

Developing Talented College Students



Rishi Sriram, Ph.D.

"Every faculty member, dean, and college president can benefit from reflecting on the message of this book and pondering its implications for the way they go about their work."
—DEREK BOK, President Emeritus, Harvard University

ARE YOU SMART ENOUGH?

HOW COLLEGES' OBSESSION WITH
SMARTNESS SHORTCHANGES STUDENTS



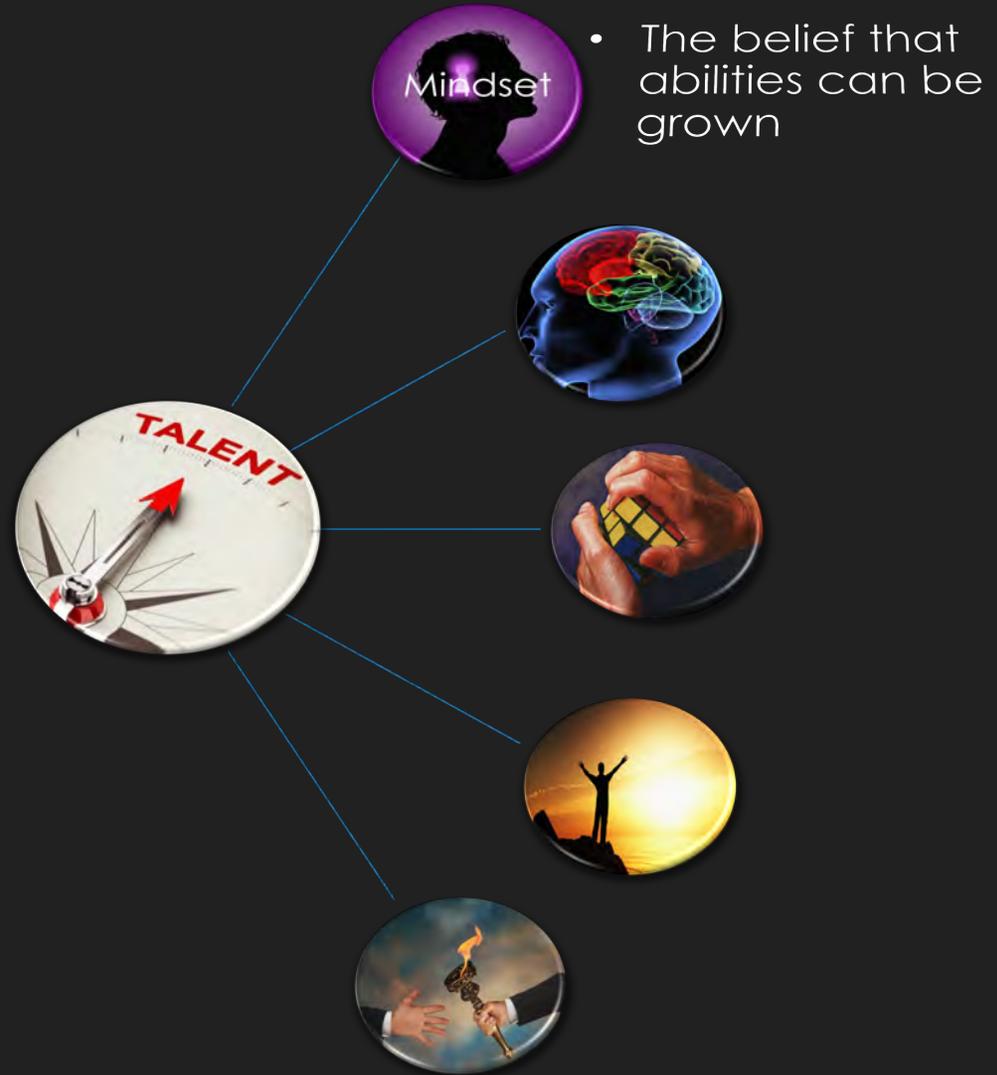
ALEXANDER W. ASTIN
AUTHOR OF *WHAT MATTERS IN COLLEGE*

“Developing students’ talent is, after all, the principal mission of any educational institution—to help students learn, grow, and develop into competent and responsible citizens, parents, employees, and professionals.”

