 contacts, averaging 9 per advisee, 78% in good academic standing after freshmen year; 82% persisting at the university.

Tutoring:
139 sessions, 92 total students tutored.

SI: 14 course sections supported (CSC 2100, Math 1910); DFW 12% vs. non-si students’ DFW rate of 14%; Average course grade: SI participants = 3.0 vs. non-SI participants = 2.16

Recruitment ➔ Retention ➔ Recognition
Assessment: Retention 2015-2016

Renaissance Engineer Professional Development Series:
16 speakers
Average attendance 19 attendees,
Spring survey: 93% of attendees felt sessions were useful; 82% were satisfied or very satisfied with the experience.
Assessment: Recognition 2015-2016

Scholarship reception:
239 attendees;
Survey: Respondents (92% of respondents were students) rated the reception 4.25/5: the convenience of the time/date, the variety and quality of food, the schedule/organization, and the overall experience. Overall experience was 4.48/5 (with 1 being poor and 5 being excellent).
College of Engineering

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