University Priorities for Undergraduate Education: A Guide for Financial Administrators

R. Sekhar Chivukula, Ph.D.
Associate Provost for Undergraduate Education
Dean of Undergraduate Studies
Professor of Physics
Michigan State University

• Public, research-intensive university, funded in part by the state of Michigan. Founded in 1855 as first land-grant institution in the United States.

• Aims:
  • Educate a diverse student (undergraduate, graduate, professional) cohort of future leaders and contributors to society.
  • Conduct high-caliber research that expands understanding and makes a difference.
  • Advance outreach, engagement and economic development at MSU and around the world.
At Michigan State we are:

• Aiming to increase learning and the graduation rate, decrease time to degree, and close opportunity gaps so that all students can be successful.

• Creating a national model for supporting undergraduate student success.

Faculty, Staff, Departments, Colleges, and Support Units are integral to achieving these aims.
Fall 2015 Entering Class
The entering class consists of 7,967 students.

- 72.1% are in-state students
- 24.5% are students of color
- 22.4% are Pell Grant recipients
- 11% are first generation students (according to the FAFSA)

Admit Ratio: 66%
Yield: 34%

University Overview
There are a total of 50,543 total students, 77.4% are undergraduates.

Between 2005 and 2015, undergraduate enrollment increased nearly 10%.

- Average In-State Net Price (2014-15): $14,601
- First Time Undergraduate Average H.S. GPA: 3.68
- 91.1% of all undergraduate students are full time
- 21.5% of all domestic undergraduate students are students of color
Persistence & Graduation

Between 2009 and 2014, the number of first time undergraduate students returning for their first fall semester after their original enrollment has increased.

- On average, it takes first-time undergraduates 4.2 calendar years to earn a degree.
- MSU’s actual 6-year graduation rate for the 2008 cohort beat the US News & World Report predicted graduation rate by 11 percentage points.

2014 Graduate Outcomes

- 64% of 2014 graduates surveyed were employed within 6 months of graduation. This is the highest employment rate since the online survey of graduates began in 2006.
- 63% were employed in Michigan and an additional 15% were employed in the Midwest.
Graduation Rate by Race/Intl (2008 cohort)

Opportunity Gaps 11%-23%

<table>
<thead>
<tr>
<th>Race/Intl</th>
<th>4-year Graduation Rate</th>
<th>5-year Graduation Rate</th>
<th>6-year Graduation Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>80</td>
<td>83</td>
<td>81</td>
</tr>
<tr>
<td>Asian American</td>
<td>74</td>
<td>78</td>
<td>77</td>
</tr>
<tr>
<td>Two or More</td>
<td>51</td>
<td>50</td>
<td>58</td>
</tr>
<tr>
<td>Black</td>
<td>58</td>
<td>58</td>
<td>65</td>
</tr>
<tr>
<td>Latino/Hispanic</td>
<td>28</td>
<td>28</td>
<td>63</td>
</tr>
<tr>
<td>Native American</td>
<td>25</td>
<td>25</td>
<td>62</td>
</tr>
<tr>
<td>Intl</td>
<td>40</td>
<td>40</td>
<td>68</td>
</tr>
<tr>
<td>Overall</td>
<td>52</td>
<td>52</td>
<td>79</td>
</tr>
</tbody>
</table>

- 4-year graduation rate
- 5-year graduation rate
- 6-year graduation rate
Six Year Graduation Rates (2002-9 Cohorts)

**Total**

- 2008: 75
- 2009: 77
- 2010: 77
- 2011: 77
- 2012: 79
- 2013: 78
- 2014: 79
- 2015: 77

**Black**

- 2008: 55
- 2009: 59
- 2010: 59
- 2011: 56
- 2012: 60
- 2013: 57
- 2014: 58
- 2015: 59

**Hispanic**

- 2008: 58
- 2009: 55
- 2010: 64
- 2011: 62
- 2012: 55
- 2013: 66
- 2014: 66
- 2015: 61
MSU Institutional Goals - by 2020:

*Increase graduation rates to 82%*

*Close Opportunity Gaps to less than 15%*
What is MSU doing to improve student success overall, and to close these opportunity gaps?

• The Neighborhood Student Success Collaborative
• Moving to a Proactive Student Advising Process
• Focusing on Student Learning in Courses and Curricula
• Addressing Equity, Inclusion, and Diversity
Neighborhood Student Success Collaborative (NSSC)
Neighborhood Philosophy of Coordinated Care
Advising for Student Success Framework

- Share knowledge and best practices
- Navigate campus-wide processes
- Enable professional improvement
- Support advisor success

University processes that support advising
Understand and support all MSU students...

Collaboration
Tools

- Leverage intuitive technologies
- Enable proactive and data-driven actions
- Deliver measurable results
- Identify improvement opportunities

Ethics & Integrity
Trust & Respect
Strength in Diversity
& Inclusiveness
Quality

...to learn & persist

Who we are (values)
How we lead (capabilities)
Why we lead (purpose)
How we execute (actions)

Coordinate and Collaborate across Departments, Colleges, & NSSC
Tool: The Student Success Dashboard

New tool to proactively *identify and intervene* in a coordinated fashion
Student Learning in Courses and Curriculum

*It doesn’t matter what we teach, It matters what students learn.*

- What are our curricular goals?
  - [learninggoals.undergrad.msu.edu](https://learninggoals.undergrad.msu.edu)
  - Global Competencies
  - Develop ”T-Shaped” Professionals
- What first year experience will we provide?
- How will we insure *Quantitative Literacy*?
- What is the future of *Integrative Studies*?
- Can we better coordinate these layered requirements?
Equity, Inclusion, and Diversity

Addressing Discrimination:
• Identify and *name* what is occurring
• Measure its *effects*
• Mitigate its *consequences*
Manifestations of Discrimination

Classroom environment
- Identity
- Belonging
- Self-Efficacy

Institutional & Structural
Are our processes fair?

Interpersonal
Explicit & Implicit Bias

Internalized
Stereotype Threat
Imposter Syndrome

Instructor-Student Interaction
Addressing Equity, Inclusion, and Diversity: A Fulcrum for Student Success Activities
OUR COLLABORATIVE WORK

INNOVATE.

SCALE.

DIFFUSE.
We are all responsible for student success!
You have a unique view! How can your unit…

• Partner with the Neighborhoods?
• Support movement to pro-active advising?
• Increase success rates, and lower time to degree?
• Use data to analyze your courses and curricula?
• Apply best-practices to improve student learning?
• Invest in Integrative Studies for the 21st century?
• Address opportunity gaps in your programs?

How can we help you to help our students?
We’re here to collaborate with you!

R. Sekhar Chivukula
Administration Building
426 Auditorium Rd., Rm. 312
East Lansing, MI 48824
517-353-5380
http://undergrad.msu.edu

sekar@msu.edu  @sekharchivukula