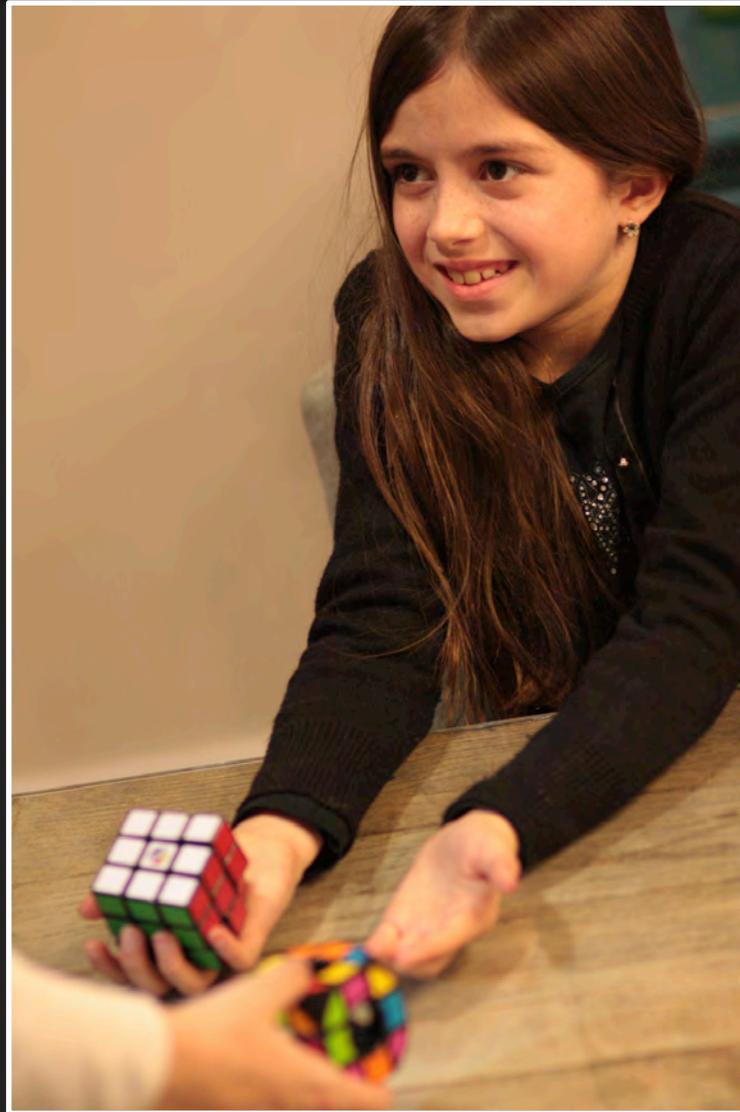
talent

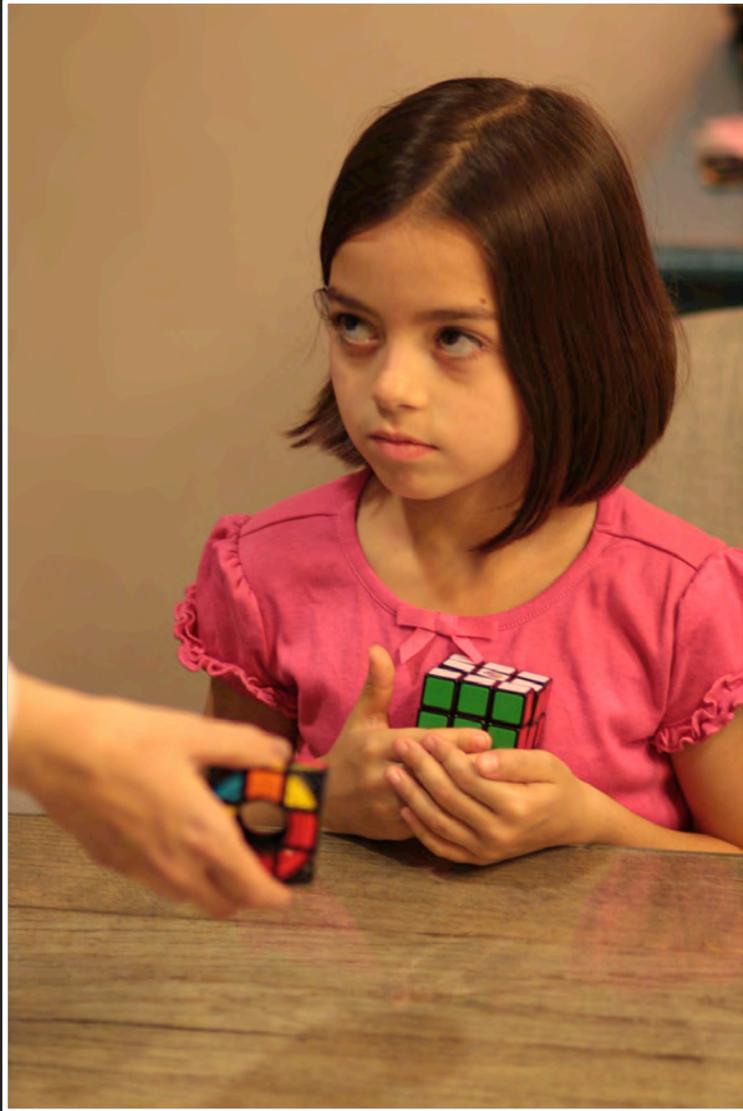


Mindset











Mindset

The beliefs we have about the capacity to change talent



Fixed
Mindset

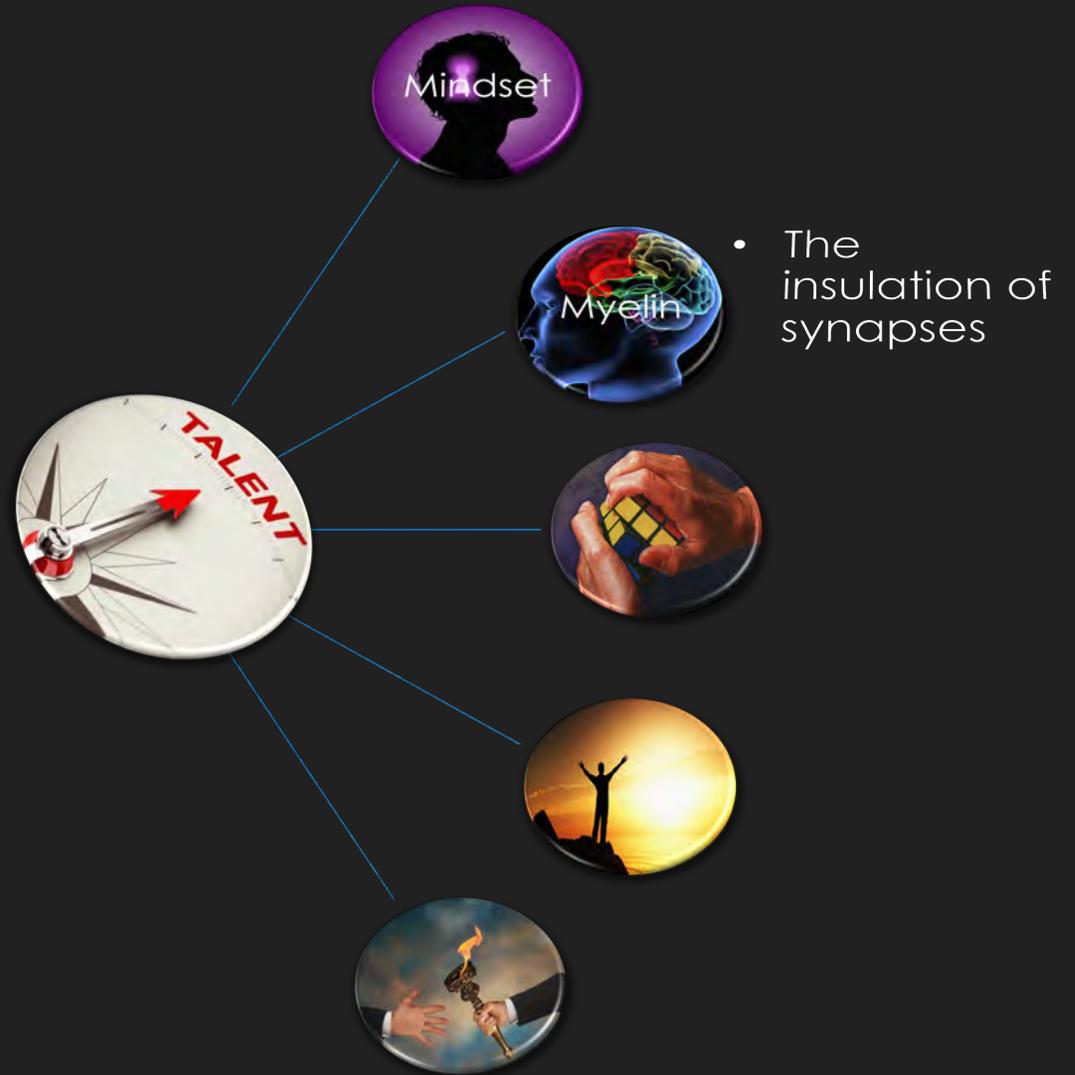








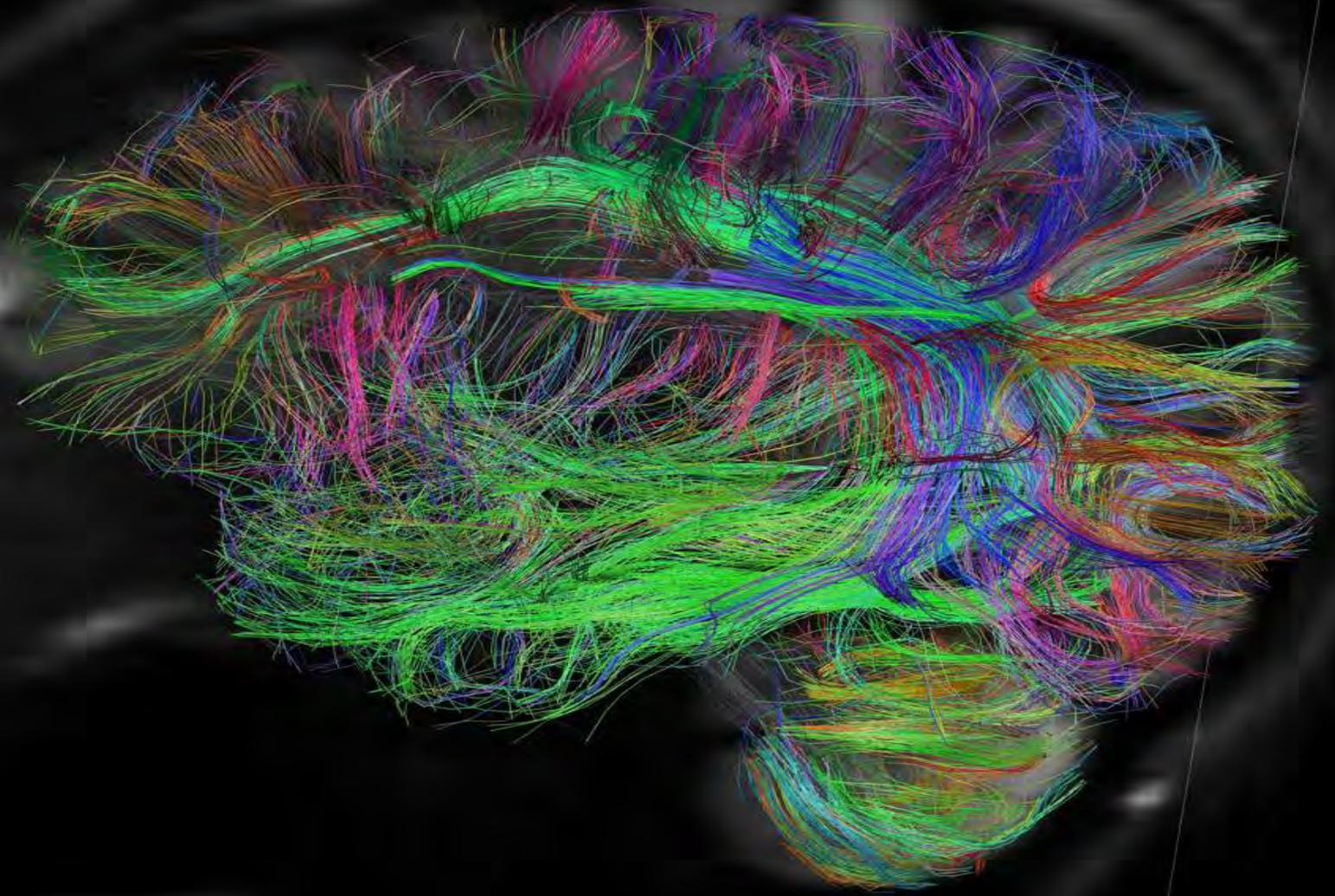
Myelin



Some recent philosophers seem to have given their moral approval to these deplorable verdicts that affirm that the **intelligence of an individual is a fixed quantity**, a quantity that cannot be augmented.



We must protest and react against this brutal pessimism; we will try to demonstrate that it is founded on nothing.

