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Salisbury
UNIVERSITY

TRIO
STUDENT SUPPORT SERVICES
AT SALISBURY UNIVERSITY

Salisbury University
Office of Student Affairs
TRIO: Student Support Services
August 4, 2023
Dr. Margaret L. Sebastian, Program Director

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The Salisbury University TRIO Student Support Services Program ("TRIO SSS") is designed to accomplish university and federal legislative purposes to increase retention, persistence, and graduation rates for students who are first generation, low-income, and/or have a disability. While funded through the Department of Education, the program objectives are aligned with university priorities related to access, affordability, diversity and inclusion, and student success.

Nearly 2,900 (or 39%) of SU enrolled domestic undergraduates are potentially eligible. SU's TRIO SSS recruits, screens, selects, and aims to retain 150 participants which is about 5% of eligible students. Participants must be a U.S. citizen, a national, or meet residency requirements for federal student aid; first generation; low income; or have a disability. Participants must also demonstrate academic need based on below average standardized test scores (e.g., ACT composite score), academic probation, and/or receiving grades below a "C" in or a record of withdrawing from general education or major courses. Need for the program is based on persistent performance gaps on critical academic indicators. Three-year averaged institutional research data show that potentially eligible students are performing below their non-eligible peers: lower retention rates (77% compared to 85%), lower graduation rates (59% compared to 69%), and lower grade point averages (-.12 gap). Need for the program is also justified by significant academic, financial, transition and acclimation, and other problems among potentially eligible students such as lack of preparedness for graduate education and limited or no knowledge of workplace competencies or civic responsibilities.

The program design is evidence-based, theoretically anchored, and informed by Vincent Tinto's theory of institutional departure and George Kuh's landmark research on student engagement. Academic, financial, career, and other services offered include assistance with course selection; financial literacy; advising on financial aid options; career development; mentoring; graduate school preparation; an early arrival transition experience; cultural enrichment; and a "Master Class" series addressing personal responsibility, empowerment, resilience, time management, study strategies, and civic responsibility. Supplemental grant aid is offered to engaged students to reduce dependency on loans and increase likelihood for persistence toward graduation.

Program design also includes two federal competitive preference priorities focused on (1) fostering flexible and affordable paths to obtaining knowledge and skills and (2) fostering knowledge and promoting the development of skills that prepare students to be informed, thoughtful, and productive individuals and citizens.

Quantitative and qualitative evaluation methods are used to assess three ambitious but attainable objectives: 85% persistence, 88% academic standing, and 70% graduation. Outcomes are shared with institutional leaders, participants, and governmental agencies and will be used to inform decision-making.

Campus support for the program is far-reaching and includes written commitments from office of the president, provost, vice president of student affairs, admissions, financial aid, institutional research, registrar, graduate studies, career services, counseling center, center for student achievement, the writing center, advising, multicultural student services, college deans, veterans office, disability resource center, and other offices and administrators.

Salisbury University's TRIO Program is under the umbrella of the Department of Education TRIO Programs. The Federal TRIO Programs (TRIO) are Federal outreach and student services programs designed to identify and provide services for individuals from disadvantaged backgrounds. TRIO includes eight programs targeted to serve and assist low-income individuals, first-generation college students, and individuals with disabilities to progress through the academic pipeline from middle school to postbaccalaureate programs. TRIO also includes a training program for directors and staff of TRIO projects. The eight programs are the following:

- Educational Opportunity Centers
- Ronald E. McNair Postbaccalaureate Achievement
- Student Support Services
- Talent Search
- Training Program for Federal TRIO Programs Staff
- Upward Bound
- Upward Bound Math & Science
- Veterans Upward Bound

