

Conversation with Provost June Pierce Youatt

LEAD Seminar, October 31, 2016

Rankings: U.S. News & World Report

- U.S. News & World Report recently released their third annual edition of “Best Global Universities”
- MSU improved four spots, from #82 to #78

Rankings: Wall Street Journal/Times Higher Education

The Colleges Where Students Feel Most Engaged

Schools that rank high in engagement offer an education that can have more depth and meaning

By **DOUGLAS BELKIN**

Sept. 27, 2016 10:36 p.m. ET

Five years ago, Michigan State University wanted to ease the path from high school to college for its first-year students. So it divided the dorms that house 8,000 freshmen into five “neighborhoods,” each centered on a common area with offices for nurses, academic advisers and counselors.

The school called the common areas engagement centers and trained every adult employee working in each neighborhood—from the writing tutors to the janitors—to prompt students to think about their purpose: Why are they in college? What do they want to do with their lives? What skills will they need to learn to get there?

The goal “was to make sure every student felt connected to all of the significant adults in their neighborhood,” says Michigan State Provost June Youatt. “This is a big place, and these early deliberate connections are really important.”

The tactic is part of a strategy developed over decades to weave the university into the lives of the students—and vice versa. Students also are often required to go out into the community around East Lansing, where the school is based, as part of their research and classwork. Those connections, on campus and off, are paying dividends. In The Wall Street Journal/Times Higher Education College Rankings, Michigan State was among the highest-ranked schools in terms of engagement, a measure of how connected the students are with their school, each other and the outside world, and how challenging their courses are, among other things.

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<p><u>Pursue multiple strategies for expanding, enhancing, elevating scholarship</u></p>	<p>Increase competitiveness in key areas</p>	<p>Build academic infrastructure to support emerging work</p>	<p>Build physical infrastructure to support emerging</p>	<p>Expand research infrastructure that supports emerging work</p>	<p>Continue to identify and hold to metrics for improvement</p>
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MSU's Academic Advancement Network