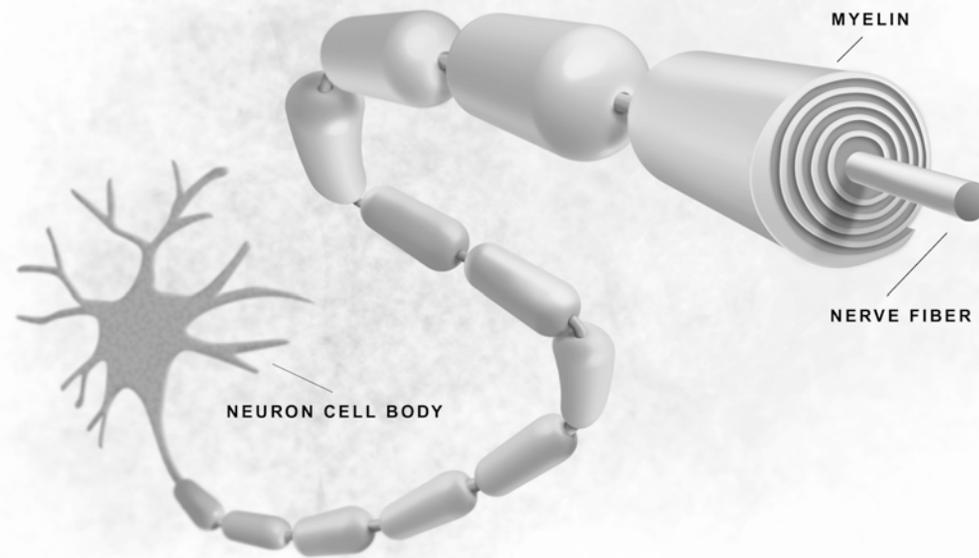






Have you ever seen a
picture of talent?

Myelin

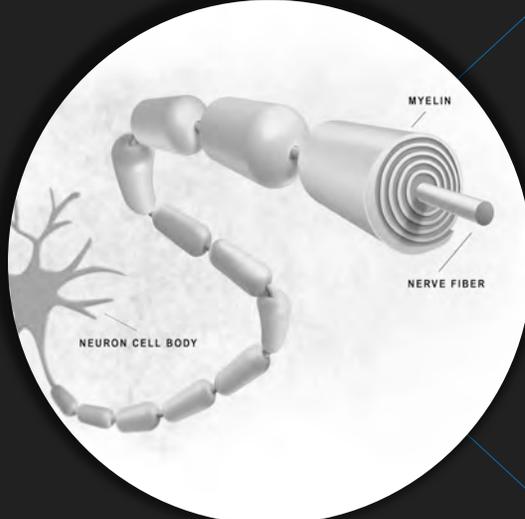
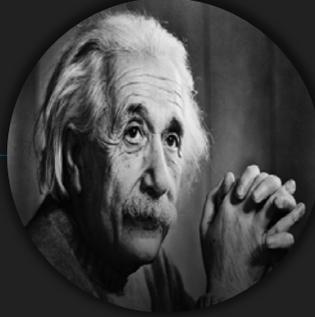
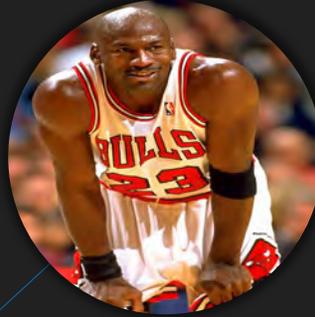