Regional 4 year, Higher Education Programs (Maryland, Washington D.C., & Delaware)
- Educational Opportunity Center
  - University of Maryland
- McNair Scholars
  - Bowie State University
  - University of Maryland ~ College Park
  - University of Maryland ~ Baltimore County
  - University of Delaware
- Student Support Services
  - **Salisbury University**
  - Frostburg
  - University of Maryland ~ College Park
  - University of Delaware
- Talent Search
  - University of Maryland ~ College Park
  - University of Maryland ~ Baltimore County
  - University of District of Columbia
- Upward Bound
  - University of Maryland ~ Eastern Shore
  - Morgan State University
  - University of Maryland ~ College Park
  - Frostburg State University
  - The University of Maryland ~ Baltimore County
  - University of Delaware
  - University of District of Columbia
  - Howard University
  - George Washington University
- Upward Bound Math & Science
  - Frostburg State University
  - Howard University
  - The University of Maryland ~ Baltimore County
  - University of Delaware
- Veteran's Upward Bound

Some important information about our grant:

- Our fiscal year is September 1 – August 31, each year. This is important because our budget needs do not connect with the university's fiscal year.
  - This also creates a disconnect with submitting annual professional staff contracts and purchasing requests.
- Each program is funded for a five-year timespan, and each year there is a recertification process connected with a federal Annual Performance Report that records the progress of all active and non-active students within six years of service.
  - Annual Performance Reports are usually due between November and February for the previous year. (Example: Submitting the report on February 1, 2023 for 2021 – 2022 year)
- Each year, we are required to submit a Budget and a Budget Summary of all funds, used and unused. All funds are encouraged to be used by the end of the year.
- All students regardless of grade classification should receive at least two of the required services of the grant each year.

Section I: Department Overview

Vision

The SU TRIO Student Support Services Program ("TRIO SSS") will be recognized for exceptional programming, excellent academic success practices, campus-wide partnerships and strong student leadership amongst our participants and student workers.

Mission

To support generations of students on the Eastern Shore at Salisbury University to have a strong foundation for a lifetime of success.

Goals

The goals of our program include the following: (1) foster a culture of student success and high academic expectations; (2) contribute to campus retention, persistence, and graduation; and (3) improve financial and economic literacy of students. These goals focus on serving 150 first generation, low income, and students with disabilities. This is specifically through promoting academic success through the strategic use of resources, increasing student's ability to become independent learners, and increasing retention and graduation rates.

As well, as our three objectives for our grant as approved by the Department of Education

- **Objective 1**: [85%] of all participants served by the SSS Project will persist from one academic year to the beginning of the next academic year or will have earned a bachelor's degree at the grantee institution during the academic year.
- **Objective 2**: [88%] of all enrolled SSS participants being served will meet the performance level required to stay in good academic standing at the grantee institution.
- **Objective 3**: [70%] of new participants served each year will graduate from the grantee institution with a bachelor's degree or equivalent within six years.

We achieved, as our three objectives for our grant as approved by the Department of Education

- **Objective 1**: [93%] of all participants served by the SSS Project will persist from one academic year to the beginning of the next academic year or will have earned a bachelor's degree at the grantee institution during the academic year.
- **Objective 2**: [93%] of all enrolled SSS participants being served will meet the performance level required to stay in good academic standing at the grantee institution.
- **Objective 3**: [53%] of new participants served each year will graduate from the grantee institution with a bachelor's degree or equivalent within six years.

Required Services for the Department of Education

- **Academic Tutoring & Academic Support**: Referral to Math Emporium, Writing Center, and Center for Student Achievement. As well as providing academic support and connection to tutoring if those subjects do not have tutoring available to the student through university resources.
- **Advice and assistance in postsecondary course selection**: Provide academic advice and assistance in course selection for each semester in conjunction with the Academic Advising Center. Providing information to students that help them to graduate within 6 years and connecting their academic course selection to their professional careers.
- **Education and counseling to improve financial and economic literacy**: Provide education and counseling for students to understand their financial future. Focus on connecting students with campus-wide and community resources.
- **Information and assistance in applying and completing Federal Student Aid Application**: Connecting with Financial Aid and providing space for students to complete Federal Student Aid Application. As well, helping students understand financial aid packages, with specific emphasis on understanding grants, scholarships, and loans.
- **Assistance in applying for admission to Graduate School and obtaining Federal Student Aid**: Assisting students with the admissions process for graduate school and applying for paid Assistantships.

