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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 s

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

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

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Our fiscal year is September 1 – August 31, each year. This is

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

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.

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				





The following are examples of ways in which the Unit is assisting Student Affairs achieve its goal

- 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

<p><i>Example: Promote student success through health and wellness initiatives.</i></p>	<p><i>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</i></p>
<p>150 Program Participants should experience a program service and be referred to campus resources.</p>	<p>150 Program Participants have experienced a program service and have been referred to campus resources.</p>
<p>66% of Eligible Program Participants should be First-Generation and Low-Income.</p>	<p>75% of Eligible Program Participants are First-Generation and Low-Income.</p>
<p>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.</p>	<p>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.</p>
<p>88% of all enrolled SSS Participants being served will meet the performance level required to stay in good academic standing at the grantee institution.</p>	<p>94% of all enrolled SSS Participants being served have met the performance level required to stay in good academic standing at the grantee institution.</p>
<p>70% of new participants served each year will graduate from the grantee institution with a bachelor's degree or equivalent within six years.</p>	<p>79% of new participants served each year have graduated from the grantee institution with a bachelor's degree or equivalent within six years.</p>
	<p>TRIO Program, Participants & Staff highlighted in media releases</p> <p>TRIO Participant: Danitza Verano Roman https://www.salisbury.edu/news/article/2022-12-15-A-Warm-Community-Gives-Danitza-the-Power-to-Seize-Tomorrow</p> <p>TRIP Program Spotlight: https://www.salisbury.edu/news/article/2022-12-8-SU-Academic-Centers-Help-First-Year-Students-Bridge-COVID-19-Education-Gap</p> <p>TRIO Program Spotlight: https://www.salisbury.edu/news/article/2023-2-27-SU-Celebrates-National-TRIO-Day-of-Recognition</p> <p>TRIO Student Worker Andrew Wilson: https://www.salisbury.edu/news/article/2023-2-27-SU-Students-Share-</p>

	<p>Research-with-Maryland-Governor-and-Legislators-at-Posters-on-the-Bay</p> <p>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</p> <p>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</p> <p>TRIO Participant: Nadeem Boggerty: https://www.salisbury.edu/news/article/2023-5-19-SUs-Boggerty-Earns-40000-Graduate-Assistantship-at-James-Madison-University</p> <p>TRIO Professional Staff: Phil Brunecz: https://www.salisbury.edu/news/article/2023-8-22-SUs-Brunecz-Church-Earn-USM-Regents-Staff-Awards</p>
	<p>Students involved in Organizations</p> <p>Mental Health First Aid Training – Dr. Margaret Sebastian, Priority 1 – 6 Training – Phillip Brunecz, Jr. & Wasuu Badmus NASPA First Generation Conference – All Staff</p>

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