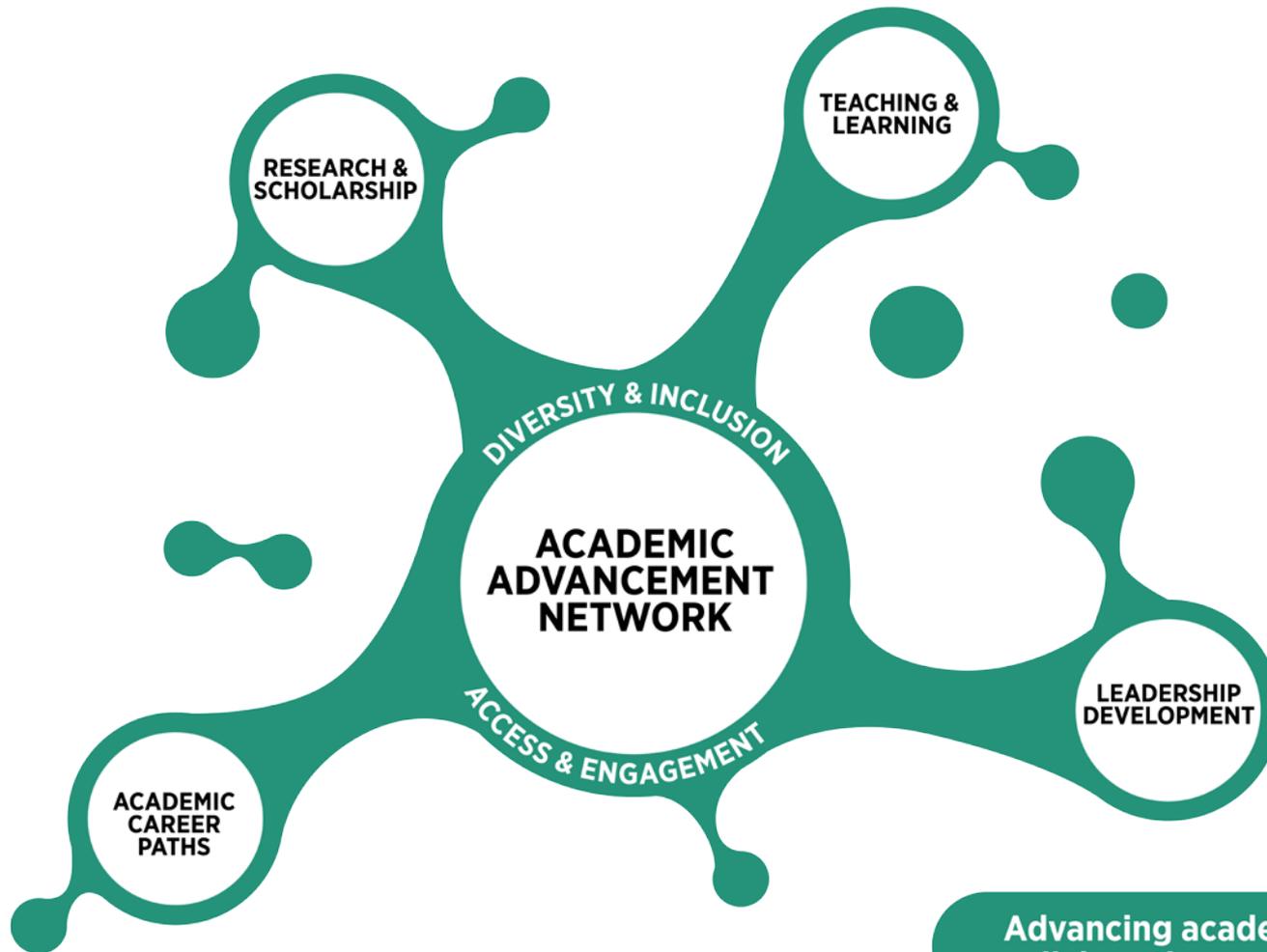
Elizabeth H. Simmons

Associate Provost for Faculty and Academic Staff Development
Dean, Lyman Briggs College
University Distinguished Professor of Physics

Origin of the Academic Advancement Network:

- For many years, academic advancement at MSU was led by the Office of Faculty and Organizational Development (F&OD), headed by Dr. Deborah DeZure.
- As of 2016, F&OD has evolved into the new **Academic Advancement Network**, dedicated to advancing academic careers through inclusive, collaborative, and experiential learning. Resources are available at **aan.msu.edu**





Advancing academic careers through inclusive, collaborative, and experiential learning

The Academic Advancement Network team:



Elizabeth Simmons

AAN Coordinator



Jill Bryant

Project Events



Ann Austin

Academic Career Paths Node



Beth Leete

Administration



Jeff Grabill

Teaching and Learning Node



Cindi Leverich

Leadership Development



Beronda Montgomery

Research and Scholarship Node



Patti Stewart

Instructional Development



Juli Wade

Leadership Development Node



Blythe White

Communications

AAN Classics:

- **Orientations** for academics and administrators
- Open-access **workshops** on teaching, scholarship, leadership, and academic career paths, offered in collaboration with other campus units
- **Targeted events** for academics or administrators at key career stages (new roles, approaching promotion)
- **Conversations** with President/Provost each semester
- Individualized **confidential consultations**

