

Strategy [1]	Freshmen	Sophomore	Junior	Senior
Growth vs. Fixed Mindset: students' perception of the potential change in their intelligence	Guest lecturers in class in career areas of student interest	Continue with guest lectures, seek minority guest speakers		
Self Efficacy: students' confidence in their ability to be successful in their coursework	Get students to visit and use student success center, and visit accounting tutors available in the School of Business	Introduce to other tutors in the School of Business		
Relevance of academic experience: students' views of whether their university work in preparing them for future success	School of Business students to have at least one high impact practice (HIP) that is relevant to business. Ex: Submit one re-search paper to Natl. Conf for Undergrad Research (NCUR)	Students work on business research project to submit to NCUR		
Sense of Belonging: Students' perceptions of whether they are accepted members of their university community	Get students to be involved in one project that is regional outreach and pertinent to the local community for a non-profit or for-profit organization	Continue student involvement with outreach projects in local community		

[1] Center for Community College Student Engagement. (2019). *A mind at work: Maximizing the relationship between mindset and student success*, Austin, TX: The University of Texas at Austin, College of Educational Leadership and Policy