

THE UNIVERSITY OF TEXAS AT AUSTIN

# UNIVERSITY LEADERSHIP NETWORK

A Model of an Incentive-Based Scholarship Program

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# Overview

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- ❑ ULN Purpose & Origin
- ❑ Population Profile
- ❑ Four-Year Incentive-Based Scholarship Model
  - ❑ Staffing
  - ❑ ULN Four-Year Experience
  - ❑ Infrastructure
- ❑ Critical Components for Success
- ❑ Theoretical Foundations
- ❑ Questions

# Purpose & Origin

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- ❑ ULN is an incentive-based, four-year scholarship program centered on providing undergraduates with unmet financial need opportunity for leadership development and experiential learning.
- ❑ Is one initiative supported by enrollment management within the Provost's office in an effort to increase the overall four-year graduation rate at UT Austin.

# Who are ULN Students?...

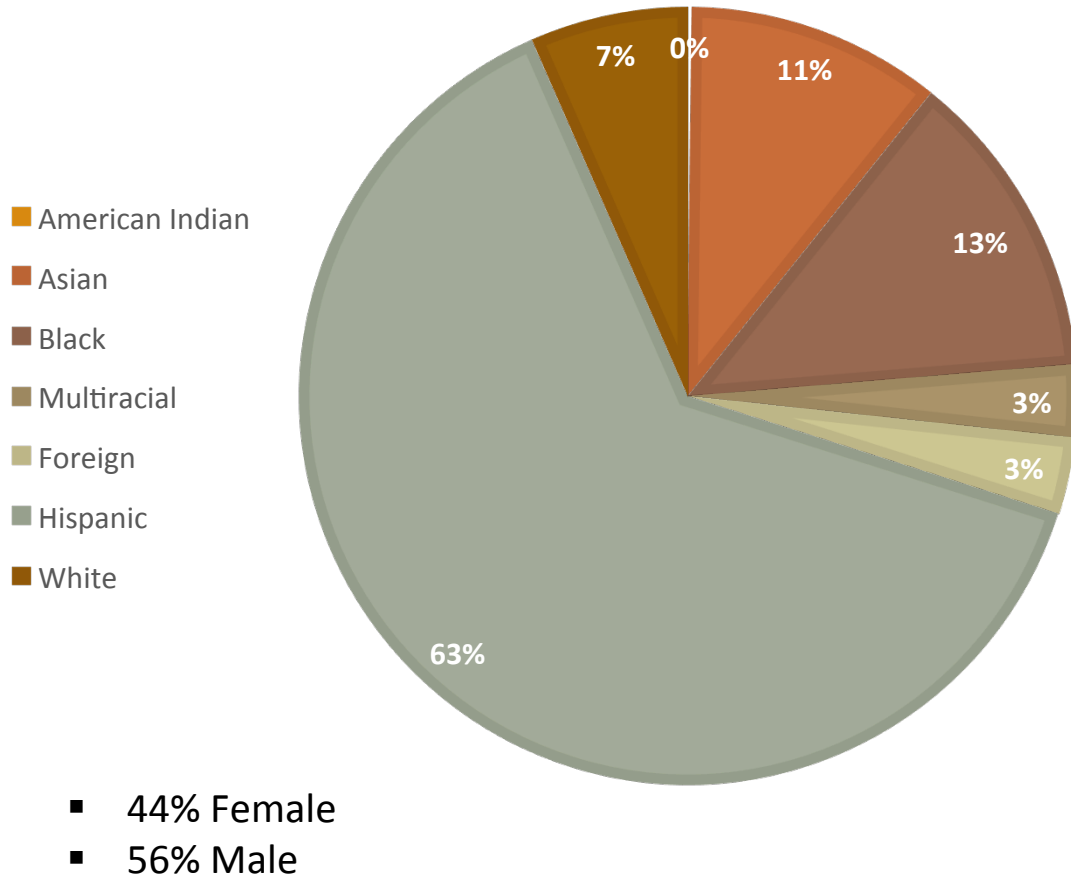
- 500 across all colleges within the University
- Students who are admitted to UT and generally in the top 10%
- Students who demonstrate financial need and generally meet the criteria for an academic success program. Populations represented within ULN include:
  - First-generation (n=339)
  - Low Socio-economic
  - Underrepresented group
  - Lower half of the SAT range
  - Small rural high school

| Success Program       | Percent* |
|-----------------------|----------|
| Summer Bridge         | 20%      |
| TIP Scholars          | 23%      |
| Gateway Scholars      | 35%      |
| Discovery Scholars    | 26%      |
| POSSE                 | 2%       |
| PAS                   | 14%      |
| Longhorn Link Program | 3%       |