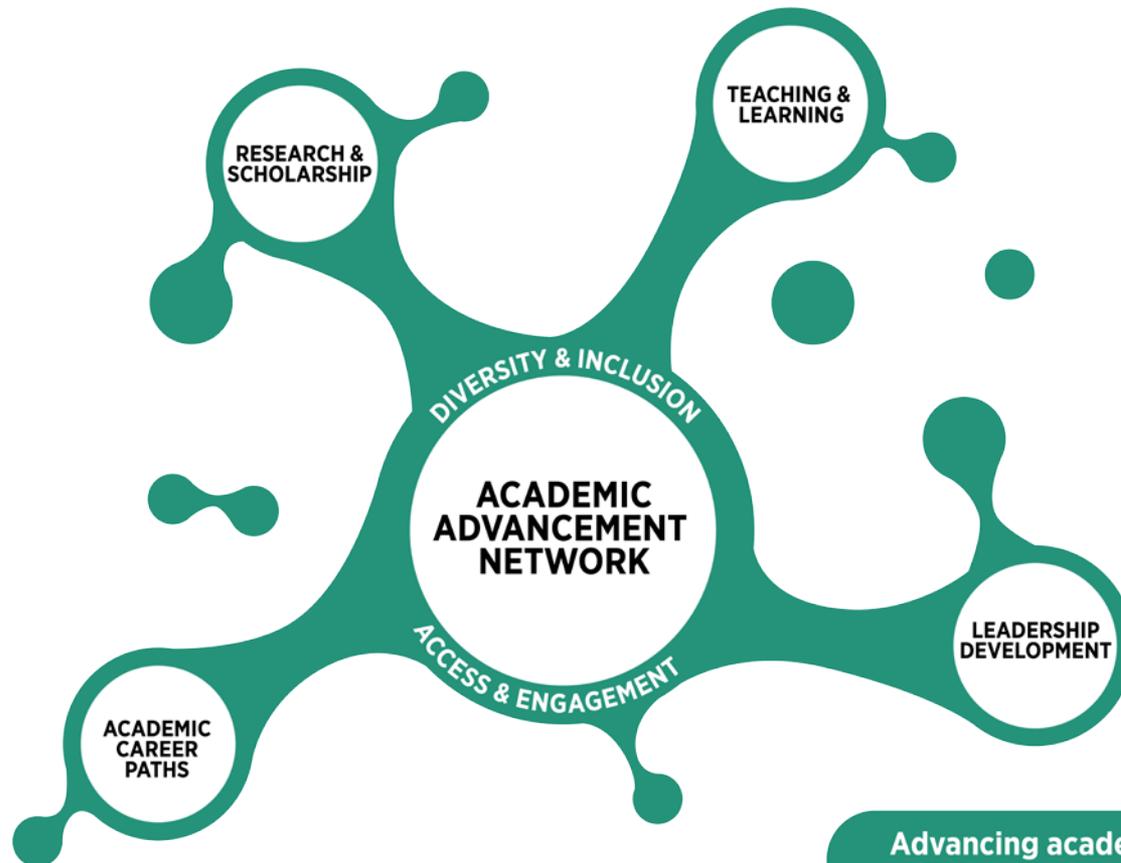
More AAN Classics:

- **Online materials** on all aspects of academic careers and leadership (aan.msu.edu)
- **Small groups** and **learning communities** where academics work with peers on building skills or improving campus life
- Selective **cohort programs** for intensive study of the scholarship of teaching and learning (Lilly Fellows, Adams Academy) or foundations of academic leadership (Big Ten ALP Fellows)

AAN Coming Attractions:

- Co-sponsored **symposium** on late-career issues
- Survive & Thrive **session at ASAC Forum**
- **Mentoring** workshops for chairs and new academics
- **Small groups** (new chairs, LGBTQ learning community...)
- Spring **Teaching/Learning** Conference co-offered with the Hub, ITS, Libraries
- **Participatory design** of AAN's new sets of workshops on Teaching Essentials, on launching new academics, and on assisting mid-career academics

How can AAN collaborate with you?



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Movement, Recreation, and Fitness Exploratory Group Charge

- Consider opportunities to enhance movement, recreation, and fitness on campus, look at interest and demand, and in doing so, also consider campus assets—from the intramural facilities to residence hall facilities to the “great outdoors”
- Produce a set of options that would expand and/or enhance opportunities for movement, recreation, and fitness for our students, faculty, and staff
- Present this list of options in a type of matrix or table that assesses options across a set of categories (such as feasibility, audience, impact, cost/benefit, reception by campus community)