Scope of Practice – Services Provided

- **Summer Bridge Pre-Orientation Program** (e.g., Three-day program to assist with specific issues that are displayed by first-generation, low-income, and disabled students who are first-year and incoming transfer students)
- **TRIO Undergraduate Student Worker Programming**:
  - o **TRIO Student Involvement Team**: Student workers are called TRIO Ambassadors and are typically interns from the Social Work Department who serve program participants, provide programming, and create documentation connected with the Annual Performance Report.
  - o **TRIO Communications Team**: Students workers who are funded through Work Study and/or AmeriCorps that provide services associated with program infrastructure, including programming focused on required services, website development, social media content, and recruiting new students.
- **TRIO Academic & Transition Office Hours** (e.g., Assistance with course selection, graduate school preparation, academic coaching, time management, study strategies, transition)
- **TRIO Ambassador Activities** (e.g., Programming focused on required services of the grant)
- **TRIO Partner Spotlights** (e.g., Referral partner departments that connect with graduate school, career readiness, and competitive preference priorities
- **TRIO Future Talks** (Individual one on one mentoring for graduating TRIO students to be better equipped to transition to Graduation Programs at Salisbury University, as well as other institutions.)
  - o **TRIO Graduate School Fridays** (Physical trips to Graduate Schools within a 3 hour radius for programs not offered at SU. Also, a trip dedicated to SU's graduate school.)
- **TRIO Social & Cultural Programs** (e.g., Holiday socials, pre- and post-exam gatherings, end of year events, TRIO Day, First Generation Day)
- **TRIO Master Classes**

- **Financial Master Classes** (e.g., Financial literacy, understanding money management, and financial aid information)
- **Career Master Classes** (e.g., Workplace competencies, assessment inventories, résumé creation and improvement)
- **Enrichment Master Classes** (e.g., Cultural and educational exposure not usually available to students)
- **Master Class Series** (e.g., Resilience, personal empowerment, lifelong success)

Section II: Service Delivery

Students Served (July 1 – June 30 time period)

Enter "N/A" if data are not available for this reporting period.

Undergraduates	Outcomes
Total unique number served (do not include repeat visits)	3,048
Total number of "visits" (includes repeat visits)	3,048
Total number of service contact hours across all service types	3,048
Graduates	**Outcomes**
Total unique number served (do not include repeat visits)	0
Total number of "visits" (includes repeat visits)	0
Total number of service contact hours across all service types	0
Overall	**Outcome**
Total unique number of undergraduates and graduate students served	3,048

Comments:

Our federal grant does not allow us to serve graduate students.

Also, our budget cycle for each year is from August 31, 2022 to August 31, 2023.

Examples of Major Events, Services, Activities, and Initiatives

All programs are targeted and attended by only TRIO Program Participants who actively enrolled at Salisbury University during the 2022 – 2023 school year. The demographics include students who are either first-generation, low-income or have a physical, mental, or learning disability. This also includes non-traditional students and students from satellite campuses including Cecil College, the University System of Maryland at Hagerstown, and University System of Maryland at Southern Maryland. The TRIO Bridge Program students are both first-year traditional students and transfer students. Lastly, our programming was generally geared towards the middle of the week, on the days of Tuesday, Wednesday, and Thursday; with the exception of the Bridge Program.

