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## *Educational Session*

### **2383 - The Transfer Student Center at Both Ends of the Bridge**

Transition Programs and Services, Matriculation Trends and Issues

We will cover how we created the Transfer Student Center, a physical center on campus for transfer students, and how we combine helping prospective transfers through the transfer process with transition and support services once they are on campus. We will focus on two of our initiatives: a peer mentorship program for prospective students and our community group for non-traditional transfer students to demonstrate how we serve students at both ends of the transfer bridge.

**Michael Hartman**, *Assistant Director*

**Justin Villanueva**, *Transfer Recruiting Coordinator*

**Darion Blalock**, *Transfer Recruiting Coordinator*

**Dallas McGhee-Henry**, *Transfer Student Ambassador*

University of Michigan, College of Literature, Science, and the Arts

# The Transfer Center at Both Ends of the Bridge

T180

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LSA

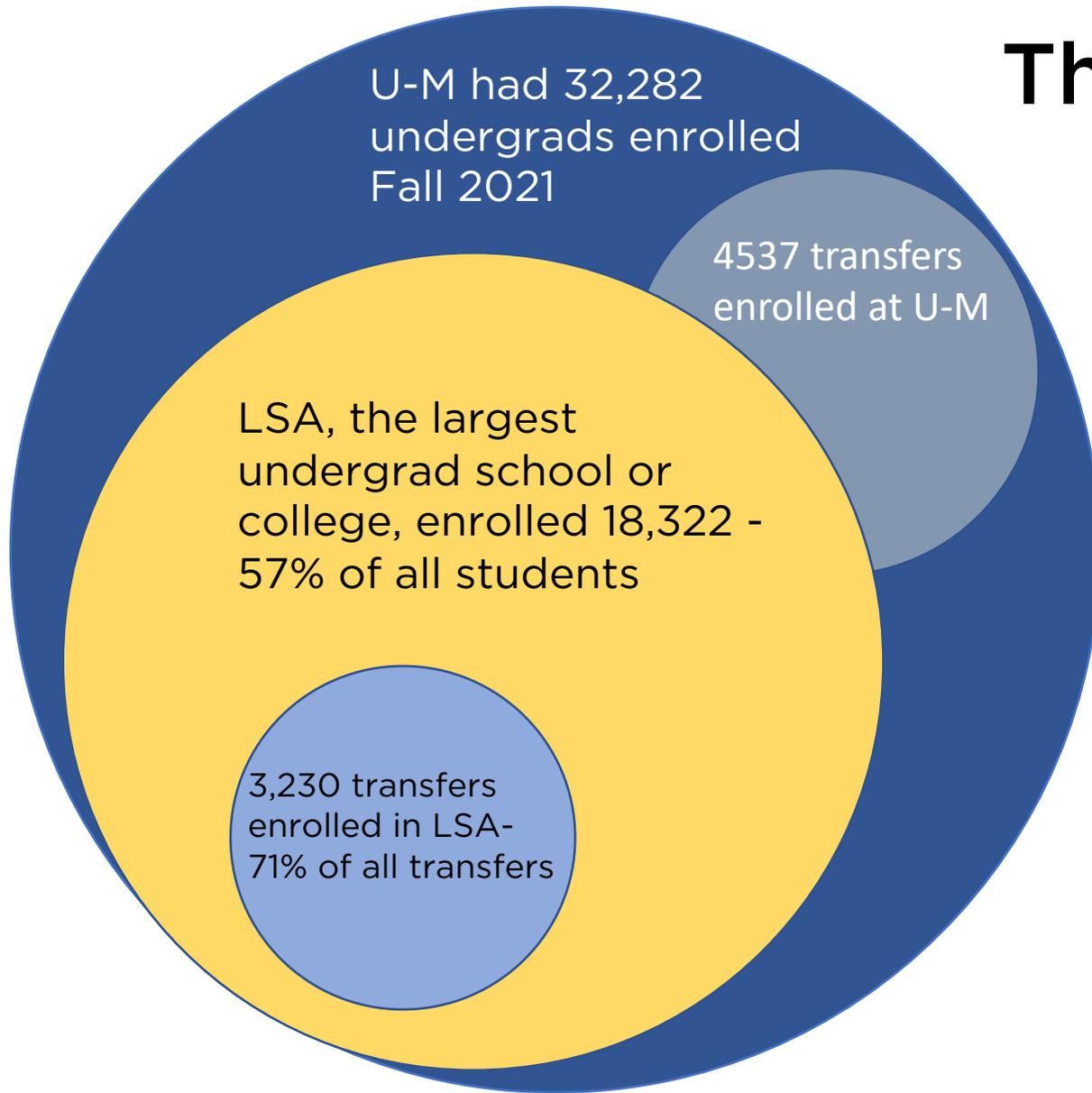
LSA Transfer  
Student Center

Selamat Datang!  
We're excited to  
have you here! :)

# Agenda

- Introductions
  - The University of Michigan and the College of Literature, Science, and the Arts
  - LSA Student Recruitment
- Very brief timeline of the Transfer Student Center development and the LSA transfer recruiting effort
- What does the Transfer Student Center offer
- Transfer Student Ambassadors role in recruiting and the TSC
- Self Authorship, Recruiting, Retention, and Support
