Building a Collaborative Team Led to Transformative Interventions with At-Risk Students
ABOUT FLORIDA ATLANTIC

30,000+ students

6 campuses
across 110 miles of coastline

170+ degree programs

200,000+ alumni

#1 most diverse public university in Florida

award-winning undergraduate research
As a national leader in student achievement, FAU excels at bringing higher education to underserved and underrepresented communities.

#26 for Social Mobility
U.S. NEWS & WORLD REPORT

Degree Completion Award
ASSOCIATION OF PUBLIC AND LAND–GRANT UNIVERSITIES

Inspiring Programs in STEM Award
INSIGHT INTO DIVERSITY

4-YEAR GRAD RATE: 30pt↑ SINCE 2014

ACADEMIC PROGRESS RATE 15pt↑ SINCE 2014

#13 Bachelor's Degrees for African Americans
DIVERSE: ISSUES IN HIGHER EDUCATION

#40 Bachelor's Degrees for Hispanics
DIVERSE: ISSUES IN HIGHER EDUCATION

11%↓ LESS STUDENT LOAN DEBT THAN NATIONAL AVERAGE
Teamwork Makes the Dream Work!
Building a Team Culture

- What we do...😊
- Ice Breakers
- Motivation Mondays
- Virtual Café
- Bingo (A TOP Favorite!)
- Advisory Committee
- Financial Aid Month
- After Hours Gatherings
Building Trust

Team-Building leads to trust building

Why does trust matter?

Employees who trust their organizations show higher engagement, creativity, and productivity. Those who don’t experience more stress, increased burnout, and are more likely to quit.

Trust is a vital component of a team which fosters innovation, sharing, collaboration, and productivity.
Building Trust

Ways to Build Trust

- Communicate Effectively
- Celebrate Milestones
- Say No When you Mean No
- Set Expectations and Boundaries
- Regular Check-ins
- No Egos – Admit When you are wrong

Levels of Trust

**Foundational:** On the most basic level, there is an expectation that team members can be relied upon to do their part and keep any promises or agreements they have made.

**Established:** At the next level, there is the understanding that each member has the best interests of the team at heart and can be trusted to act with integrity.

**Vulnerable:** Finally, there is a level of trust in which each member knows that they can rely on each other for support as well as professional guidance.
Question 1:

How does your office celebrate the team and how does your office recognize accomplishments?
**Group Activity**

**Question 2:**

What qualities and values do you think are important in a team environment?

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<td>Honesty</td>
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Group Activity

Question 3:

What are potential roadblocks/barriers to building a collaborative team environment?
## Deepening University-Wide Relationships

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Student Success Initiatives

- Designated FTIC Counselors
- Liaison to First Gen Office
- Financial Aid Alerts Flagged by University Partners
- Scholarship Retention Efforts
- Pell Grant Retention Efforts
- 1:1 FAFSA Appointments
- Compromised SAP Status
- Financial Wellness Program
- Technology Assistance for Pell Grant and/or First-Generation Students
- On Campus Internship Program and Federal Work Study Program Partnership
- Hoot Line
THANK YOU!!

Chrissy Gass, Director of Scholarships
Tamsyn French, Director of Financial Aid and Student Success