\*Note: Some students overlap across programs

# Demographics & College Information

## ETHNICITY – TX17 COHORT



## College Affiliation

| College Affiliation   | Percent |
|-----------------------|---------|
| Natural Science       | 41%     |
| Undergraduate Studies | 18%     |
| Engineering           | 13%     |
| Liberal Arts          | 9%      |
| Fine Arts             | 5%      |
| Business              | 4%      |
| Communication         | 4%      |
| Architecture          | 2%      |
| Education             | 2%      |
| Geosciences           | 1%      |
| Nursing               | 1%      |
| Social Work           | >1%     |

# After their first year...

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| Student Status                     | Percentage  |
|------------------------------------|-------------|
| Persistence                        | 93% (n=469) |
| Dismissed                          | 5% (n=23)   |
| Withdrawn*                         | 3% (n=13)   |
| Non-participation                  | 0% (n=1)    |
| On probation (< 2.0 GPA)           | 6% (n=28)   |
| In good standing ( $\geq$ 2.0 GPA) | 87% (n=441) |

\*Nine students transferred to other community colleges/ universities. Two students are medical withdrawals. One withdrew for financial/ family reasons, and one for unknown reasons.

## Academic Performance:

- Mean GPA for 441 in Good Standing = 2.97
- Overall Mean GPA for 469 persisting = 2.90
- Average in-residence hours completed in first academic year = 31 hours

# Key Components

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# Overview of ULN – 4 Year Experience

## Year I

### Foundational Year

- Weekly Leadership Speaker Series
  - Fall: Transition/Leadership Focus
  - Spring: Entering a Professional Environment
- Application opportunities in weekly mentor group meetings
- Community Service (10 hrs/semester)
- Complete 30 hrs of coursework (24 in residence)



## Year II

### Training Year

- On-campus internship
- Monthly ULN gathering/programming events
- Monthly ULN reflection activity
- Community service (5-10 hrs/semester)
- Complete 30 hrs of coursework (24 in residence)

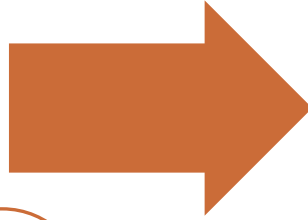


# Overview of ULN – 4 Year Experience

## Year III

### Stepping Out & Self-Discovery

- Select a ULN tracks
  - Study Abroad/Intern
  - Internship Sequence/Certificate
  - Research
  - Campus Leadership/Student Initiated Experience
  - Off-Campus Internship
- Stepping Out Summits
- Monthly ULN programming/events
- Monthly ULN reflection activity
- Community service (5-10 hrs/semester)
- Complete 30 hrs of coursework (24 in res.)



## Year IV

### Leadership Showcase

- ULN Tracks continue
- Leadership Showcase/Next Steps Speaker Series
- Monthly ULN gathering/programming events
- Monthly ULN reflection activity
- Community service (5-10 hrs/semester)
- Complete 30 hrs of coursework (24 in res.)