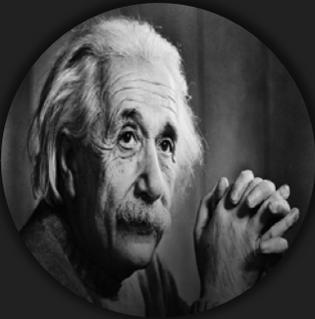




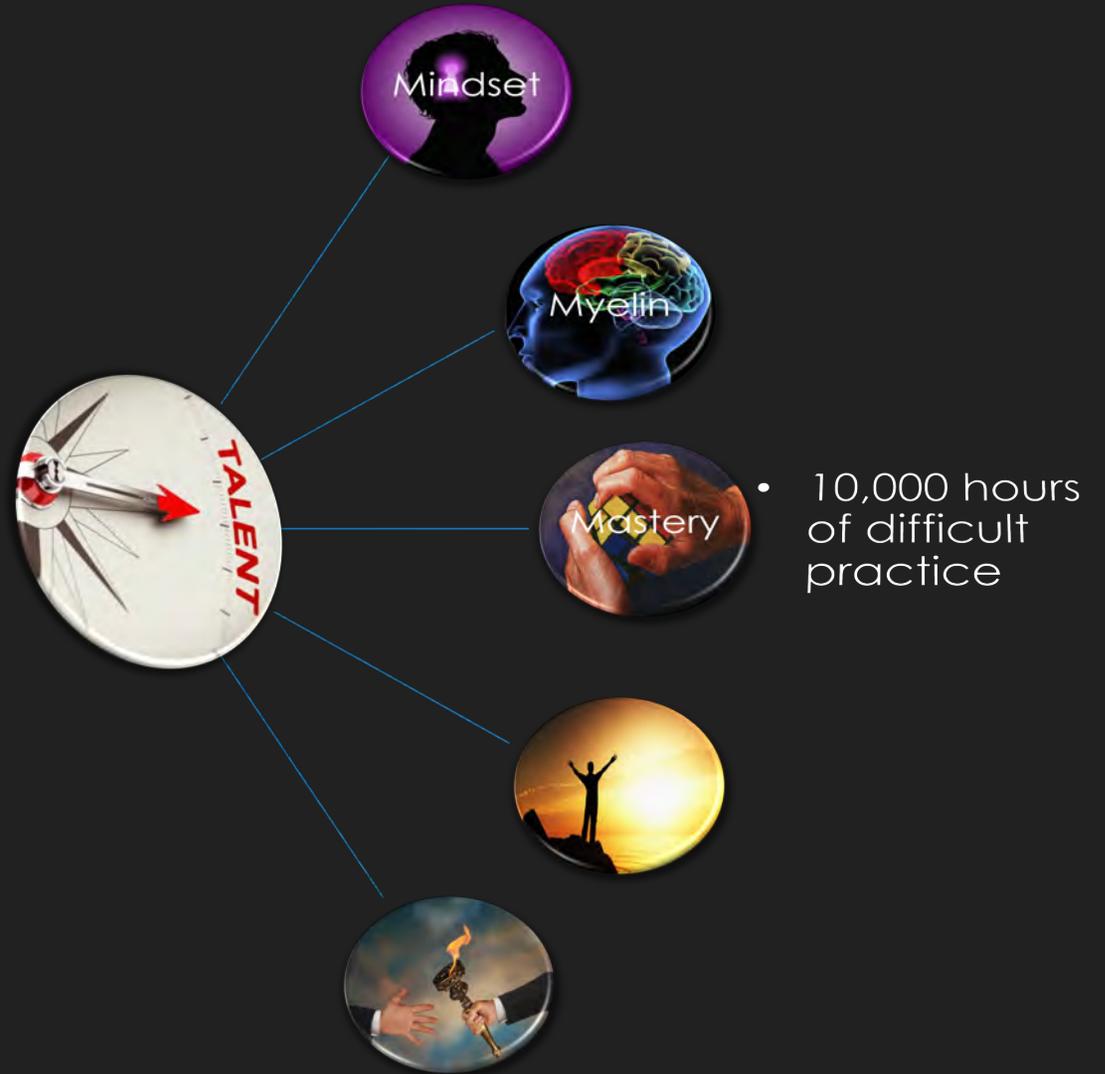


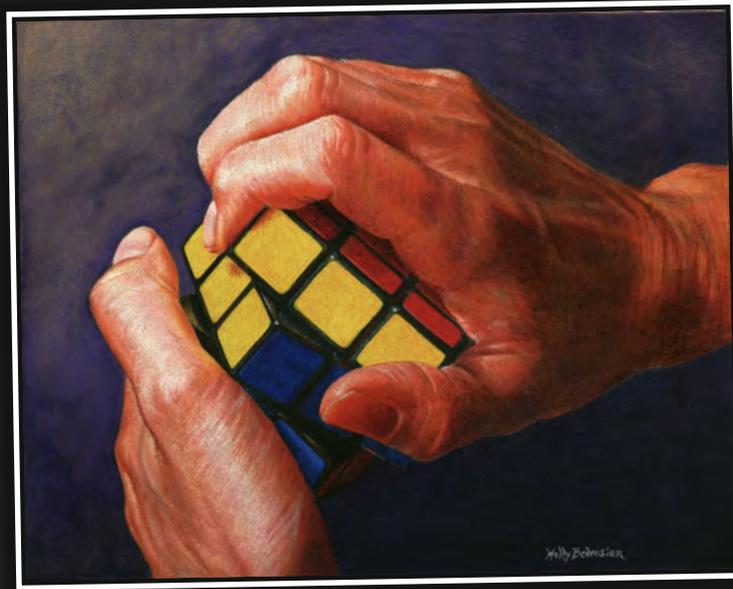


How?



Mastery





Source of Talent

What does the research say?



Best

- 7,410 hours

Good

- 5,301 hours

OK

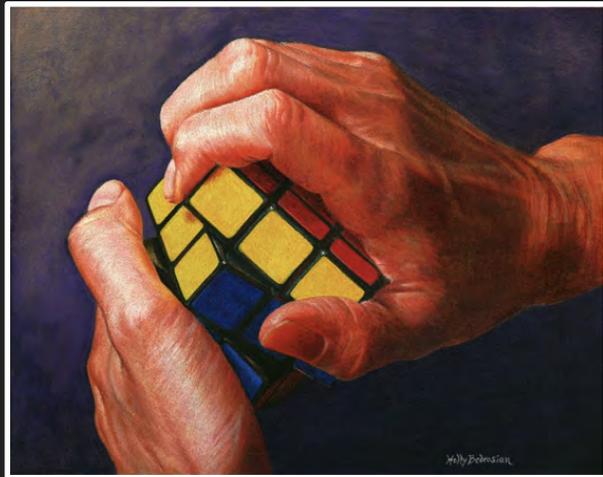
- 3,420 hours

10-year-rule



10,000 hours

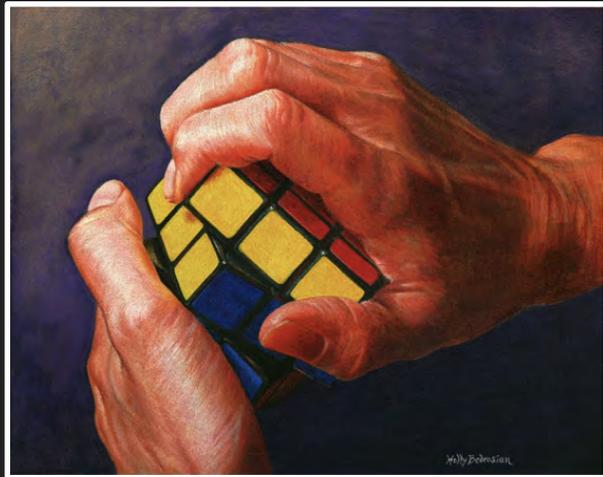
Difficult Practice



- Effortful
- Not always enjoyable
- Reflective
- Trial and error
- Focus on correcting errors
- Practice for improvement

10,000 hours

Difficult Practice



How can anyone
stomach 10,000
hours?