Movement, Recreation, and Fitness Exploratory Group Roster

- 24 members from across the campus community
 - 7 students (undergrad and grad)
 - 4 faculty
 - 11 staff
 - 2 alumni
- Exploratory Group leader, Joe Carlson
 - Associate Professor, Dept. of Radiology, College of Osteopathic Medicine; Division of Sports & Cardiovascular Nutrition
 - Joint appointments in Food Science & Human Nutrition and Kinesiology

Options Generated Around Five Actionable Areas

- Modify the Physical Environment or Expand Options
- Expand Off-Campus Options
- Policies
- Programs and Initiatives
- Modification of Facilities



Sample Options: Modify the Physical Environment or Expand Options

- Create a “park-like” setting at the Cherry Lane site
- Renovate the top floor of parking ramps or other rooftops to include turf field space
- Create space in academic buildings to install low-impact exercise machines (library, classroom buildings)
- Renovate upper-level seating of Dem Hall, repurpose
- Promote stairway use, make stairwells more inviting with art or other visuals

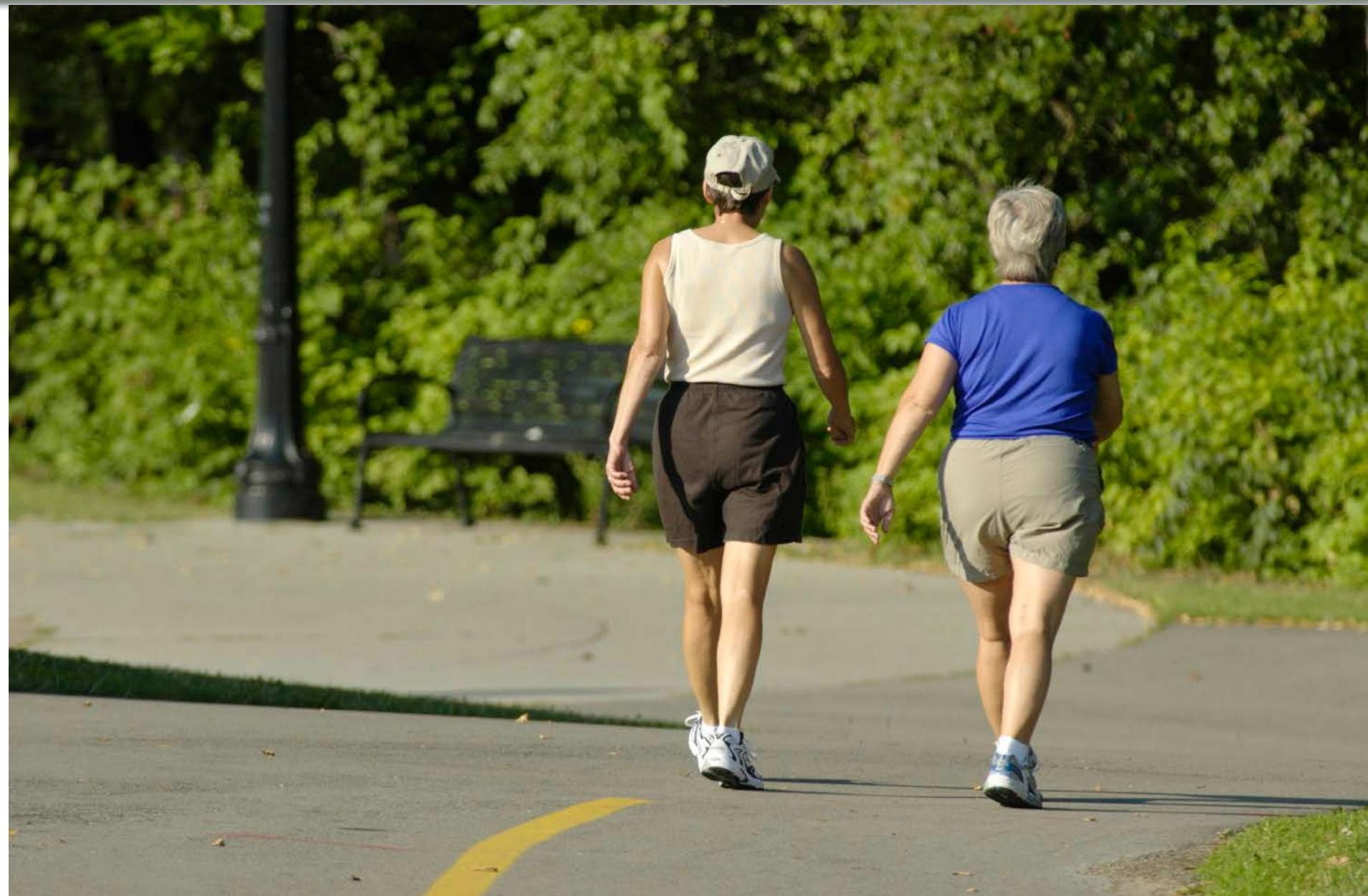
Sample Options: Modify the Physical Environment or Expand Options, continued

