

Student Success Summit: Moving Beyond Projects to a Mindset of Student Success

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Common barriers to student success

- ▶ We have done so much and yet our numbers have not moved
 - ▶ With the students we have this is the best we can do
 - ▶ We've tried everything there is nothing we can do to make a difference
 - ▶ We did that and it did not make a difference
 - ▶ They come to us unprepared – what can we really do?
 - ▶ If only the state would do _____ things will improve.
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Today's session

- ▶ Can you describe the institutional mindset around student success?
 - ▶ At the 4th Summit we should be thinking about institutions – not just projects.
 - ▶ Learning approach used is going from broad concept to more narrow focus

Mindset

- ▶ Mindset – a set of assumptions, methods, or ideas held by people or groups that is so established that it creates powerful incentives for individuals to continue adopted behaviors. “collective mindset”
 - Change requires a different disposition
 - Not caught on within the higher education literature
 - Kezar (2014) in *How Colleges Change* called this “sensemaking” – what it is and how we recognize it.
- ▶ Influences on this topic
 - Application of positive psychology to higher education
 - Dweck refers to having a fixed mindset or a growth mindset
 - Business essay (Weick, 1998)

How we talk about student success...

- ▶ To improve student success institutional culture should exhibit the following behaviors:
 - Systematic – step-by-step actions and decisions
 - Data driven
 - Continuous improvement

- ▶ What if we looked at our institutional culture from the lens of improvisation mindset (Weick, 1998)
 - Reflection and action are done simultaneously
 - Rules are created and followed simultaneously
 - Pattern of responses is that everyone is expected to be moving together
 - Action is informed by previous forms of music codes [programs/initiatives]
 - Heavy reliance on intuitive grasp and imagination.

Current language

Improvisation

Individual exercise

- ▶ Make three columns on a piece of paper:
 - ▶ What is your mindset towards student success?
 - ▶ What do you believe is your institution's mindset towards student success?
 - ▶ How much variance did you find?
- ▶ This is the time you have to reflect and then act in order to be a true champion of student success
 - Think about what needs to change
 - Who else needs to be part of this conversation
 - What specific “processes” do I need to hear about from the institutions that are here