Category	Events Name	Date	Number Served		Cost Per Participant
			Staff	Students	
TRIO Event	TRIO Bridge Program - Welcome Event	Sunday, August 21, 2022	4	21	$4.76
TRIO Event	TRIO Bridge Program - TRIO Foundations & Basics, Campus Tour	Monday, August 22, 2022	4	21	$4.76
TRIO Event	TRIO Bridge Program - TRIO Partners (e.g., Writing Center, etc.)	Monday, August 22, 2022	4	21	$4.76
TRIO Event	TRIO Bridge Program - Graduate School, Advising Center, etc.	Tuesday, August 23, 2022	4	21	$4.76
TRIO Event	TRIO Bridge Program - Counseling Center, SU Cares, etc.	Tuesday, August 23, 2022	4	21	$4.76
TRIO Event	TRIO Bridge Program - Financial Literacy, Student Accountability & Community Standard, etc.	Wednesday, August 24, 2022	4	21	$4.76
TRIO Event	TRIO Bridge Program - TRIO Ambassadors, AVP Student Affairs, etc.	Wednesday, August 24, 2022	4	21	$4.76
Partner Spotlight	TRIO Partner Spotlight: CSA Overview (VIRTUAL)	Wednesday, September 7, 2022	2	9	$5.56
Master Class	Master Class: Financial Literacy: Budgeting & Managing Debt	Thursday, September 8, 2022	3	5	$15.00
Ambassador Events	TRIO Ambassador Activity: Organization & Time Management	Thursday, September 15, 2022	3	5	$15.00
Master Class	Master Class: Budgeting & Managing Debt w/ Truist (Zoom Session)	Wednesday, September 21, 2022	3	3	$25.00
Master Class	Master Class: Spring 2023 Registration Planning & Preparation (Zoom Session)	Thursday, October 6, 2022	2	2	$25.00

Master Class	Master Class: Spring 2023 Registration Planning & Preparation (Classroom Session)	Wednesday, October 12, 2022	2	8	$6.25
Partner Spotlight	TRIO Partner Spotlight: Financial Aid Overview (Academic Links: SAP, etc.)	Tuesday, October 18, 2022	2	4	$12.50
Ambassador Events	TRIO Ambassador Activity: Stress Management.	Thursday, October 20, 2022	3	7	$10.71
Ambassador Events	TRIO Communications Team Activity: Cyber Security Awareness.	Thursday, October 27, 2022	3	10	$7.50
Ambassador Events	TRIO Ambassador Presentation Activity: Get Involved @ SU.	Tuesday, November 1, 2022	3	6	$12.50
Partner Spotlight	TRIO Partner Spotlight: Career Services Overview (Zoom Session)	Thursday, November 3, 2022	2	6	$8.33
TRIO Events	Celebrating First Generation: Credit Cards & Cocoa	Tuesday, November 8, 2022	4	31	$3.23
Partner Spotlight	TRIO Partner Spotlight: Focus 2 Career Assessment Completion Session (Classroom Session)	Thursday, November 16, 2022	3	2	$37.50
Ambassador Events	TRIO Ambassador Activity: Studying & Test Taking Techniques.	Thursday, November 17, 2022	3	6	$12.50
TRIO Events	Stress-Less Festival & End of the Semester & Student Appreciation Day: TRIO Staff	Tuesday, December 13, 2022	4	21	$4.76

Spring 2022 Semester

Category	Examples of Major Events, Services, Activities, Initiatives	Date	Number Served		Cost Per Participant
			Staff	Students	
Director Spotlight	TRIO Director Feature: I Get Money! Financial Literacy 101	Thursday, February 9, 2023	1	15	$1.67
Partner Spotlight	TRIO Partner Spotlight: DRC Resources	Thursday, February 16, 2023	2	7	$7.14
Ambassador Event	TRIO Ambassador Activity: Dealing with Procrastination	Monday, February 20, 2023	3	7	$10.71
Partner Spotlight	TRIO Partner Spotlight: SU Cares Overview.	Tuesday, February 21, 2023	3	9	$8.33