- Create an active commuter central station where bike/walk/run/skate commuters could find retail, repairs, rentals for biking and other active transportation modes
- Create a new outdoor recreation department that would offer equipment rental, guided trips
- Finish the remaining South Campus River Trail across campus
- Consider an outdoor ice rink
- Investigate and pilot an outdoor equipment rental program



Sample Options: Expand Off-Campus Options

- Create a directory that showcases the surrounding off-campus community and outlying areas that offer recreational parks, tracks, fields, etc.
- Provide students reduced-cost access to community facilities



Sample Options: Policies

- Support standing desks for faculty and staff and in student workspaces
- Combine the two daily 15-minute breaks for one single 30-minute break to achieve physical activity recommendation



Sample Options: Programs and Initiatives

- Fitness incentive program within the Neighborhoods
- “Moving Toward Health” speaker series
- Design a centerpiece webpage that reflects MSU’s status as a healthy living and learning environment
- Provide an app that can be accessed by MSU students/faculty/staff/families to consolidate various programs and information for users on one easy-to-use app
- Campus and community signage designed to promote and facilitate the healthy alternatives, such as signs/posters indicating where the stairs are
- Consider reduced-fee IM passes for faculty and staff that show continued use



Sample Options: Modification of Facilities

- Create a plan for the use of the vacant pool space in IM Circle
- Renovate IM field complex on Service Road
- Identify high-impact renovations to existing IM facilities

Designing a Continuum of Student Health and Wellness Services

- May 2016 charge from President Simon to me and Vice President Maybank
- Move forward with developing a transformative plan to design a continuum of student health and wellness services
- Charge made in response to student feedback and concerns expressed over a period of time, and broad consensus that our current models of delivering services inhibited our ability to provide the highest quality of care
- Resulted in swift formation of action committee that met frequently throughout summer

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Campus + Health + Science & Technology

Published: Oct. 27, 2016

MSU BIO ENGINEERING FACILITY **PROMOTES CROSS-CAMPUS RESEARCH**

Contact(s): [Tom Oswald](#), [Melanie Kauffman](#)

While Michigan State University's newly opened Bio Engineering Facility will bring together dozens of researchers from across the campus representing a wide range of disciplines, their mission will be the same: To conduct futuristic, cutting-edge research that will improve or even save the lives of millions of people around the globe.

Grand opening ceremonies for the 130,000-square-foot facility were held today, marking the start of a new era of scientific research at MSU.

"The Bio Engineering facility is more than just a building," MSU President Lou Anna K. Simon said. "It represents the enormous opportunity for

More on these topics

College of Human Medicine

Grand opening set for MSU Bio Engineering Facility

Oct 26, 2016

Grand opening ceremonies for the MSU Bio Engineering Facility will be at . . .

College of Engineering

\$4.8M NIH grant addresses environmental influences on child health

Sep 28, 2016

A \$4.8 million grant awarded to MSU from the National Institutes of . . .

College of Natural Science

Pioneer in molecular imaging to lead new MSU initiatives

Sep 28, 2016

Christopher H. Contag will join MSU as the inaugural director of the . . .

