

Huston-Tillotson University

Annual Blueprint Summit for
Educational Change

June 7, 2022

**Presenter: Dr. Beverly Downing
Associate Provost**

SMARTIE TARGET

- I. The Huston-Tillotson University Smartie Target for the 2021-22 Academic Year was to increase our student retention rate by 5% using strategies as outlined below:

1. Conduct Student Satisfaction Focus Group Discussion with students at various performance levels.
2. Conduct Focus Group Discussion with high attrition groups (Male Latino).
3. Provide one on one mentoring with students for select groups, W.E.B. Dubois Scholars, School of Business and technology, residential students, Latino students)
4. Implement Mind-Set, Metacognitive training for student beginning with the summer I.D.E.A.L. Academy (Bridge).

Strategies

1. Empathic Focus Group

2. Latinx Male Focus Group

3. Mentoring Project

4. Mind-Set/Metacognition Program (Phase 1-3)

Who is Involved in the Initiative

Everyone



Huston-Tillotson University

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STUDENT EMPATHIC INTERVIEWS

1. Satisfaction Survey

“ Some areas seem not to have enough staff to provide adequate services for students like financial aid and residential life.”

“ We need more health food choices in the café.”

2. Latinx Male Focus Group

“Most of the challenges have been financial (getting it in order at Financial Aid.”

“Most students indicated the lack of spare time or recreational options on campus as a reason why they don’t engage or spend time on campus.”

Mentoring Strategies

W.E.B. DuBois Scholars

- 37 professional mentors/37 mentees
- 82% participation rate from mentees
- 3 formal programs since January 2022
- Mentor graduation impact: (88%)
- Persistence rate (100%)

Next Steps

- 15 new mentors have been vetted and will added August 2022
 - Assessment: Holistic development and QEP Outcomes (communications, critical thinking & professionalism)
- 

Mentoring Strategies

Residential and Latinx Males

- **Both programs are under development and scheduled to start in August 2022.**
- **Mentors currently are being recruited**

[Professional Mentor - Volunteer Position
\(paycomonline.net\)](https://paycomonline.net)