Motivation



Motivation



- Passion
- Calling
- Agency
- Ignition

Flow



- Forget time
- Forget fatigue
- Consumed in the activity itself

Strengths
It's All About
Weaknesses
Motivates
You

Motivation

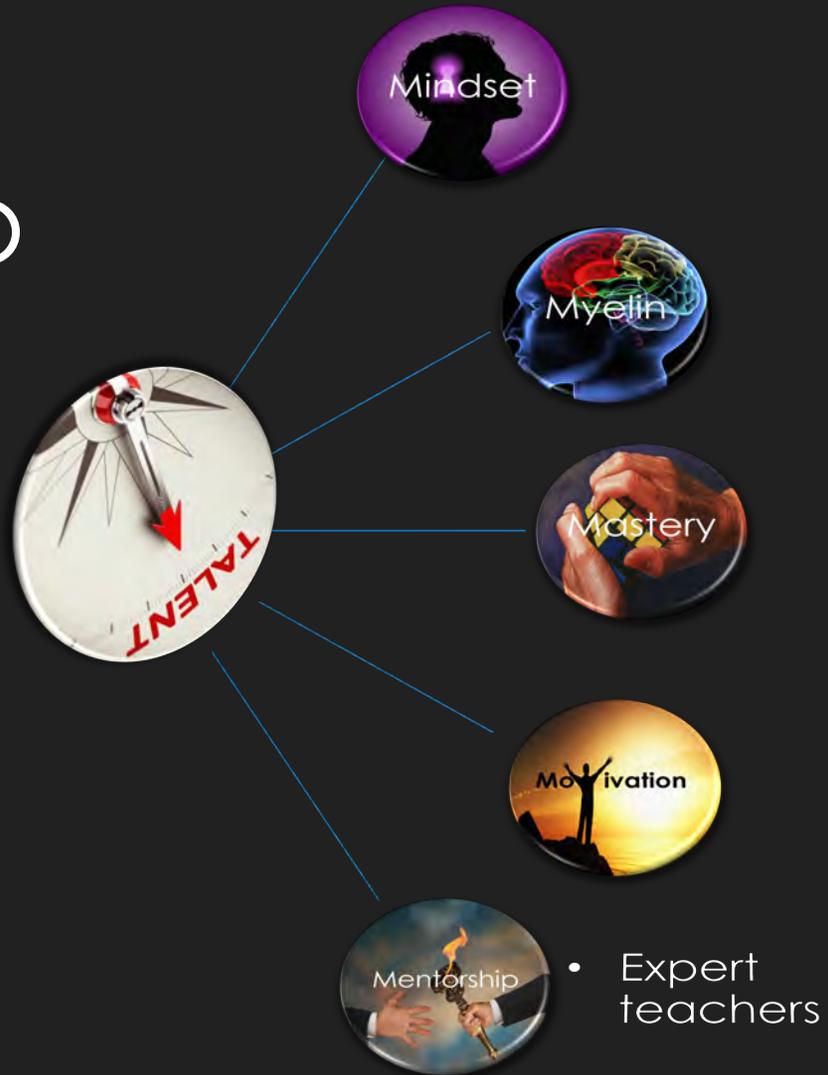
3 C's

Competence

Choice

Community

Mentorship



Mentorship



- Master teacher
- Invests in you
- Knows their stuff
- Knows how to teach
- Breaks down teaching into 2 components

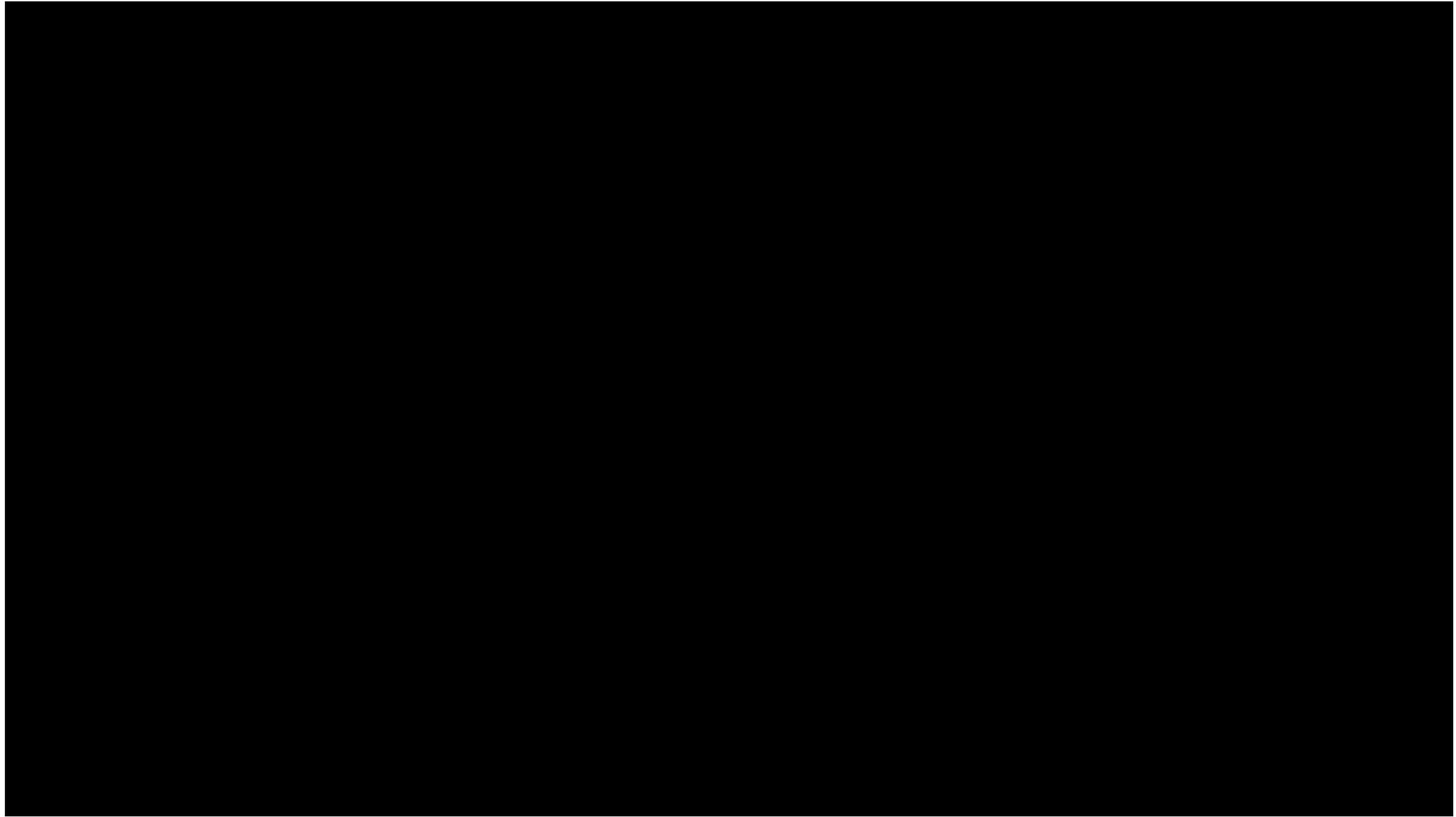
What Do Great Mentors Do?