Category	Examples of Major Events, Services, Activities, Initiatives	Date	Number Served		Cost Per Participant
			Staff	Students	
Master Class	TRIO Master Class: Organizing your World & Graduate School	Thursday, February 23, 2023	3	4	$18.75
TRIO Events	TRIO Grad School Friday: University of Delaware	Friday, February 24, 2023	2	6	$8.33
TRIO Events	TRIO Day 2023 Activities - 1st Generation Student Journey	Tuesday, February 28, 2023	4	10	$10.00
Master Class	TRIO Master Class: Advising Center (Calculating Credit Units	Thursday, March 2, 2023	3	4	$18.75
Director Spotlight	TRIO Directors Feature: Refocus (Catching up When You're Behind)	Thursday, March 9, 2023	1	8	$3.31
Ambassador Event	TRIO Ambassador Activity: Social Media Influence	Tuesday, March 14, 2023	3	3	$25.00
Partner Spotlight	Partner Spotlight: Writing Center (Meeting Professor's Expectations)	Thursday, March 30, 2023	2	2	$25.00
Ambassador Event	TRIO Ambassador Activity: Grad School Preparation/ Planning	Tuesday, April 11, 2023	2	1	$50.00
TRIO Events	TRIO Grad School Friday: Drexel University	Friday, April 28, 2023	2	5	$10.00
Master Class	TRIO Master Class: BEACON	Thursday, April 13, 2023	2	5	$10.00
Special activity/ Trip	TRIO Cultural Trip: Washington DC Tour	Friday, April 14, 2023	3	8	$9.38
Director Spotlight	TRIO Director Feature: Am I in the right major.	Thursday, April 20, 2023	1	15	$1.67
Partner Spotlight	TRIO Partner Spotlight: Fellowship & Scholarships (Study Abroad)	Thursday, April 27, 2023	4	3	$33.33
Director Spotlight	TRIO Director Feature: How to get off- Campus Housing	Wednesday, May 3, 2023	1	15	$1.67
Ambassador Events	TRIO Ambassador Activity – Finals Preparation Tips	Tuesday, May 9, 2023	2	4	$12.50
TRIO Events	TRIO Grad School Friday: Salisbury University & Entrepreneurship Center	Friday, May 12, 2023	2	6	$8.33
TRIO Events	End of the Semester Celebration/ TRIO Acknowledgement Day	Tuesday, May 16, 2023	4	31	$3.23

Section III: Budget Allocations, Expenditures, and Revenue Generation

July 1, 2022 – June 30, 2023 Allocations

Budget Category	Allocation
01 *	
02 *	
03 *	$64,937
Total	**$64,937**

July 1, 2022 – June 30, 2023 Expenditures

Budget Category	Expenditures
01 *	
02 *	
03 *	$64,937
Total	**$64,937**

July 1, 2022 – June 30, 2023 Revenue Generated

Initiatives or Purposes	Revenue Generated
Example: Student Success Grant from Foundation to purchase new laptops as loaners to low-income freshmen.	$12,250.00
TRIO Bridge Program – *Funding used for summer orientation Program*	$550.00
Total	

Comments related to budget decisions, concerns, cuts, reallocations, etc.

The TRIO Program is funded by the Department of Education's Federal Grant, so our yearly budget does not fluctuate. The same amount is allocated each year during the five-year cycle between 2020 - 2025; and is determined by meeting our yearly objectives and having a favorable Department of Education Annual Performance Report. Budget Line 03 represents our program budget that is funded by the Department of Education. *Our budget does not include PIN employees (Budget line 01) and our student employees (Budget line 02) are funded through different departments. Student Affairs covers a yearly cost share amount of $6,600.

*(1) Work Study Students are funded through the Federal Work Study Program at Salisbury University
*(2) Social Work internships and AmeriCorps members are funded through the AmeriCorps Program
*(3) The Graduate Assistant and Bridge Program is funded through the Provost's Office. ($25,000 a year)

Section IV: Collaborations and Partnerships (Internal and External)

