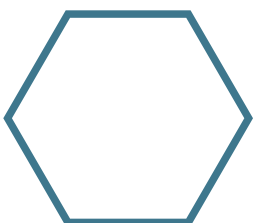


2022-23 PATHWAYS CENTER REPORT



PREPARED BY
Sarah Bell

PATHWAYS CENTER

WHAT'S INCLUDED?

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ACT 101

"The PA Act 101 (Act 101) Program is a state-funded program which allocates funds to Pennsylvania postsecondary institutions that operate an approved Act 101 program. The funds support services to academically and financially disadvantaged students to assist them in successfully completing postsecondary study" (PHEAA, 2023).

STUDENTS SERVED

49 total students (2022-23)

- 18 returning students
- 31 new students

More details outlined at right.

ACT 101 COUNSELORS

Pathways Center

- Sarah Bell (Act 101 Program Director)
- Brian Carr
- Sarah Feldberg
- Jaime Stanny

Counseling Center

- Jane Owen
- Nathan Altman
- Blake Costalupes (Fall Only)
- Mary Hamilla
- Chaley Knight

ADVISORY BOARD

Faculty: Tracy Dohn Cummins,
Marissa Mendoza

Alumnae: Maura Fenske, Kelsey Sprowls

Staff: Avery White, Melinda Rush

Community Member: Alexa Baily

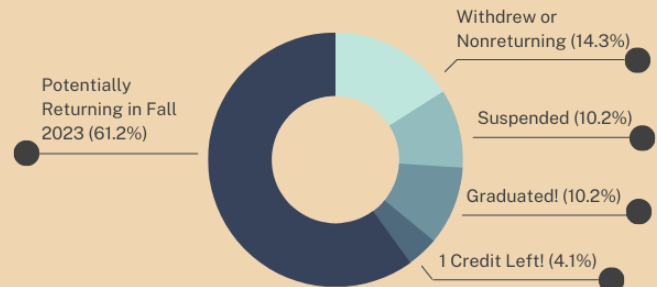
2022-2023

Act 101 Program

The Act 101 Education Enrichment Program (EEP) at Waynesburg University is designed to equip under-prepared and economically disadvantaged students to succeed in higher education.

ONE

Student Snapshot (End of 2022-2023 Academic Year)



TWO

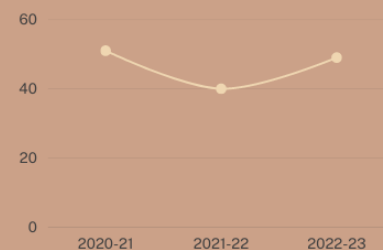
49 of 49 students connected with at least 1 program component



100%
CONNECTED

THREE

Number of students served (year over year)



FOUR

Two of the most prominent Act 101 program components are the completion of the contract and the student-counselor connection.

84% Contract Completion

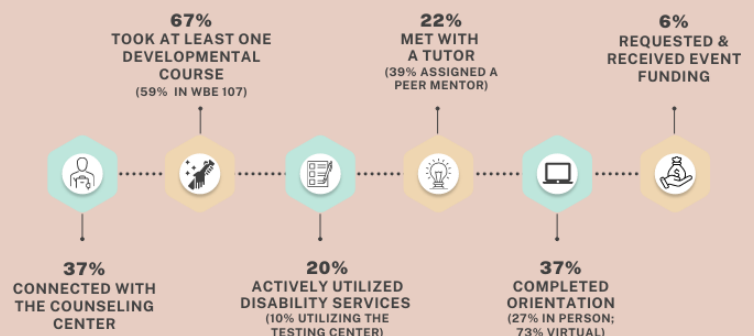


80% Connected with EEP Counselor



FIVE

Outside of one-one-one advising meetings with an EEP Counselor, students engaged in the Act 101 Program by participating in orientation and events, utilizing Pathways Center services, and connecting with the Counseling Center.



163 Total Direct Contact Points

88% Received one or more MUM referrals

CAREER DEVELOPMENT

EVENTS HOSTED

Fall 2022

Criminal Justice Job & Internship Fair (154 Student Attendees, 50 Employee Participants)

Healthcare Career Fair (62 Attendees, 34 Employee Participants)

- Hosted in Partnership with PA CareerLink Greene County
- Open to Greene County Career & Technology Center LPN Students

WestPACS Virtual Career & Graduate School Fair (Hosted in Monroeville)

Accounting & Finance Consortium Luncheon & Interview Day (Virtual)

Workshops: Interview Preparation, Improving Your Resume, Do I Even Need a LinkedIn?