Mentoring Strategies

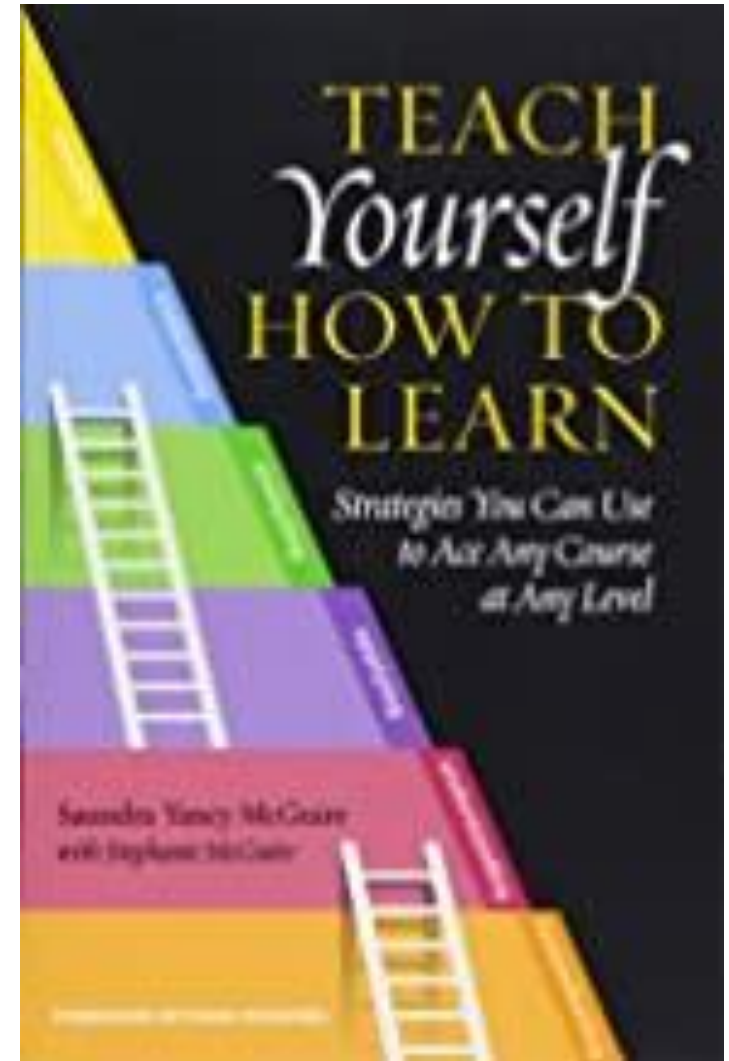
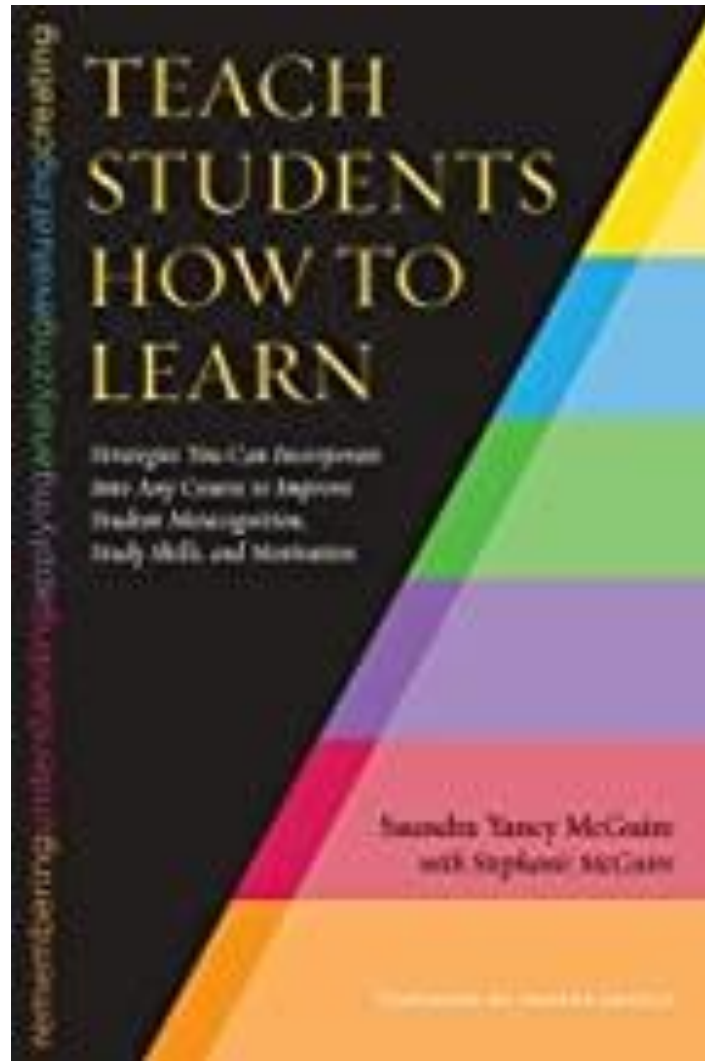
School of Business and Technology

Scheduled to begin August 2022.

**Collaboration with Casey Forbes and Chris Long to identify
Mentors**



Based on the Work
of
Dr. Sandra McGuire



What is Mind-Set and Metacognition?

Mind-Set

- The established set of attitudes held by someone: Concerning behaviors that lead to success.
- **Why is mindset so important? Mindset** — a strong and positive one — is essential to developing healthy self-esteem. It is an **important** tool that affects our daily self-dialogue and reinforces our most intimate beliefs, attitudes and feelings about ourselves.

What is Metacognitive Training?

Metacognition

- awareness and understanding of one's own thought processes.
- It is the process of thinking about one's own thinking. It's self-knowledge; the knowledge of your own mind and its processes. It's powerful knowledge, too, as it's what determines how we make our lives better and more productive.

What happens when you change your mind?