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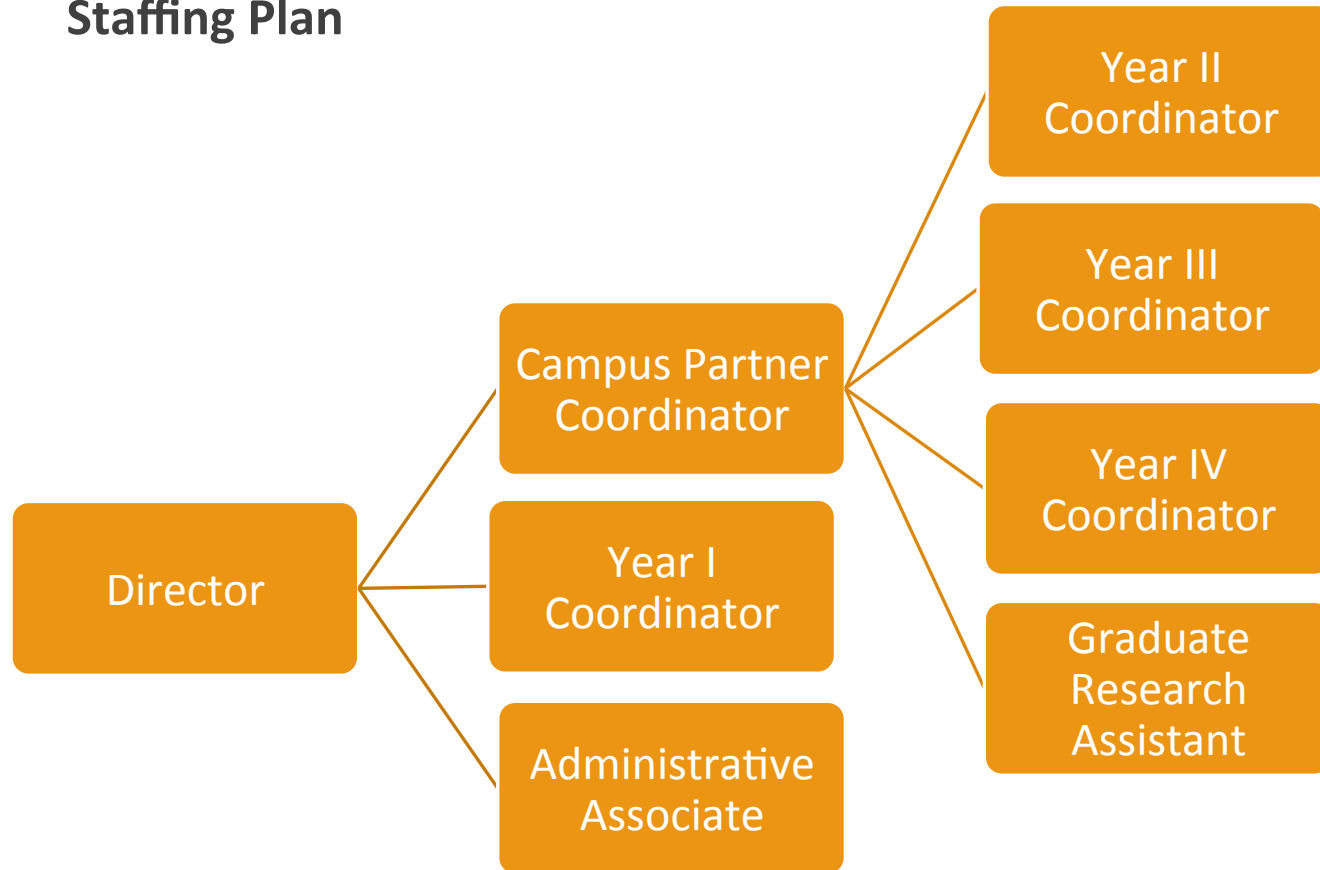
# UNIVERSITY **LEADERSHIP** NETWORK



# Infrastructure & Anticipated Growth

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## Staffing Plan



## Technology

- Online posting system for internships
- Matching system

## Anticipated Growth

- 500 first year students each year, reaching max capacity of 2000 students in Fall 2016

## Critical elements of success!

- Administrative commitment, identify your champion
- Planning for the changing needs of our student populations
- Having a student-centered focus
- Well-trained mentors who understand their responsibilities
- High expectations for students and staff

# Theoretical Foundations

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## ❖ Student development & Persistence

- (Astin, 1985; Chickering & Reisser, 1993; Kolb, 1984; Kohlberg, 1976; Pascarella, 1985; Perry, 1968; Schlossberg, 1995; Tinto, 1993)

## ❖ Leadership & Peer Mentoring

- (Burns, 1973; Crisp & Cruz; Jacobi, 1991; Kram & Isabella, 1985)

## ❖ Incentive-based initiatives

- (Henry & Rubenstein, 2002; Scott-Clayton, 2010)

# Questions

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