- Hosted in Partnership with Student Activities Board

Spring 2023

All-Majors Career Fair (103 Student Attendees , 56 Employee Participants)

WestPACS Career & Graduate School Fair (Hosted Virtually on Handshake)

PERC Education Career Fair (Hosted in Monroeville)

Dress for Success Mobile Event (43 Student Participants)

Programs: Interview Preparation, Resume & LinkedIn Basics, Mock Interview Day

- Hosted as a part of the Purpose & Leadership Academy

ALUMNI CAREER SURVEY

Class of 2021

- 83% response rate
- 98% of graduates were employed or in graduate school
 - 91% employed
 - 22% in graduate school
 - 7% higher than the average reported over the last 10 years
- Programs with the Highest Response Rate:
 - Undergraduate
 - Chemistry & Forensic Science (100%)
 - Education (100%)
 - English (100%)
 - Graduate
 - Athletic Training (100%)

Class of 2022 Data Collection in Progress

CAREER CONNECTIONS

76 local employers participating

27% increase increase in registration

HANDSHAKE

Connected with 5,392 employers

2,276 new employers (2022-23)

304 student applications (2022-23)

MEMBERSHIPS

National Career Development Association
National Association of Colleges & Employers
Pittsburgh Education Recruiting Consortium
Accounting & Finance Consortium
WestPACS
Business Services Team (PA CareerLink)

CAREER CLOSET



UNIVERSITY ESTABLISHES ON-CAMPUS CAREER CLOSET

“The goal of the Career Closet is to make sure all students have equitable access to professional clothing for interviews, class presentations, student teaching and more,” said Sarah Bell, assistant director of the Pathways Center. “My hope is that students will feel more confident as they enter the workforce as a result of this initiative.”

Located in Eberly Library, the Career Closet will provide free professional clothing and career development materials for University students needing professional additions to their wardrobes. Students are able to either rent or keep these items to suit their individual needs. This initiative was launched in partnership with Waynesburg University's Diversity & Belonging Team.

[Click here to read the full story.](#)

DISABILITY SERVICES (DSO)

ACADEMIC ACCOMMODATIONS ARRANGED

Fall 2022: 34 unique students (39 total requests)**

Spring 2023: 19 unique students (11 first-time students; 8 adjusted existing accommodations)

** Difference in number of unique students and total accommodations arranged reflects students who received some form of accommodation during FA 22 but requested adjustment to existing accommodations or new accommodations, generally with submission of new or more comprehensive documentation.

TEMPORARY OR PROVISIONAL ACCOMMODATIONS ARRANGED

Fall 2022: 19 unique students (30 total requests)***

Spring 2023: 14 unique students (26 total requests)***

***Difference in unique students and total temporary accommodations arranged reflects students who were granted temporary accommodations that required adjustment or extension during the semester (due to prolonged symptoms, updated medical information, etc.).

APPROVED HOUSING/DINING ACCOMMODATIONS

Fall 2022: 22 unique students (22 total requests)

Spring 2023: 16 unique students, 14 approved (8 registered with the DSO for the first time; 8 requested adjustment or addition)

TOTAL DSO CASELOAD

Fall 2022: 146

- 70 academic
- 33 housing/dining
- 24 both of above
- 19 temporary

28% increase since Fall 2021

Spring 2023: 149

- 70 academic
- 42 housing/dining
- 23 both of above
- 14 temporary

NEW HIRES!



FROM LEFT TO RIGHT, SARAH FELDBERG, MELINDA RUSH, AND HEATHER FARABEE WERE ALL NEW MEMBERS OF THE PATHWAYS: DISABILITY SERVICES TEAM THIS YEAR.

DSO EXAMS PROCTORED

Fall 2022: 451

Spring 2023: 459

DSO COORDINATOR: STUDENT CONTACT

Fall 2022: 191 appointments

Spring 2023: 178 appointments

TOTAL REQUESTS PROCESSED

Fall 2022: 91

Spring 2023: 49

GROWTH COACHING

OVERVIEW

A pilot Growth Coach program was launched in the Fall 2022 semester. Through this program, students who both demonstrated academic need and were in academic programs where individual faculty have high advising caseloads were assigned a "growth coach" (faculty or staff member) to mentor them throughout the course of a semester.