If you change your mind, you change your life. As we have previously discussed, it is common today for people to speak as if they were not responsible for their thoughts, feelings, and actions. We are disempowering ourselves from making real change by denying our responsibility over our own minds.

[Change Your Mind: Change Your Life! by John R. Carter](#)

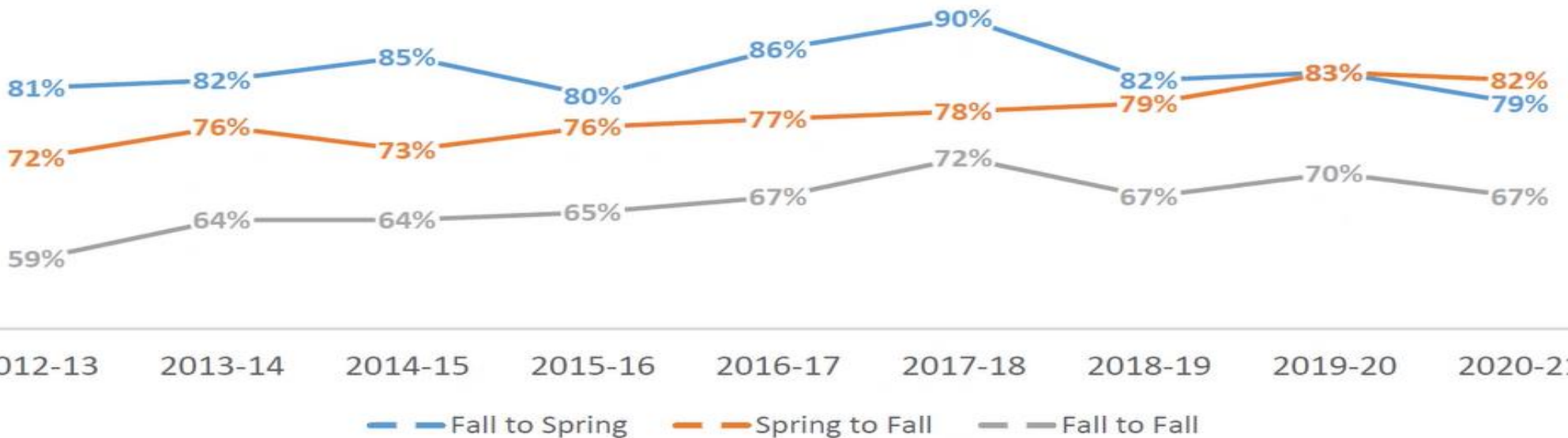
There is nothing more powerful
than a Changed Mind.

Victor Paredes

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Strategy Outcome – Our Results to Date

Chart 1: Traditional Undergraduate Retention Rate (Fall 2012 – Fall 2020 cohorts)



- Spring to fall retention held steady from last year and improved over previous years
- Fall to spring retention and fall to fall retention both decreased to pre-COVID-19 percentages

Strategy Outcome – Our Results to Date

TRADITIONAL UNDERGRADUATE STUDENTS FALL-TO-SPRING RETENTION STATUS: FALL 2018 - 2021 COHORT

Classification	Fall 2018 Cohort	Fall 2019 Cohort	Fall 2020 Cohort	Fall 2021 Cohort
First-time Freshmen	80.2%	77.0%	69.2%	84.7%
Freshmen	69.7%	73.2%	64.7%	81.9%
Sophomore	89.5%	84.4%	85.4%	93.3%
Junior	87.7%	95.9%	88.1%	93.3%
Senior	84.7%	94.5%	93.6%	89.8%
Total Retention Rate	83.0%	84.1%	79.7%	0.880121396

LESSONS LEARNED & NEXT STEPS

- Strategies are working
- We will continue improving strategies
- Establish Benchmark for Engagement
- Completion of a Belonging Survey
- Continue to expand mentoring opportunities for student groups
- Assess student mentoring experiences
- Increase Fall to Fall Retention Rate
- Complete the implementation of Mind-Set and Metacognition training



Q & A