- LSA Non-traditional Student Community Group
- LSA Transfer Mentorship Program

# The University of Michigan



Carnegie R1 Public  
19 schools and colleges

- 14 undergrad

First Year Class Profile

- GPA 3.9
- SAT 1400-1540 (50<sup>th</sup> Percentile)
- ACT 32-35 (50<sup>th</sup> Percentile)

# Who We Are, What We Do

- Darion Blalock, Transfer Recruiting Coordinator
- Michael Hartman, Assistant Director of LSA Student Recruitment for Transfer Initiatives and Partnerships
- Dallas McGhee-Henry, LSA Transfer Student Ambassador
- Justin Villanueva, Transfer Recruiting Coordinator

# Who We Are, What We Do

- LSA Student Recruitment is the recruitment office for the College of Literature, Science and the Arts and is in the division of Undergraduate Education reporting to the Associate Dean for Undergraduate Education.
- We have a staff of 7 who work with prospective students as early as 8<sup>th</sup> grade through those currently attending other institutions planning to transfer
- We are not admissions and we do not review applications. The Office of Undergraduate Admissions reviews applications for LSA applicants.
- We direct the operations of the Transfer Student Center for current U-M students

# Transfer Student Perspectives at U-M

- Challenges
  - Imposter Syndrome
  - Challenge of degree completion (e.g., repeated courses, degree structure suited primarily for non-transfers, etc)
  - Experiencing classism from higher income and resourced peers
  - “Grind Culture”
  - Isolation
- Positive experiences
  - Programs and opportunities that provide a sense of belonging