Examples of Collaborations and Partnerships	Outcomes and Impact
Example: County Public Schools Guidance Counselors	Resource materials for helping high school students and families discuss mental health before college.
SU AmeriCorps Federal Grant	Partnership that provides 2 - 4 student workers an opportunity to support the mission of TRIO, serving 300 services hours and a yearly stipend of $1,311 to each student
SU BEACON Department	Partnership with department for master classes during school year. B9Educating TRIO participants on how to become a successful entrepreneur and the basic on entrepreneurship.
SU Career Services	Partnership with department for master classes for summer and Bridge Pre-Orientation Program. Facilitated Career Exploration Workshops promoting opportunities to gain experience in their chosen career field.
SU Counseling Center	Partnership with department for Bridge Pre-Orientation Program. Master Classes encouraged TRIO participants to usage free confidential counseling services and understand specific issues with mental help during the pandemic.
SU Disability Resource Center	Partnership with department for master classes, and Bridge Pre-Orientation Program. TRIO participants learned the interactive process of requesting academic accommodations.
SU Federal Work Study; Financial Aid	Department provides 1- 3 student workers an opportunity to support the mission of TRIO, serving 300 hours a year.
SU Library Departments (Center for Student Achievement, Library Services, Math Emporium, & Writing Center)	Collaborating departments that provide services, physical spaces, and resources for TRIO Program.
SU Multicultural Student Services	Partnership with department to provide master classes, presentations during Bridge Pre-Orientation Program, and admissions sessions for incoming students

Section V: A Summary of Achievements Related to Student Affairs Strategic Plan

*The following are examples of ways in which the Unit is assisting Student Affairs achieve its goals. Please use bullet or numerical formatting to provide examples of **significant** outcomes.*

Goal 1: Student Affairs aims to foster safe, accessible and inclusive communities for undergraduate and graduate students.

- TRIO staff and Student Ambassadors used program evaluations to develop or modify the delivery of services or program activities
- The program staff made changes to 3 of the 5 commonly used forms to streamline efficiency in data collection and Student Ambassadors have provided effective suggestions to Summer Bridge to reach more eligible participants
- Each Administrative Staff attended 2 training sessions to improve services delivery and develop new interventions in working with students that have experienced trauma and loss and grief.

Goal 2: Student Affairs aims to educate students for campus, career, and life.

- TRIO Program in conjunction with Career Services and industry experts provided master classes and TRIO Future Talks programming to work with students to prepare resumes, graduate school applications, work applications, and career development.
- In addition, the TRIO program created opportunities for students to engage in intercultural/cross-cultural through international education programs, student abroad and national fellowships department.

Goal 3: Student Affairs aims to embrace innovation.

- TRIO leads the usage of new technology using Microsoft Bookings, Microsoft Teams, Zoom and training people on each of these programs.
- Increased the involvement of students using TRIO My Classes, text messages and use of Zoom for program and academic notifications.
- Set up automatic alerts for students to review posted material Student Access system.
- Using technology weekly to engage with satellite students so they receive the same quality of assistance and support as the home campus.

Goal 4: Student Affairs aims to motivate student affairs professionals to increase effectiveness and efficiency.

- Professional staff members serve on the following committees and organizations
    - Welcome Week Committee
    - New Admit Day and Sea Gull Preview Day Tabling
    - Committee Member, Middle States Commission on Higher Education Accreditation, SU
    - Co-Chair, Scholarship of Teaching and Learning Faculty Learning Committee, SU
    - Committee Member, First Generation Success, SU
    - Committee Member, Financial Awarding, SU
    - Committee Member, 10th President of Salisbury University Search
    - Member, Transformative Community Leadership Series
    - Co-Chair, Student Affairs Strategic Planning & Assessment, SU
    - Advisor, Title IX, Equity and Compliance, SU
    - Committee Member, Homeless & Foster Care Youth, SU
    - Committee Member, Latinx Admissions & Enrollment, SU

- Mentor, African American Knowledge Community, NASPA
- Advisor, Vanity Modeling Club, SU
- Advisor, Caribbean Student Association, SU
- Advisor, Nu Rho Chapter of Delta Sigma Theta Sorority Inc., SU

Section VI: A Summary of Achievements Related to University Strategic Plan

*The following are examples of ways in which the Unit is assisting the University achieve its goals. Please use bullet or numerical formatting to provide examples of **significant** outcomes. Units may cut-and-paste as appropriate from above Section. Do not say, "See above."*

Goal 1: EDUCATE Students for Campus, Career and Life

- TRIO Program in conjunction with Career Services and industry experts provided master classes and TRIO Future Talks programming to work with students to prepare resumes, graduate school applications, work applications, and career development.
- In addition, the TRIO program created opportunities for students to engage in intercultural/cross-cultural through international education programs, student abroad and national fellowships department.

