



4. Using Professional Advisors helping students select courses while Faculty Mentors guide students through their educational and professional goals.

February 2019 Exceptional Stewardship, within the Graduation Process Recommendation, departments. Providing consistency in the advisement

Spring 2019: Meeting with the Exceptional Stewardship Workgroups respond to questions related to Tech advising

f of Staff, VP of Enrollment Management, Executive Director of Student Success, Director of Advisement & Retention Services and all Student Success Center Directors/Program Leadership.

initial proposal

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November 2019 December 2019: VP of Enrollment Management individual meetings with all College Deans

December 2019 VP of Enrollment Management attends the Academic Advising Council to share details and timelines of reorganization

December 2019: VP of Enrollment Management and AVP of Human Resources meets with Academic Advising Council and professional advisors who will be reorganized to provide details and timelines of reorganization

Overview:

Create University Student Success Center (USSC) to be housed in a suite/space that will be the main advising resource for: 1) freshmen students; 2) first-time in college students; 3) undeclared/General Curriculum students regardless of classification; 4) Special graduate Non-Degree Seeking students; and 5) new transfer students admitted as General Curriculum/Undecided or General Health Studies.

Purpose:

Change is necessary to address the following issues:

1. We have not reached our retention goals and freshmen retention has been inconsistent year to year.
  - a. Fall 2015 freshman cohort had an overall retention rate of 79%.
  - b. Fall 2016 freshman cohort had an overall retention rate of 78.5%.
  - c. Fall 2017 freshman cohort had an overall retention rate of 75%.
  - d. Fall 2018 freshman cohort had an overall retention rate of 77%.
2. Resources were not originally distributed across campus with consistency. We will more evenly distribute resources and provide more resources for students who are either formally or informally undecided on major.
3. Students move across units at a significant rate without formal practice on how students are transferred from one student success center to another. This movement and transition is extremely difficult to monitor in current structure.
  - a. 65.6% of the fall 2015 freshman cohort were retained (fall-to-fall) and continued in their original academic unit.
  - b. 63.3% of the fall 2016 freshman cohort were retained (fall-to-fall) continued in their original academic unit.
  - c. 62% of the fall 2017 freshman cohort were retained (fall-to-fall) continued in their original academic unit.
4. Pre-enrollment prior to SOAR has not been consistent and should be. All new freshmen will be pre-enrolled prior to SOAR allowing more focus on relationship building during SOAR.
5. Flexibility in serving students based on changing interest and enrollments is a challenge in current structure. This change will allow us to adapt advising to the changing student interest more seamlessly during their first year on campus.
6. Current structure has ongoing challenges in the management of professional staff. Student Success Centers have a mix of college and university funded professional advisors that formally reside in separate units on campus.

Enrollment Outcome Goals:

Achieve consistent 86% First Time Freshman retention annually  
4-year graduation rate of 50%

UNIV-SSC Objective:

First-Year students and General Curriculum/undecided transfer students will be assigned an advisor in the UNIV-SSC regardless of incoming credit hours. Students who meet with UNIV-SSC advisor will: 1) discuss their transition to college at Tennessee Tech, 2) evaluate any transfer, AP, and/or IB credit students have, 3) build a course schedule; 4) map their major and track their progress towards their degree; and 5) receive support during their First-Year through engaging career development coaching and academic and academic involvement opportunities as shared by their UNIV-SSC advisor. The first-year advisor will contact students several times throughout the semester and their first year on campus to offer multiple in-person sessions. General Curriculum/undecided students will remain with UNIV-SSC until declaring a major regardless of the number of credit hours obtained.

Implementation Priorities:

1. Create a common vision and mission for all Student Success Centers (SSCs) on campus to align operations with common vision/directive.
2. All freshmen are advised in a common space by a team of full-time, professional advisors.
3. Professional advisors within UNIV-SSC will focus on class attendance and instilling other habits of success for freshmen.
4. Consistent advisement experience for all students advised within the UNIV-SSC.
5. Consistent advisement by major/disciplines to freshmen throughout the first-year.
6. Consistent advisement from orientation advisement session throughout first-year advisement sessions and programming.
7. Flexibility to adjust advisement resources and schedule based on student demand and needs.





UNIV-SSC's Organizational Structure