Performance



Feedback



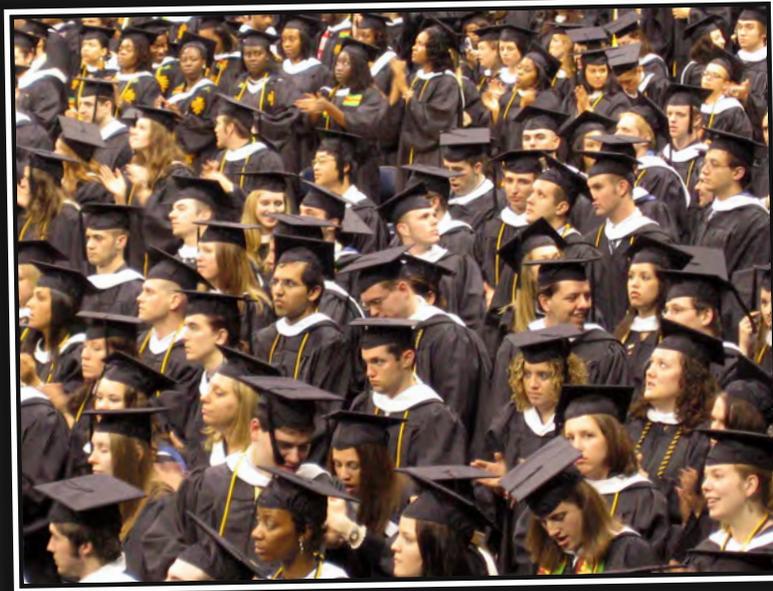


There is no
such thing
as innate
talent.



There is no such thing as innate talent.

Talent is cultivated.
Talent is developed.
Talent is earned.

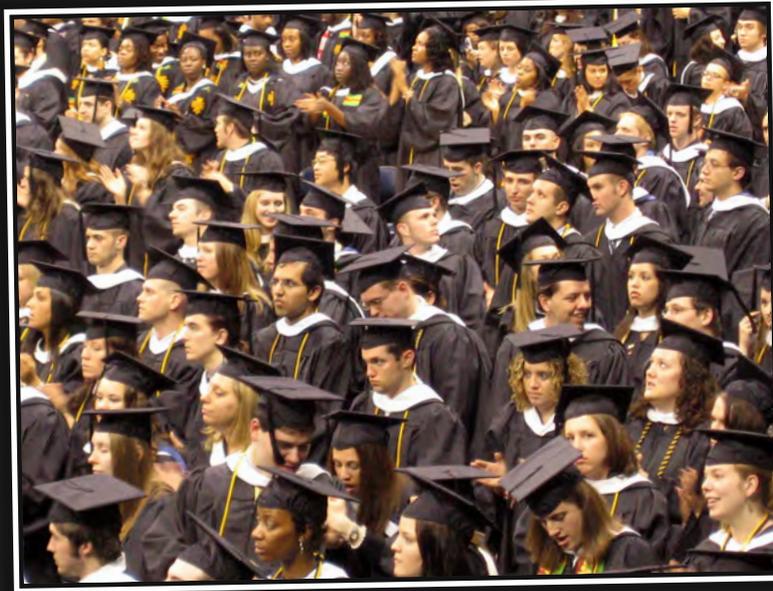


What does this mean
for college students?

It All Comes Down to Learning



- Mindset
- Myelin
- Mastery
- Motivation
- Mentorship

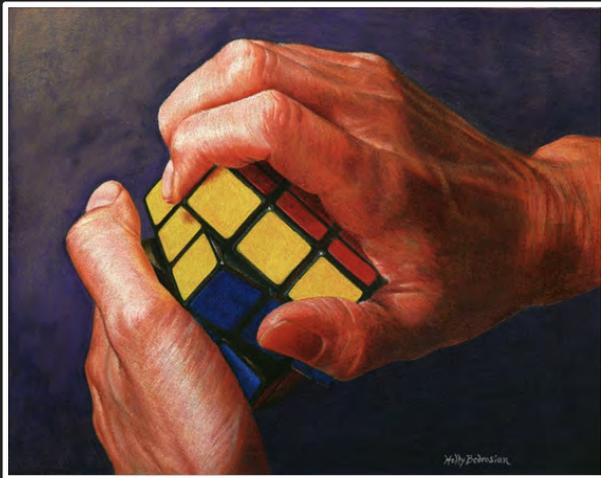


Does the research on
college students
support this?

Research on Mastery

Robbins et al.
2006

Journal of Educational Psychology

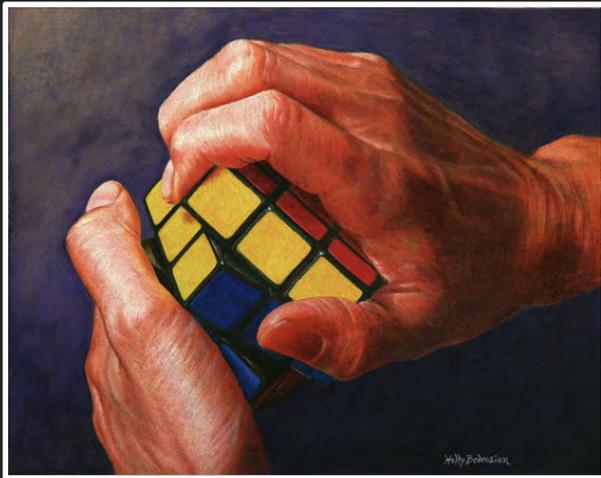


- Sample of 14,000+ students from 48 institutions
- **Academic Discipline** was the best predictor of GPA & retention

“the amount of **effort** a student puts into schoolwork and the degree to which he or she sees himself or herself as **hardworking** and conscientious”

Research on Mastery

Crede et al.
2010
Review of Educational Research



- Meta analysis of 21,000+ students
- **Class Attendance**

“These relationships make _____ a better predictor of college grades **than any other known predictor of academic performance**, including scores on standardized admissions tests such as the SAT, high school GPA, study habits, and study skills.”