# LSA Transfer Student Center Timeline

## Recruit, Retain, and Support Transfer Students

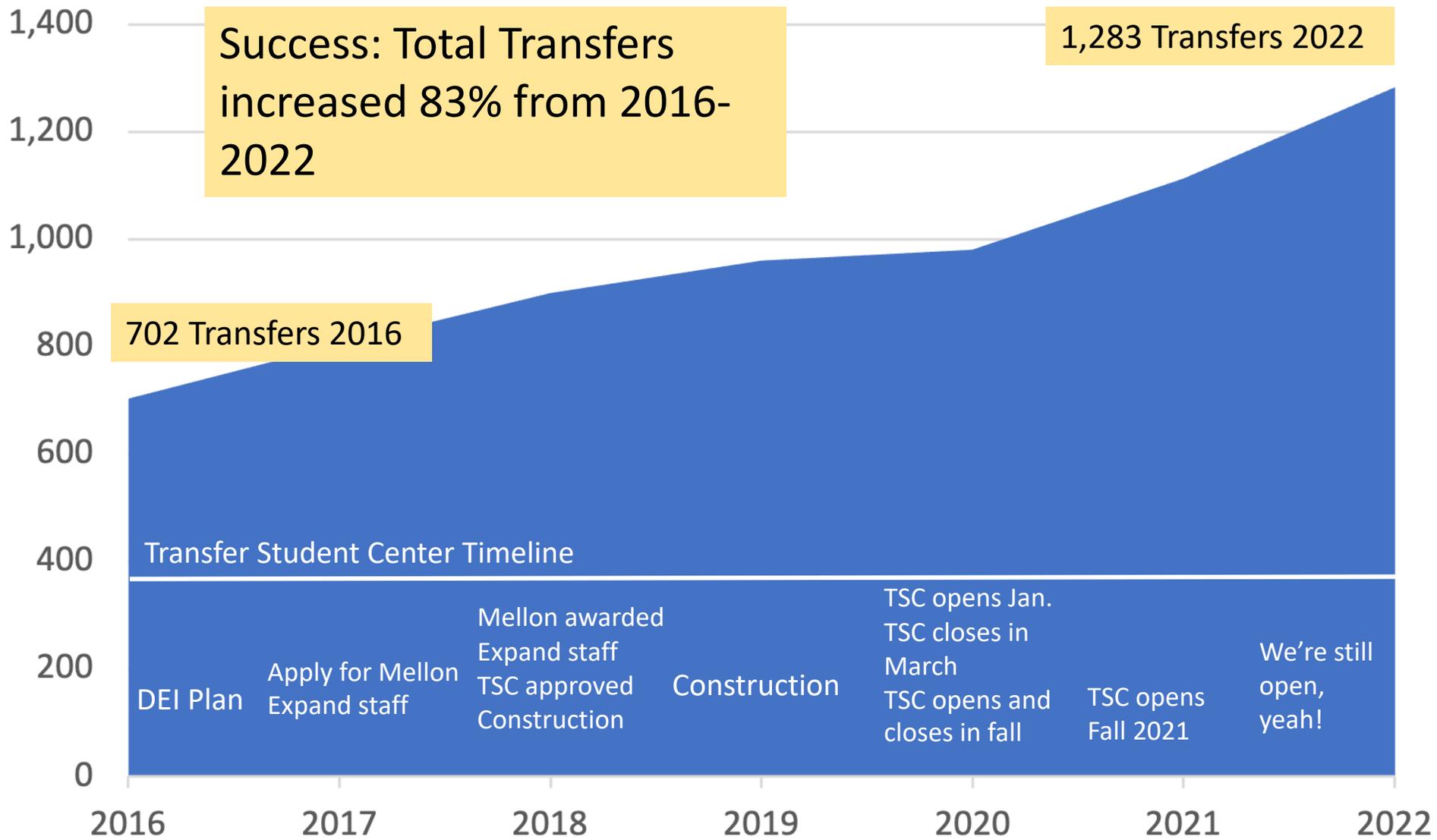
- 2015 LSA creates first transfer recruiting position
- 2016 LSA Diversity, Equity, and Inclusion Strategic Plan includes emphasis to *Recruit, Retain, and Support Transfer Students*
- 2017 2<sup>nd</sup> transfer recruiter hired; applied for Mellon Foundation grant to create Transfer Bridges to the Humanities
- 2018 Received Mellon Foundation grant and established Transfer Bridges to the Humanities program with Henry Ford College including hire of 3<sup>rd</sup> transfer recruiter; Transfer Student Center approved as part of renovation and addition to the LSA Building;
- 2019 Building renovation and construction
- 2020 Transfer Student Center opens in January. University goes remote in March. Transfer Student Center closes. Briefly opens in fall but soon closes.
- 2021 Transfer Student Center open in fall.