STUDENTS SERVED

Total Students in Program: 35

- Number who met with their assigned Growth Coach: 24
 - Number who planned to continue meeting in Spring 2023: 17

FEEDBACK FROM GROWTH COACHES

On a Scale of 1 to 5, with 1 being "Completely Disagree" and 5 being "Completely Agree," growth coaches said:

- I believe this program is effective: 3.25
- It was worthwhile to connect with students through this program: 3.75
- I am likely to continue to serve as a growth coach: 3.3
- I would recommend that Waynesburg continues to offer this program: 3.87
- I understood how to use MUM (documentation): 4.56
- I found it easy to document student interactions: 3.6



GROWTH COACH EXPECTATIONS

- You will be linked with your assigned student(s) in the MUM system. As a result, you may be forwarded some referrals as FYIs. If a referral is received, you can reach out to the student to discuss the concern.
- Meet with assigned students once per month
- Document meetings in MUM
 - Go to "MUM" > Search Student's Name > Click "Record Note" on Lefthand Side > Select "Growth Coaching" as Care Area > Record Notes!
- Establish a relationship with the student; this will help students open up
- Be proactive in reaching out to students to schedule meetings; if they do not respond, document that in MUM, as well.
- Refer students when appropriate (see "Resources & Referrals" section/use MUM!)

FOCUS OF INITIAL MEETINGS

- Relationship Building
 - Who are they? Where are they from? What do they like? What interests them?
- Major Considerations & Course Concerns
 - What made you select the major you have initially chosen?
 - Any course concerns?
 - Any other questions or concerns you have at this point?
- Topics to Discuss
 - Time Management
 - Tracking Academic Progress of Courses
 - Balancing Academics, Athletics, & Activities (as appropriate)
 - Transition to College
 - The Importance of Checking Emails/Communicating Efficiently.
 - The Specific Needs of the Student (Adjust meetings accordingly)
 - Resources linked on the [Pathways Center Page](http://www.waynesburg.edu/pathways-center) (www.waynesburg.edu/pathways-center): Learning Strategies, Lecture Listening, Note-Taking Tools, Test Prep, and More

RESOURCES & REFERRALS

- [Pathways Center](#): Academic Support, Tutoring, Career Development, Study Abroad, Disability Services, Peer Mentoring, On-Campus Employment Program, Vocation Exploration
- [Focus2Career](#): Career, Handshake, and Career Development & Professional Skills Course Available
- [Counseling Center](#): Academic, Career, and Personal Counseling
- [Campus Ministry](#): Faith-Based Services and Support
- [Eberly Library](#): Literary Resources
- [Writing Center](#): Support with Writing, English Courses, Etc.
- [Health Services](#): Healthcare, COVID-19 Reporting, Etc.
- [Student Development](#): Residence Life, Student Activities, Etc.
- [Registrar's Office](#): Withdrawing from a Course (form on myConnect)
 - Note: The drop/add period is over, but students can still withdraw from classes up until the withdraw deadline. Academic advisors must be consulted if this comes up.

GROWTH COACH SUPPORT

- Contact Brian Carr (bcarr@waynesburg.edu) and Sarah Bell (sbell@waynesburg.edu) if you need support throughout the academic year.

SNAPSHOT: GROWTH COACHES

Total Number of Growth Coaches: 16

- Athletics: 14
 - Coaches: 10
 - Staff: 4
- Pathways Center Staff: 2

Average Number of Students Per Growth Coach: 2
(Assignments ranged from 1 to 4 students per coach)

MAJOR AREAS OF FOCUS

- Biology, Environmental Science, and Athletic Training
- Business Administration

INTERNSHIPS & WORK STUDY

INTERNSHIP OVERVIEW

Summer, Fall, & Spring

138 Internship Applications

- 133 Completed For Credit (96.4%)
- 2 Students Chose Not To Move Forward with Internship
- 3 Applications Voided (Student did not submit documents)