Goal 2: EMBRACE Innovation of the Salisbury University Experience

- TRIO Administrative Assistant created the TRIO Dashboard to track data for the Annual Performance Report.
- TRIO leads the usage of new technology using Microsoft Bookings, Microsoft Teams, Zoom and training people on each of these programs.
- Increased the involvement of students using TRIO My Classes, text messages and use of Zoom for program and academic notifications.
- Set up automatic alerts for students to review posted material Student Access system.
- Using technology weekly to engage with satellite students so they receive the same quality of assistance and support as the home campus.

Goal 3: FOSTER Community

- In addition, the program did monthly birthday acknowledgements to ensure each individual feels accepted and supported.
- TRIO also encourages students to participate in campus activities and include them in the departmental calendar
- We invite offices around the campus to come and take with students about graduate school, being employment ready and how to have their resumes and cover letters reviewed by Career Services.

Goal 4: PROVIDE Appropriate Programs, Spaces, and Resources for All Members of the Campus Community

- The TRIO Program can only serve and use funding for program participants. Therefore, we cannot provide services to students not accepted to the program. To circumvent this issue, we work with student organizations to provide 1-2 workshops and speaking engagements each semester to expose the program services to students around campus.

2022-2023 Goals and Outcomes
July 1, 2022-June 30, 2023

Department Goals	Summative Outcomes
Example: Promote student success through health and wellness initiatives.	▪ *5 health and wellness workshops were offered in partnership with Center for Student Achievement* ▪ *1,257 unique students attended 5 health and wellness workshops* ▪ *83% of students who attended the 5 health and wellness workshops indicated the sessions contributed to their academic success*
150 Program Participants should experience a program service and be referred to campus resources.	150 Program Participants have experienced a program service and have been referred to campus resources.
66% of Eligible Program Participants should be First-Generation and Low-Income.	75% of Eligible Program Participants are First-Generation and Low-Income.
85% of all participants served by the TRIO Program will persist from one academic year to the beginning of the next academic year or will have earned a bachelor's degree at the grantee institution during the academic year.	92% of all participants served by the TRIO Program have persisted from one academic year to the beginning of the next academic year or will have earned a bachelor's degree at the grantee institution during the academic year.
88% of all enrolled SSS Participants being served will meet the performance level required to stay in good academic standing at the grantee institution.	94% of all enrolled SSS Participants being served have met the performance level required to stay in good academic standing at the grantee institution.
70% of new participants served each year will graduate from the grantee institution with a bachelor's degree or equivalent within six years.	79% of new participants served each year have graduated from the grantee institution with a bachelor's degree or equivalent within six years.
	TRIO Program, Participants & Staff highlighted in media releases TRIO Participant: Danitza Verano Roman https://www.salisbury.edu/news/article/2022-12-15-A-Warm-Community-Gives-Danitza-the-Power-to-Seize-Tomorrow TRIP Program Spotlight: https://www.salisbury.edu/news/article/2022-12-8-SU-Academic-Centers-Help-First-Year-Students-Bridge-COVID-19-Education-Gap TRIO Program Spotlight: https://www.salisbury.edu/news/article/2023-2-27-SU-Celebrates-National-TRIO-Day-of-Recognition TRIO Student Worker Andrew Wilson: https://www.salisbury.edu/news/article/2023-2-27-SU-Students-Share-

