

# Integrating Student Development Theory into Faculty Practice

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# Goals for Our Session Today



- Provide an overview of small private college organizational structure.
- Articulate how Student Development Theory and Student Affairs practice can and should inform faculty teaching.
- Share how a Student Affairs and Academic Affairs partnership can exist and thrive.
- Demonstrate examples of how to format FYE faculty workshops and/ or development opportunities.

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- founded in 1891
  - 4-year undergraduate
  - ELCA
  - liberal arts
  - 91% of students graduate in 4 years
  - 11:1 student/faculty ratio
  - 85% faculty have terminal degrees
  - students from 31 countries
  - 41 religions & thought traditions
  - 9% students of color

# Concordia College at a Glance

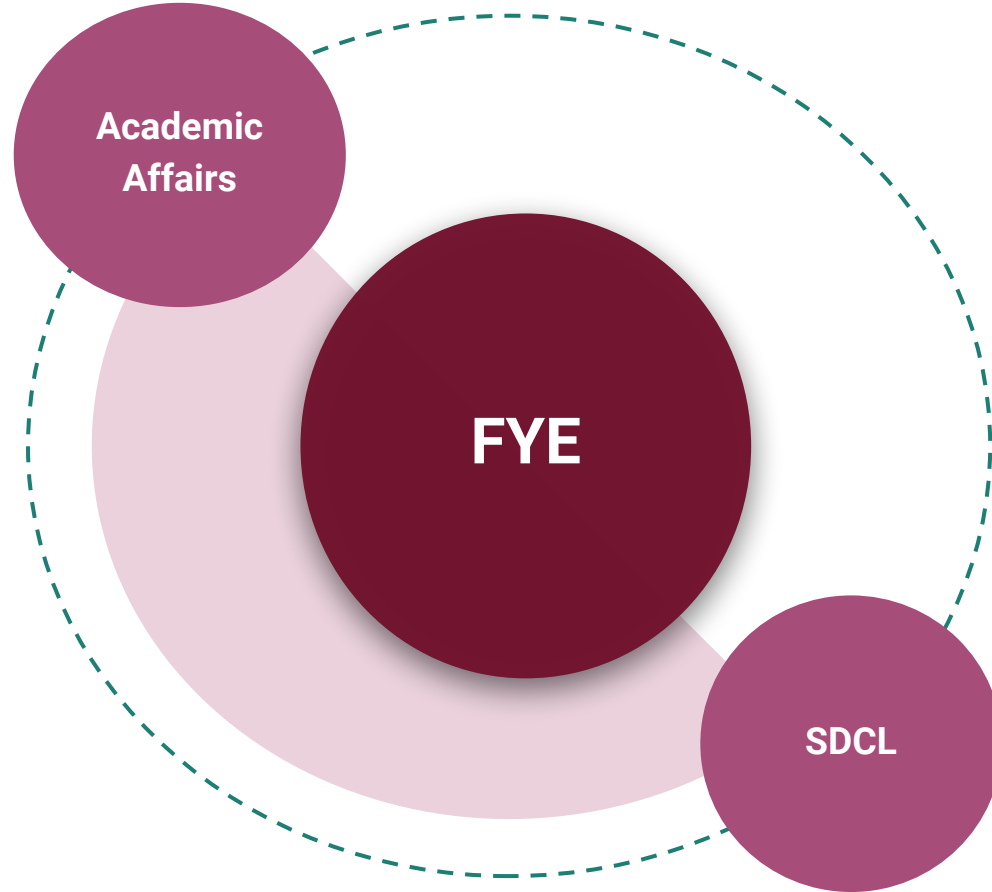


# Concordia's First-Year Experience Program

- 60% of FY students brought in transfer credit in 2018
- 85% retention rate from first to second year
- Inquiry Seminars
- writing & speech
- Orientation
- First-Year Transition (FYT) Labs, Fall '14
- advising model
- residential campus



# FIRST-YEAR EXPERIENCE AT CONCORDIA



# Academic Affairs and Student Development & Campus Life



- 232 faculty members
- 488 staff members
- Perceptions: different priorities, crazy schedules, unfair discrepancies in expectations, “my job is more important than yours”
- Realities: budget-time constraints, shared or complementary priorities, synergy gives us energy