Research on Mindset

Sriram, R.
2014

Journal of College Student Retention



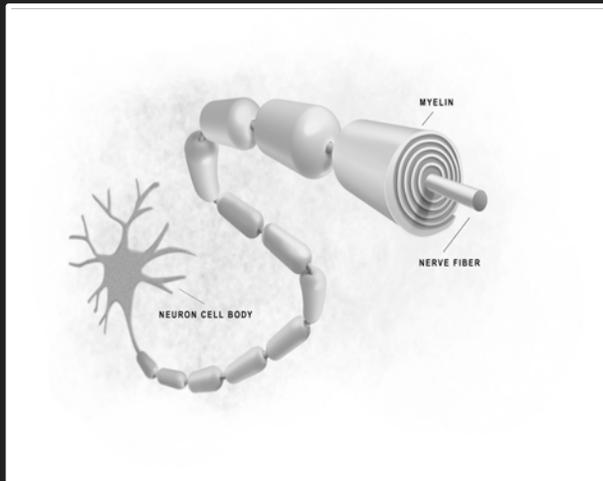
- Teaching high-risk students a growth mindset greatly improves their academic effort

Is what we do and say with our students communicating a growth mindset or a fixed mindset?

Research on Myelin

Jay, M.
2012

*The Defining Decade: Why Your
Twenties Matter*



- Myelination is vital to talent
- Frontal lobe is the last part of the brain to myelinate
- This myelination occurs during the 20s

How can we help our students understand how important the college years are for brain development?

Research on Motivation

Akos & Kretchmar
2017

The Review of Higher Education



- Grit:
 - Passion & Perseverance toward long-term goals
- Difference between a GPA of 3.0 and 3.35

How often do we talk about purpose, calling, or vocation with our students?

How else will they “stomach” what it will cost to become talented?

Research on Mentorship

Crisp & Cruz
2009

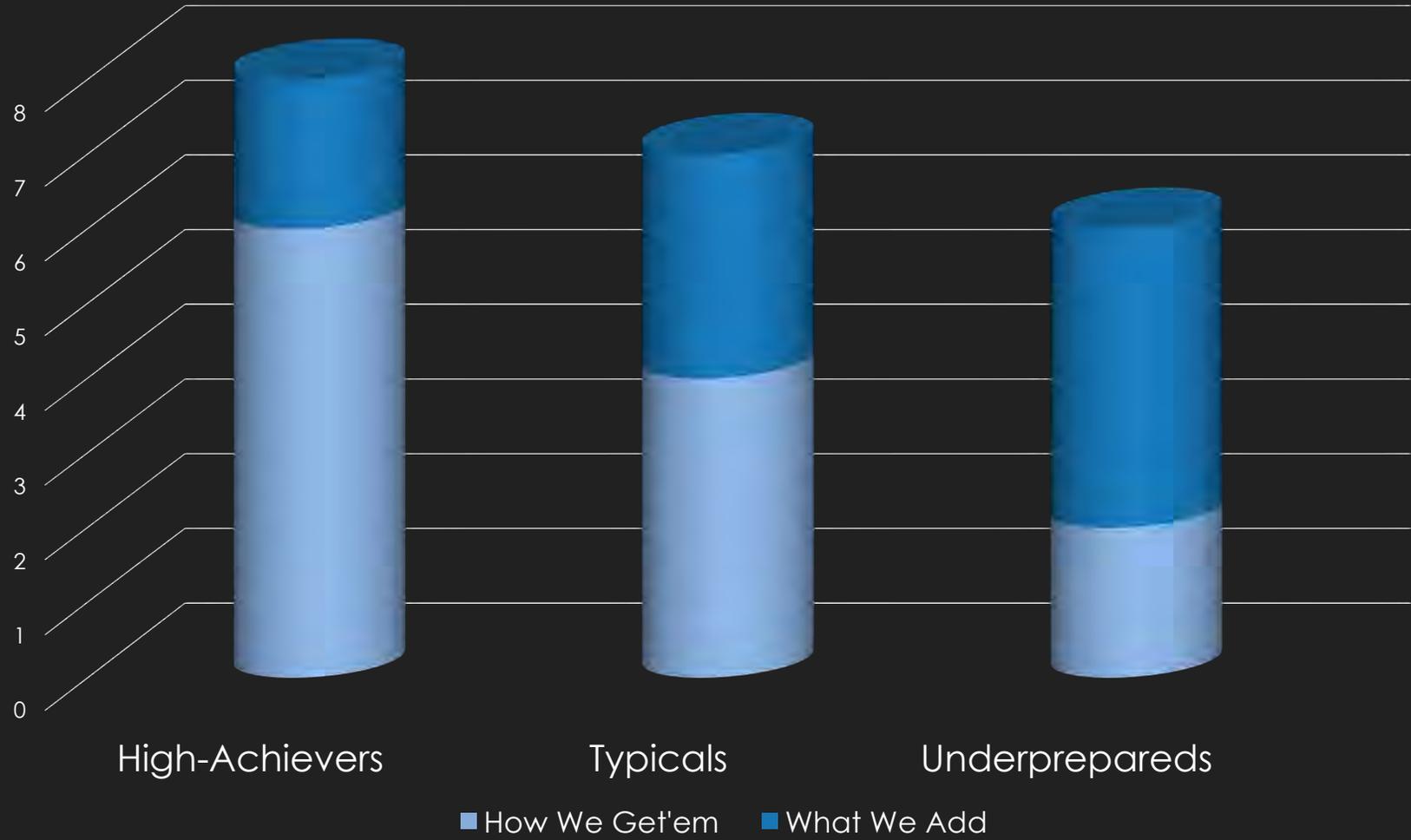
Research in Higher Education



- Meta analysis of mentorship in college
- Increase in retention, graduation rates, and comfort w/ campus
- Especially for first-year Latino students

How do we connect our students with people who will invest in them and provide constant, specific feedback?

The Talent of Our Students



How can you arrange your people, programs, and policies to promote these 5 M's?



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"Our 4,000-plus institutions of higher learning have come to value merely **being** smart more than **developing** smartness!"

It's Time We Change That.



- The belief that abilities can be grown



- The insulation of synapses



- 10,000 hours of difficult practice



- The agency to excel



- Expert teachers