Allan Kozlowski joins College of Human Medicine, named director at Mary Free Bed

Sep 28, 2016

Allan Kozlowski, an expert in rehabilitation medicine, will join the MSU. . .

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Questions swirling around MSU-Detroit...

Which units are doing work in MSU?

How can I connect to others doing work in Detroit?

How has our presence in Detroit made a difference to the city?

Why is MSU engaged in Detroit?

What is MSU doing in Detroit?

Who are our community partners?

How is the university encouraging engagement in Detroit?

How do our students and faculty benefit from involvement in Detroit?

Are there funding opportunities for MSU efforts in Detroit?

AP Photo/Carlos Osorio

Established: The MSU-Detroit Impact Team

- It is an attempt to...
 - Promote cross-university dialogue and awareness of Detroit engagement
 - Identify opportunities for effective utilization and coordination of resources
 - Facilitate broad-scale awareness of impact of efforts
 - Establish coordination of multiple University activities and initiatives
 - Determine future University strategic efforts that meet identified needs and a shared agenda with the city of Detroit

AP Photo/Carlos Ocasio

Who is The MSU-Detroit Impact Team?

Individuals representing the following units include...

- MSU Academic Units
 - **Susi Elkins**, College of CAS
 - **Sonya Gunnings-Moton**, College of Education
 - **Katherine M. Ruger**, College of Osteopathic Medicine
 - **Terry Brenna Viau**, College of Nursing
 - **Gary Willyerd**, College of Osteopathic Medicine
 - **Jill Woodward**, College of Music
- MSU Extension
 - **Richard Wooten**
- MSU Office of Admissions
 - **John Ambrose**
- MSU Office of Governmental Affairs
 - **Monique Field-Foster**
 - **Janet Lillie**
- MSU Office of Outreach & Engagement
 - **Burton Bargerstock**

Getting Started...

- The initial task assumed by The MSU-Detroit Impact Team is to collect information that allows us to fully and accurately articulate **MSU *Engagement, Investment and Impact* in the city of Detroit**
- The desired outcome is to present such information in a manner that speaks to the wide range of partners and stakeholders regarding MSU-Detroit efforts

AP Photo/Carlos Osorio

Survey & Facilitated Group Discussion

- We are currently:
 - Finalizing an MSU-Detroit *Engagement, Investment and Impact Survey*
 - Considering if the most effective and efficient way to be more widespread in obtaining this feedback might be through University-wide facilitated focus groups

AP Photo/Carlos Osorio

Framing Engagement, Investment & Impact

- What Issues, Conditions, Quality of Life Circumstances does our work address?
 - Arts & Culture
 - Community, Public Affairs & Economic Development
 - Educational Access & Equity
 - Environmental Quality
 - Family & Youth Development
 - Health & Wellness
 - Science, Energy & Technology
 - Urban Food Production & Safety

AP Photo/Carlos Ocasio

Moving Forward...

➤ *Fall 2016*

- Finalize MSU-Detroit *Engagement, Investment, Impact* Survey
- November 7th – Pilot “A View of Detroit”
- Disseminate survey to MSU-Detroit Impact Team units for completion

➤ *Spring 2017*

- Receive & compile Detroit Engagement, Investment, and Impact Survey information
- Convene facilitated group for further collection and discussion of strategies for MSU-Detroit Impact Team objectives

➤ *Summer 2017*

- Summer Summit – Possibly planning something on a large scale, to take place in Detroit, which involves MSU and Detroit partners as way of sharing, publicizing, and framing current and future MSU-Detroit efforts

gunnings@msu.edu

AP Photo/Carlos Garcia

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Diversity Research Network

- Connects faculty of color, international faculty of color, and diversity scholars to create scholarly communities, facilitate new interdisciplinary collaborations, and advance the growth and visibility of research by underrepresented faculty as well as diversity research across MSU
- Emphasizes MSU's value of diversity as excellence across all disciplines and promotes this value through the support and resources it offers
- Support vehicle for enhancing research productivity, mentoring, and training—emphasizing the unique research contexts of faculty of color and diversity scholars, grant and publication output, and meaningful collaborative research opportunities