559

NUMBER OF STUDENTS WHO QUALIFIED FOR FEDERAL WORK STUDY DURING THE 2022-23 ACADEMIC YEAR

INTERNSHIP SITES

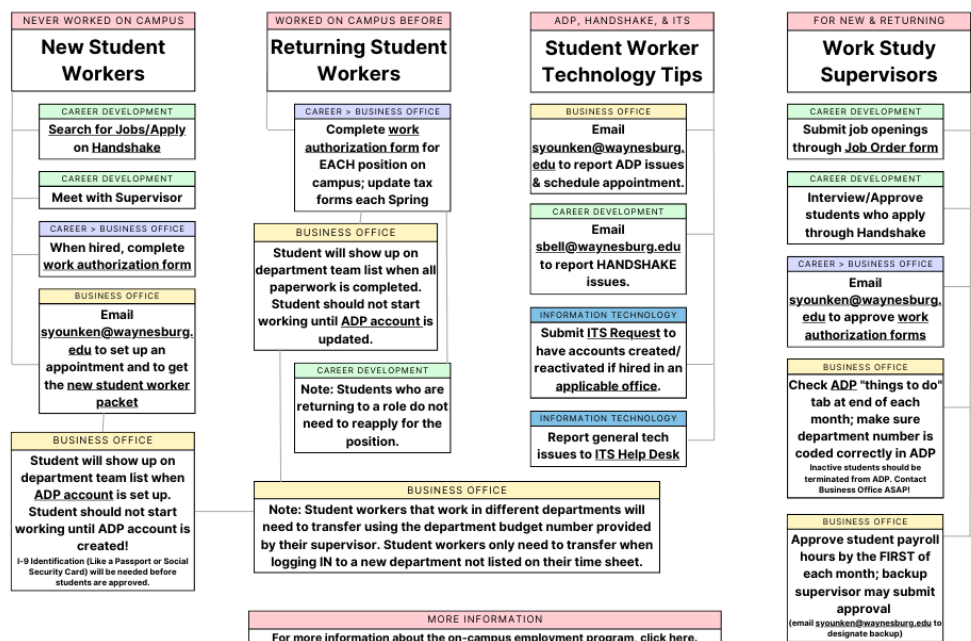
- CASA - Beginnings
- Washington Wild Things
- Sherwin-Williams
- Big Brothers, Big Sisters
- Bethel Park Police
- Therapeutic Healing Services
- Wilson Accounting Group
- Africa Inland Mission
- Southwood Hospital
- Institute of Marine Mammal Studies
- Carter's Corporate
- Domestic Violence Services
- Federal Bureau of Investigation
- Kennywood
- Intermediate Unit 1
- Disney Parks Program
- First Federal of Greene County
- ... and More!

WORK STUDY BY THE NUMBERS

- Fall 2022: 256 students hired (101 new; 155 returning)
- Spring 2023: 204 students hired (35 new; 169 returning)

PROGRAM UPDATES

The on-campus employment program was formalized with details published at waynesburg.edu/campus-employment-program-students



MENTORING & MUM

STUDENTS RECEIVING MENTORING

Fall 2022

- 19 students

Spring 2023

- 46 students

MENTORING STUDENTS RETAINED

After the fall semester, 14/19 enrolled in the Spring (74%).
After the Spring Semester, 30/46 were enrolled for the Fall,
as of June 2023 (65%).

FACULTY/STAFF SERVING AS MENTORS

Fall 2022

- 15

Spring 2023

- 31

1,797

**NUMBER OF
MUM
REFERRALS
HANDLED
DURING
THE 2022-23
ACADEMIC
YEAR.**

- Referrals by Care Area
 - 65% Tutor Referral
 - 29% Counseling
 - 5% Tutoring
 - 2% Academic Mentoring
- Highest Referral Period:
Between February & March

PEER MENTORING OVERVIEW

Students Served: 28
Peer Mentors: 15

100% of survey respondents indicated that they believe the peer mentor program should continue at WU (and be expanded)

FEEDBACK ON PEER MENTORING

Students who participated in the Pilot Peer Mentoring Program during the Fall 2022 semester shared:

- "This program helped to fill in the blanks on questions such as tips for studying as well as for helping in the selection of classes. For me my mentor really helped me in the Fiat Lux portion they showed me the necessary things to get around canvas and other uni apps that we did not learn in class."
- "I go more to professors as my peers. But I ended up making a friend from the program."
- "I feel like those who are struggling or having a hard time adjusting should have a support system and be able get the help to advice they need to succeed."