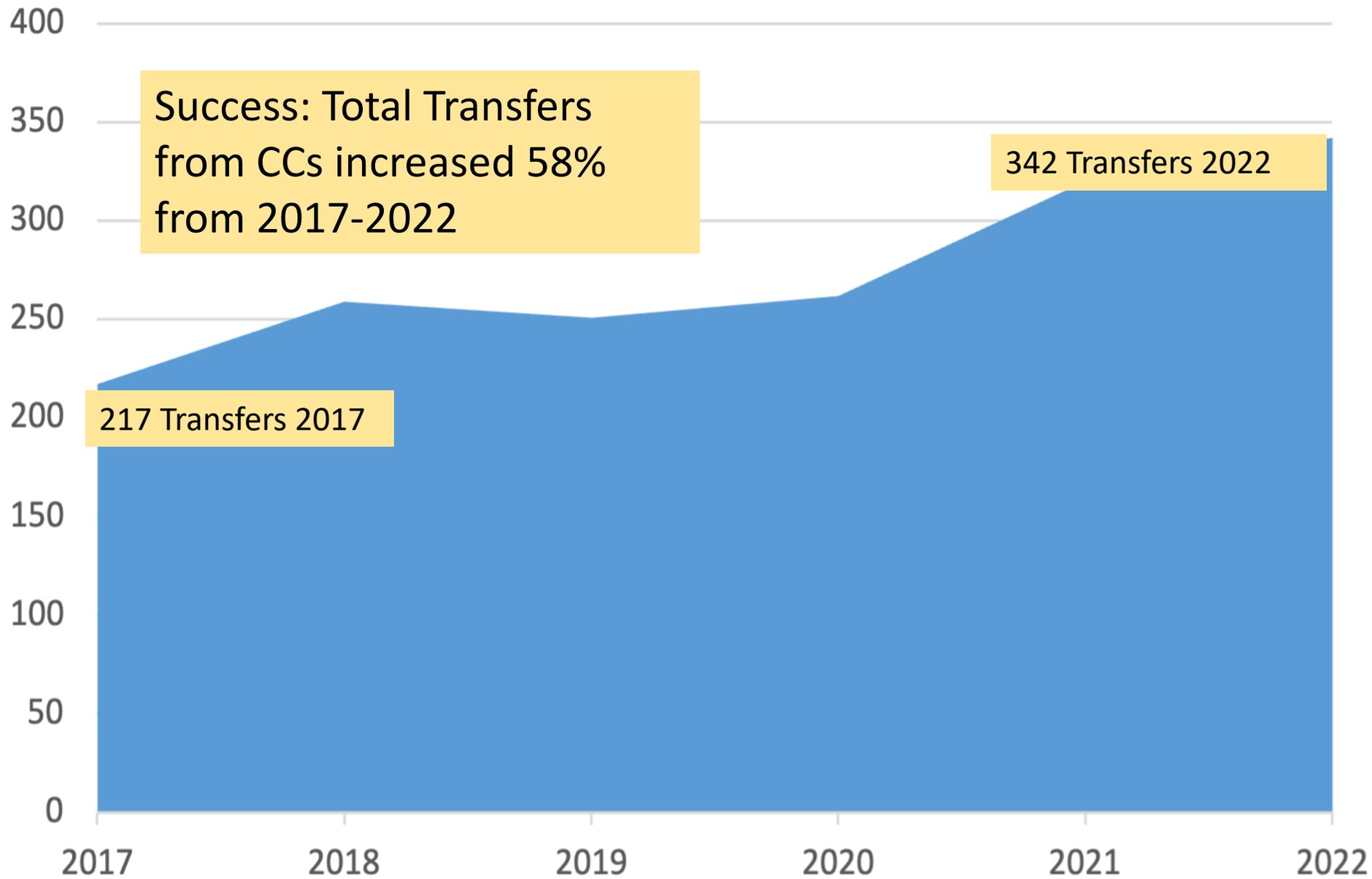
# The Transfer Student Center: Recruit

TSC plays role in recruitment

- TSC website is resource with all of the LSA information for prospective transfers (application process, transfer credit, transfer guides, information sessions, connect to Ambassadors)
- Transfer Student Ambassadors as resources for prospective transfers
- Physical space demonstrates LSA's commitment to supporting transfers
- Hosts Transfer Student Days for admitted students and visit program for prospective students