	Research-with-Maryland-Governor-and-Legislators-at-Posters-on-the-Bay TRIO Participants: Danitza Verano Roman & Nanayaa Boaten: https://www.salisbury.edu/news/article/2023-3-2-Twelve-from-SU-Named-2023-24-Fulbright-Student-Semifinalists TRIO Participants: Adaora Lee & Nkemdilim Emeagwali: https://www.salisbury.edu/news/article/2023-4-10-SU-Students-See-Public-Policy-in-Action-During-General-Assembly-Visit TRIO Participant: Nadeem Boggerty: https://www.salisbury.edu/news/article/2023-5-19-SUs-Boggerty-Earns-40000-Graduate-Assistantship-at-James-Madison-University TRIO Professional Staff: Phil Brunecz: https://www.salisbury.edu/news/article/2023-8-22-SUs-Brunecz-Church-Earn-USM-Regents-Staff-Awards
	Students involved in Organizations **Professional Development for Staff** Mental Health First Aid Training – Dr. Margaret Sebastian, Priority 1 – 6 Training – Phillip Brunecz, Jr. & Wasiu Badmus NASPA First Generation Conference – All Staff

Student Learning Outcomes
July 1, 2022-June 30, 2023

Student Learning Outcomes	Mapped to University SLOs	Mapped to Division's SLOs	Evidence of Learning
Example: Sophomores participating in the Sophomore Year seminar will be able to explain University policy for changing a major.			▪ *75% of participants were able to explain policy for changing a major as evident on post-evaluation compared to pre-test results.*
Example: 70% of seniors participating in the résumé development series will be able to identify at least four strategies for writing a successful résumé.			▪ *80% of participants were able to identify four strategies for writing a successful résumé as evident on written exit interview.*
50% of Program Participants with a GPA below 2.5 will meet with the Academic Success Coach or Graduate Assistant to increase the likelihood they will persist.			75% of Program Participants with a GPA below 2.5 were able to meet with the Academic Success Coach or Graduate Assistant to increase the likelihood they will persist.
40% of Program Participants who are Juniors and Seniors will have a TRIO Future Talk with Program Staff to discuss career preparation and/or graduate school admissions.			55% of Program Participants who are Juniors and Seniors had a TRIO Future Talk with Program Staff to discuss career preparation and/or graduate school admissions.
50% of Program Participants will participate in master classes or meetings with program professional staff and student staff.			72% of Program Participants participated in master classes or meetings with program professional staff and student staff.

The following goals are intended to be ambitious but attainable. Each goal should be linked to measurable outcomes and is consistent with strategic priorities, Student Affairs' goals and expectations, and the University's strategic plan. **Three to five goals are recommended. Please use new University Strategic Plan 2020-2025 goals for this section.**

Department Goal or Objective	Map to University Strategic Plan 2020-2025 Goals	Map to SA Strategic Goals (TBD)	Examples of Assessment Metrics that will be Used
Example: Implement new living-learning communities focused on diversity and inclusion.	*Goal 1 Initiative 2*		▪ *Number of living-learning communities created.* ▪ *Number of students completing housing contracts for the new LLCs.*
Example: Ensure that 70% of academic probation students participate in at least two sessions on successful study habits.	*Goal 4 Initiative 2*		▪ *Number and percent of academic probation students participating in at least two academic sessions.*
Provide programming to support and collaborate with academic programs and student affairs departments.	Goal 1 Objective 2		Department of Education, Annual Performance Report ==Interim Performance Report==
Achieve the new grant goals for retention, persistence, and graduation. ○ **Objective 1**: 85% of all participants served by the SSS Project will persist from one academic year to the beginning of the next academic year or will have earned a bachelor's degree at the grantee institution during the academic year. ○ **Objective 2**: 88% of all enrolled SSS participants being served will meet the performance level required to stay in good academic standing at the grantee institution. ○ **Objective 3**: 70% of new participants served each year will graduate from the grantee institution with a bachelor's degree or equivalent within six years.	Goal 1 Objective 3		Department of Education, Annual Performance Report ==Interim Performance Report==
Provide 'master classes' that focus on academics, cultural development, transition and acclimation to college,	Goal 1 Objective 3		==Department of Education, Annual Performance Report Interim Performance Report==

financial and economic literacy, graduate school, and career exploration.			