# How Did We Get Here?



Mentoring At-Risk  
Students through  
the Hidden Curriculum  
of Higher Education

Buffy Smith



# “Best Practices for Teaching in the FYE”

A half-day summer workshop including:

1. What students bring to college
2. Relevant student development theory
  - a. Focus on Sanford’s Challenge and Support Theory
  - b. Dr. Laura Rendón Validation Theory
  - c. Touched on Perry’s Intellectual and Ethical Development
3. Misconceptions on info literacy; how to scaffold assignments for research
4. Tips to make syllabi more accessible and supportive of Gen Z; ideas for mini-units on academic integrity, core curriculum, and the liberal arts



**Summer  
Workshop**

**For FYE Faculty. 3 half day workshops.**

**Fall Workshop**

**Recap of Summer & Info for Faculty  
Mentors**

**Assessment**

**Direct & Indirect Data**

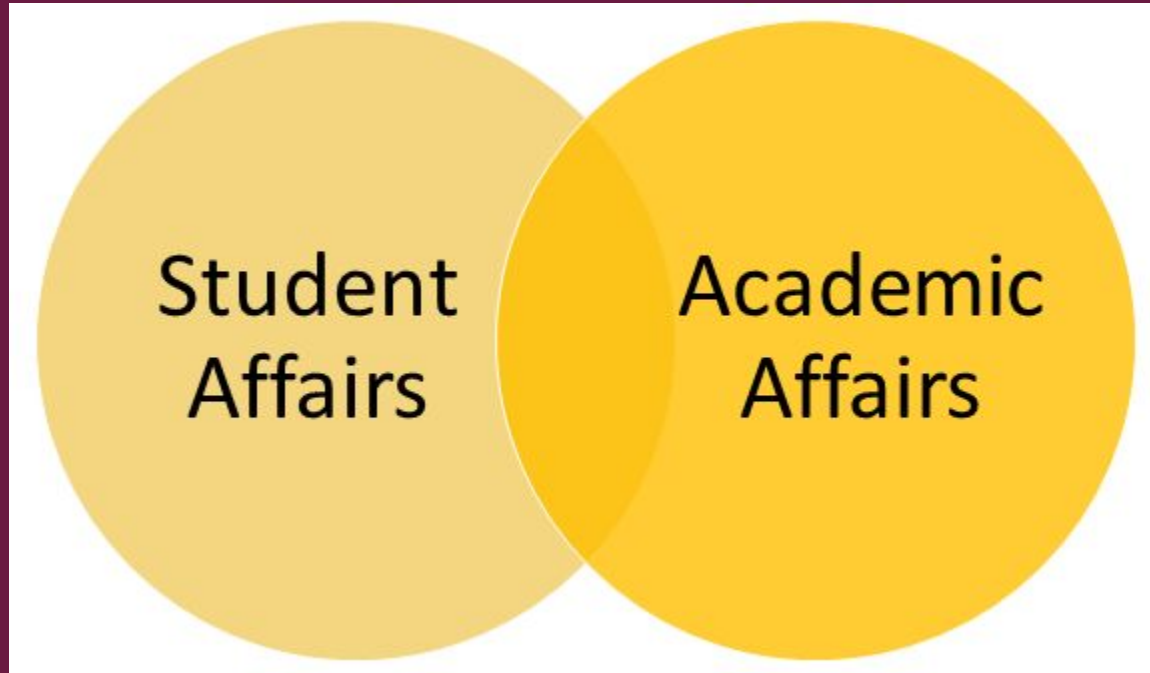
# Goals for Best Practices in FYE Workshop

- Understand shared FYE programmatic goals.
- Discuss who first-year students are today and what they bring.
- Discuss how to aid today's students in their transition from high school to college-level research.
- Generate course materials and ideas to introduce students to the core curriculum, the liberal arts, and academic integrity.

# Our Big-Picture Goals

- Educate FYE faculty about who students are today
- Help foster a classroom and campus environment where all students will thrive
- Ask faculty to acknowledge that content expertise is not enough

# Data





# Our Advice

- Start now
- Keep a learning frame of mind
- Build change from the bottom up
- Do your homework
- Build relationships



# What We're Planning



# Q & A



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Please remember to submit your  
evaluation on Guidebook!

<https://guidebook.com/g/fye19/>