# GOAL: Increase number of transfer students





**GOAL:**  
Increase  
number of  
transfer  
students  
from  
community  
colleges

# Transfer Student Ambassadors (TSA) and Recruitment

- TSA role in in-person and online recruiting
- Current and future goals of TSA Community College (CC) Visits:
  - CC representation at U-M
  - Peer relationships/networking
  - Assistance in fostering relationships with CC stakeholders
  - Insider Knowledge

# The Transfer Student Center: Retain and Support

TSC plays role in retention and support

- TSC website connects students to resources
- Transfer Student Ambassadors staff TSC as resources for their fellow transfers
- Physical space for transfers to hang out in
- Hosts workshops from campus partners
- Hosts transfer community programs with campus partners

# The Transfer Student Center: Self-Authorship

- Self-Authorship is a theory of:
  - **human development** created in the Constructivist tradition of Psychology
  - **meaning-making** is a key (not sufficient) component that helps people go from an external (dependant) to internal (independent) orientation.
- As they journey towards Self-Authorship, people go from a “socializing mind” to a “self-authoring mind” by increasing:
  - Their ability to think **independently**
  - Their capacities for **critical thinking** and **complex reasoning**
- Self-Authorship assumes that learning and development occur:
  - both within the **individual** and within **context**
- For higher education, understanding and assessing student learning in the context of higher education requires:
  - attention to **learner characteristics** and to **situational or contextual characteristics**, not one or the other.

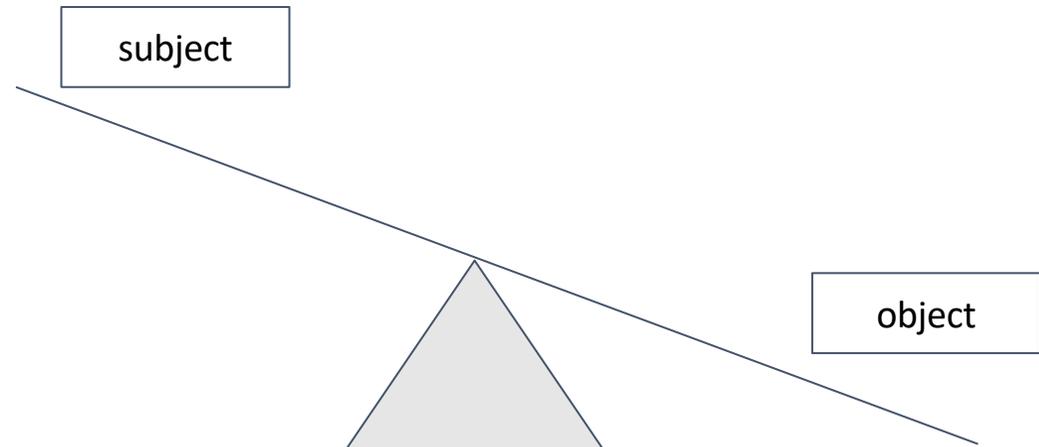
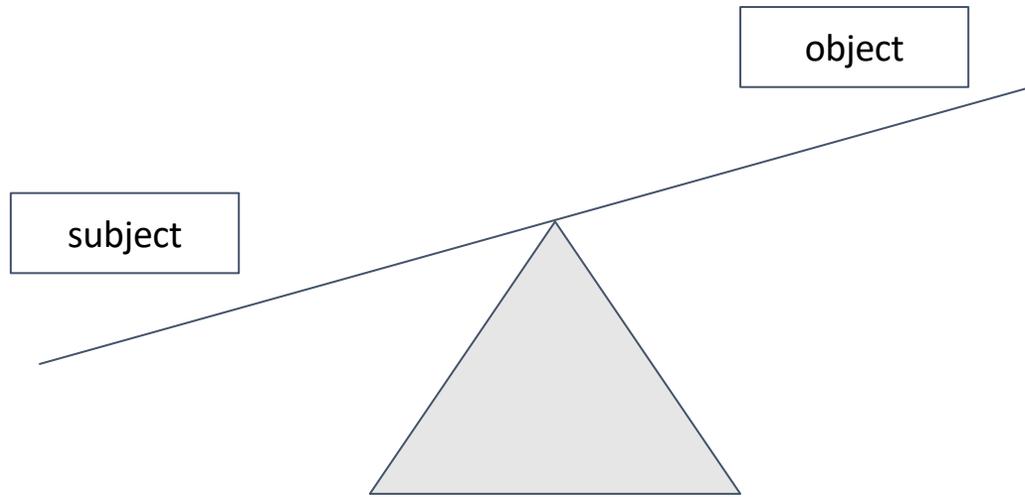
Human Development

