Strengths Impact Model

Student Characteristics
- Descriptors that do not change (e.g. demographics)
- Factors in making college choice
- Expectations about college experience
- High school involvement
- Factors in making other decisions (i.e. living on-campus)

Strengths Engagement
- Intervention in environment
- Impact
- Involvement with
- Enthusiasm for

Scales/Measures
- Academic self-efficacy
- Engagement (social, academic, civic)
- Appreciation of diversity/difference
- Sense of belonging
- Hope

Institutional & Individual Student Outcomes
- Academic success (GPA)
- Retention
- Graduation
- Student satisfaction
- Career satisfaction
- Student learning & development outcomes

References:


Strengths Impact Model

DESCRIPTORS/METHODOLOGY:

Assessment Focus:
To measure Strengths engagement
- Did students take StrengthsFinder?
- How did students interact with it?
- What types of interventions did the U provide?
- With whom did students interact with around their Strengths?
- Have Strengths interactions and experiences positively contributed to the

Assessment Tools:
Scales/Measures
Plan to use following scales or measures embedded in the survey methods in the next box:
- Strengths Awareness Measure
- Hope scale
- Academic Self-Efficacy scale
- Gallup Student Engagement Measure
- Cooperative Institutional Research Program – freshman survey
- Student Experience in the Research University survey
**Permission has been granted to use all scales/measures

Assessment Plan:
Plan to use data from the following instruments:
- Strengths Impact Pre/Post assessment
- Pre-Orientation survey
- Check-In surveys (fall/spring)
- Cooperative Institutional Research Program – freshman survey
- Student Experience in the Research University survey
- Focus Groups
**Certified by the Institutional Review Board (IRB)

Possible Target Groups
YEAR 1:
- Students enrolled in the 1001 level Leadership Minor course
- Residence hall students (Territorial & Frontier v. others)
- Students in Access to Success (CLA, CEHD, CFANS)
- Career courses
- Students enrolled in Freshman Seminars
- Student Leavers Data(mid-year and year-long)**
- Previous cohorts with no Strengths engagement**
- New students who did not take assessment**
**Would not assign a scale or measure but would add Strengths information to the current analysis process.

YEAR 2 and Beyond: (Potential Target Groups)
- Students using Multicultural Center for Academic Excellence
- Community Engagement Scholars
- Students who work on-campus
- International students
- College of Biological Sciences – Hope Study
- Assess impact with those using/applying Strengths (staff, faculty)
- Center for Academic Planning and Exploration
- Transfer students
- Students who learn abroad
- Continue Year 1 target groups