STUDY ABROAD & AWAY

Leith, Erhard, Belknap, and Stratton (Left to Right) in Washington D.C. for TWC's Inside Washington Seminar



TWC PROGRAM

January Seminar:

Inside Washington

Zoe Belknap, Psychology & Sociology

Ethan Erhard, Political Science

Micah Leith, Communication

Faculty Leader: Dr. Larry Stratton

May Seminar:

National Security

Lana Jordan, Forensic Investigation

IN THEIR WORDS

LANA JORDAN: SOPHOMORE SHARES EXPERIENCES FROM SEMESTER IN SPAIN ([LINK](#))

ELLIOTT KIMBALL: SENIOR REFLECTS ON STUDYING ABROAD IN OXFORD ([LINK](#))

2022-23 INTERNATIONAL TRAVELERS

Lana Jordan, Forensic Investigation (Spain, 2022)

Shaina Stants, Psychology (Spain, 2022)

Elliott Kimball, Political Science (England, 2023)

NEW PROGRAM

Spring 2023

SIT Study Abroad



Photo Submitted by Elliott Kimball

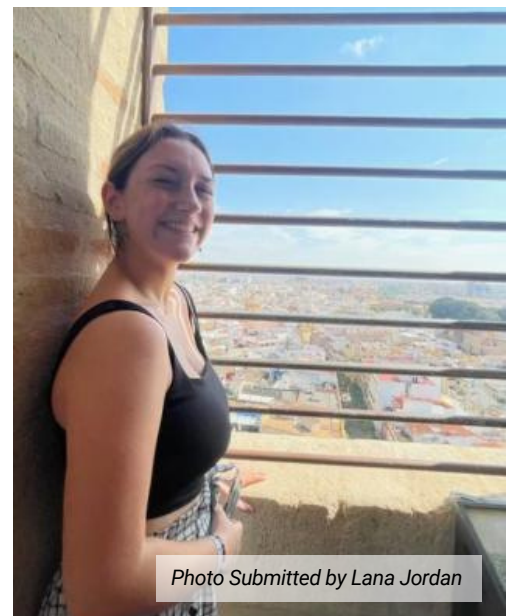


Photo Submitted by Lana Jordan

TUTORING SERVICES

TUTORING RECEIVED

Fall 2022

- 243 reported sessions

Spring 2023

- 316 reported sessions

CLASSES WITH A TUTOR

Fall 2022

- 47 classes had at least 1 tutor

Spring 2023

- 51 classes had at least 1 tutor

STUDY TABLES OFFERED

Fall 2022

- NUR 426 Study Table & Men's Soccer Study Sessions

Spring 2023

- NUR 426 Study Table & Men's Soccer Study Sessions

MIDTERM CHECK INS

Students who received a D or F for a course on their midterm report were contacted for academic support or referred to tutoring.

Fall 2022

- 265 students on the D/F Report List (453 total reports)
 - 232 were contacted or referred to tutoring for their course(s) (accounts for 354 referrals)
 - 86 involved courses not eligible for tutoring (ART, MUS, WBE, SLR, ENG, 400-Levels)

Spring 2023

- 218 students on the D/F Report List (360 total reports)
 - 63 were referred to tutoring for the course(s) they had a D or F in (accounts for 185 referrals)
 - 79 in courses that are not eligible for tutoring (ART, MUS, WBE, SLR, LSK, ENG, 400-Levels)

PEER TUTORS HIRED

Fall 2022

- 29 Tutors Hired
 - 15 recommended to cover more than one class

Spring 2023

- 24 Tutors Hired
 - 16 recommended to cover more than one class

ACADEMIC MAJORS WITH MOST REQUESTED APPOINTMENTS

Fall 2022

- Nursing, Mathematics Chemistry

Spring 2023

- Biology, Mathematics, Chemistry

COLLABORATION & COMMITTEES

CONFERENCES

- PA Chapter of the National Organization for Student Success Conference, Lancaster, PA
 - Received \$500 Scholarship for a Waynesburg University student
- American Counseling Association Conference, Toronto, Canada
- Handshake Access, Virtual

575+

SCHEDULES CREATED FOR
FIRST-YEAR STUDENTS (2022-23)

SAP POLICY CHANGES

Pathways Center leadership was part of the initiative that led to the Academic Standards Committee's revised SAP policy for undergraduate students pursuing Bachelor's degrees.