Socializing Mind  
(dependent thinking)

Self-Authoring Mind  
(independent thinking)

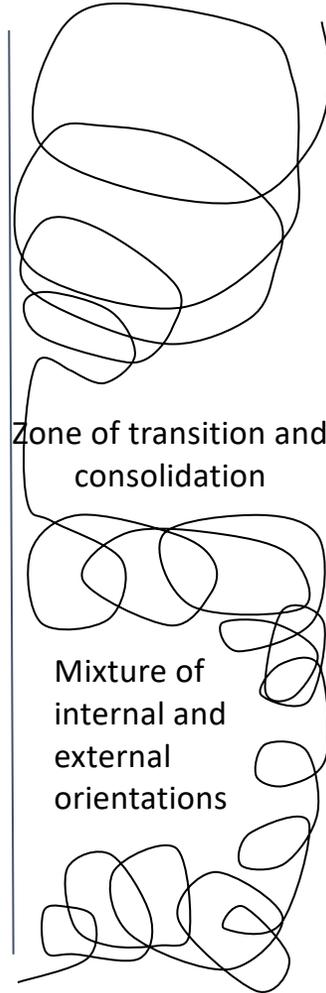
Less complex meaning-making structures

More complex meaning-making structures



Externally influenced

Internally influenced



The Crossroads



# Self-Authorship continued...

2 distinct features of Self-Authorship that LSA Transfer Student Center uses to guide our efforts:

Meaning-making is *multidimensional*

Knowledge (how one knows)

Identity (who one is)

Relationships (how one relates with others)

The *Subject-Object* relationship: the trajectory of a student's journey from an *external orientation* (dependent thinker) to an *internal one* (independent thinker)

Crossroads: Most people are a *mixture* of both external and internal orientations

# Nontraditional Student Community Group (NTCG)

Vision: That every nontraditional student that attends the University of Michigan is ***fully supported*** as they meet the challenges and opportunities of adult life while attending the University of Michigan and completing their degree

Mission: To support new and current LSA nontraditional students as they navigate their time at U-M by offering an environment where they can:

- Identify, develop, and strengthen their ***sense of self*** and their ability to ***determine their own path***; and
- Connect their experience at U-M with their ***external relationships*** and ***responsibilities***.

# Nontraditional Student Community Group

## Principles:

- Student centered - we recognize that each student is their own person and has distinct learning needs, interests, aspirations, and cultural and social backgrounds (*simple to complex*)
- Every student is on a unique learning path - we understand that learning involves the development of the individual and occurs within their unique context (*individual experience and context*)
- Every student's path is different - therefore, we will engage with one another with respect, understanding, patience, and grace (*rarely unfolds smoothly*)
- Growth mindset - we will strive to see every challenge is an opportunity to grow (*differentiation and integration*)
- Support, Support, Support - we, as a community and as individuals, will do everything we can to provide a supportive environment for every student that is a part of this group (*gradual process*)

# Nontraditional Student Community Group

Strategies:

2 mental strategies:

- Transfer/Nontraditional student experience is social and cultural capital - use it!
- Build Your Fan Club

2 communal strategies:

- Community events throughout the semester
- 1:1 appointments with Justin (by request only)

# LSA Transfer Mentorship Program

- Objectives
- Overview
  - Connect with mentor once a month
  - Assistance in completing the transfer application
  - Attend monthly high impact practice workshops (Telling Your Story, Personal Statement, etc)
  - Guidance through the post-admissions process
- Addressing student challenges
- Impact of mentorship on student's transfer journey
  - Data from former transfer students
- Looking ahead