- Revised policy approved by GPS Committee
- Different SAP policy formulated for Associate's Degree students

COMMUNITY EVENTS

- Greene County Career Day: Hosted all of the 6th Graders in Greene County on Campus
- Resume Workshop: Presented to Seniors at Carmichaels Area School District
- Employer Appreciation Breakfast: Hosted in Partnership with PA CareerLink Greene County's Business Service Team

RETENTION DATA

In the Spring of 2022, under the direction of the Provost, WU began a collection of data across multiple divisions on students who matriculated in Fall 2021, but did not return in the Spring of 2022. Below is an analysis of that data on the 52 non-returning students in an effort to identify statistically significant variables that could help drive student success efforts. Findings:

- Lower retention rates for African American students, commuting students, transfer students, and students not linked to groups/athletics/campus activities
- Higher retention for out-of-state students
- Lower retention rates for non-Caucasian females vs. male counterparts (the converse is true in overall and Caucasian numbers)
- Helped identify populations (e.g. commuters) used in piloted success efforts (e.g. growth coaching, peer mentoring, summer programming, commuter club, etc.)

Fall-to-fall retention increased <0.5%

COMMITTEE WORK

Curriculum Committee
Academic Standards Committee
General Education Committee
Enrollment Management Committee
Department Chairs Meetings
Staff Development Committee

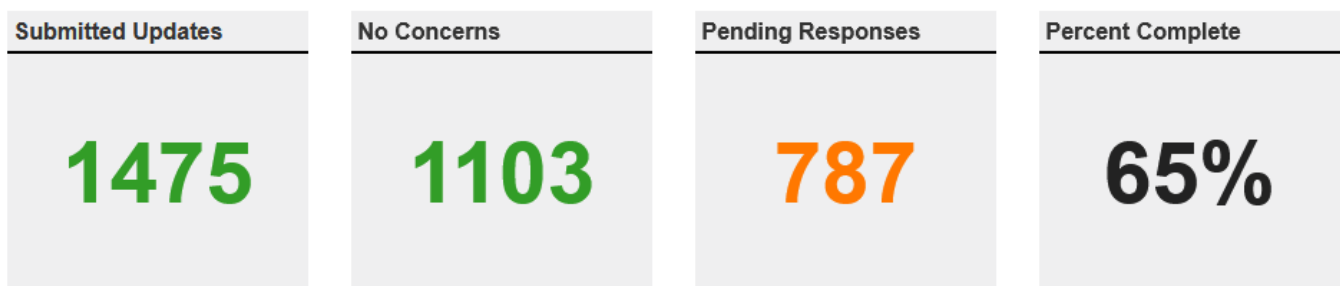
STOPLIGHT SURVEY

OVERVIEW

A New Student Survey (or "Stoplight Survey") was distributed to faculty across campus in the Fall 2022 semester to identify students of concern. The "Stoplight" included three designations: Red for students of concern; yellow for students with some concern; and green for "no concerns."

FA22 - NEW STUDENT SURVEY

Care Area: Surveys
Form: Stoplight Survey



COMPLETED SURVEY DATA

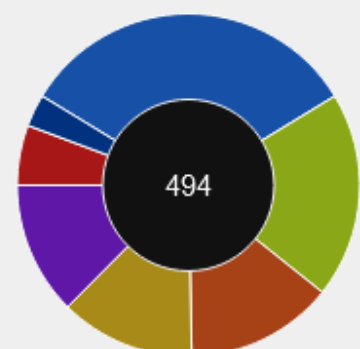
- Of the "completed" surveys, not counting the "no concerns" (GREEN) group:
 - 143 (39%) were "RED"
 - 83 unique students
 - 142 (38%) were "YELLOW"
 - 98 unique students
- Overall number of unique students with either a red or yellow designation: 144

PERCEIVED BARRIERS

In addition to identifying students of concern, this survey asked respondents to consider what barriers they believed were impacting student success:

Perceived barriers to academic success

- 33% Exam/Quiz Grades
- 19% Absences
- 14% Organization/Meeting...
- 13% Perceived Lack of Ef...
- 13% Attention in class
- 6% Writing Skills
- 3% Current Choice of Ma...



PATHWAYS CENTER STAFF 2022-23

BRIAN CARR

Pathways Center Director



SARAH BELL

Assistant Director of the Pathways Center



SARAH FELDBERG

Coordinator of Disability Services



JAIME STANNY

Academic Support Specialist



HEATHER FARABEE

Secretary (April 2023 to Present)



MELINDA RUSH ..

Secretary (August 2022 to April 2023)

Transitioned to role in Student Development





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