Diversity Research Network, continued

- Resources take the form of a searchable database of MSU scholars for building collaborative partnerships, providing social support and social networking opportunities, facilitating scholarly recognition through network news items and media, interactive meeting, virtual meeting and topical spaces, and ongoing training and mentoring events
- Seeks to augment the accessibility of diversity scholars to one another, increasing the visibility of diversity research and scholarship among MSU's faculty of color (inclusive of STEM/STEArtsM)
- Formally launched Oct. 20, 2016
- Membership and searchable database:
<http://www.inclusion.msu.edu/research-grants/drn/membership.html>

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University Priorities for Undergraduate Education and Collaboration with Units and Colleges

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



At Michigan State we are:

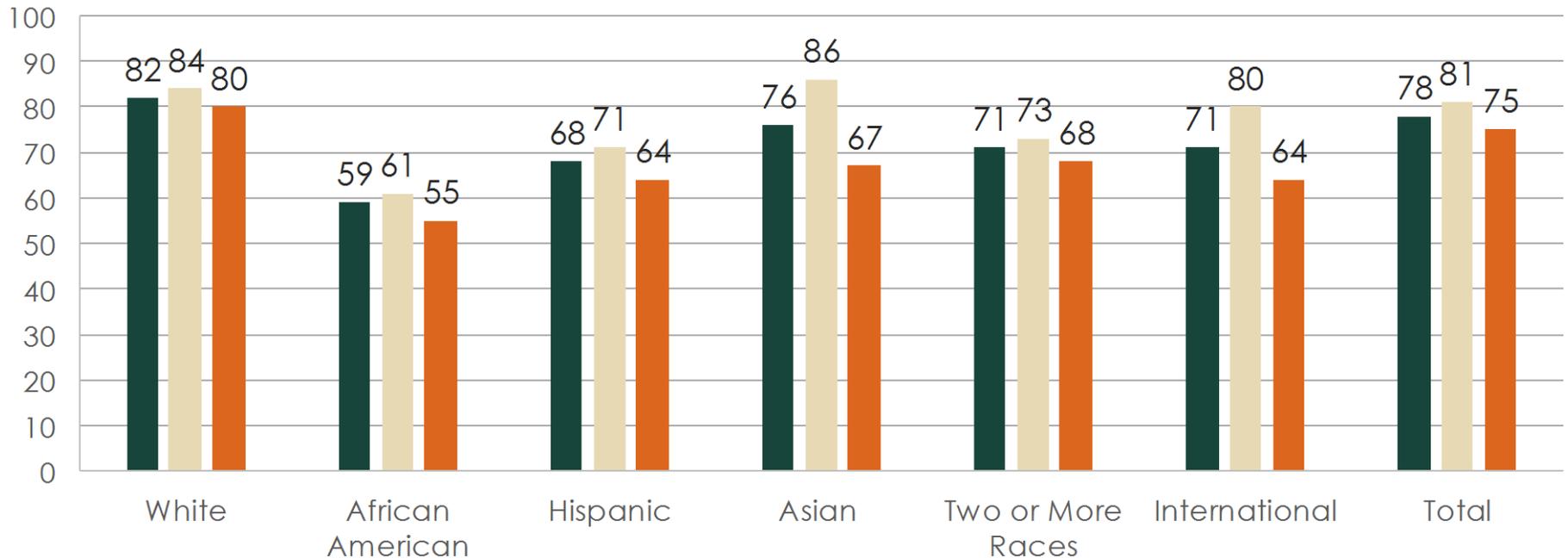
- Aiming to increase learning and the graduation rate, decrease time to degree, and close opportunity gaps so that all students can be successful.
- Creating a national model for supporting undergraduate student success.

Faculty, Staff, Departments, Colleges, and Support Units are integral to achieving these aims.



Student Success Goals-Where We Stand: 2010 Cohort 6-Year Graduation Rates

■ All ■ Female ■ Male



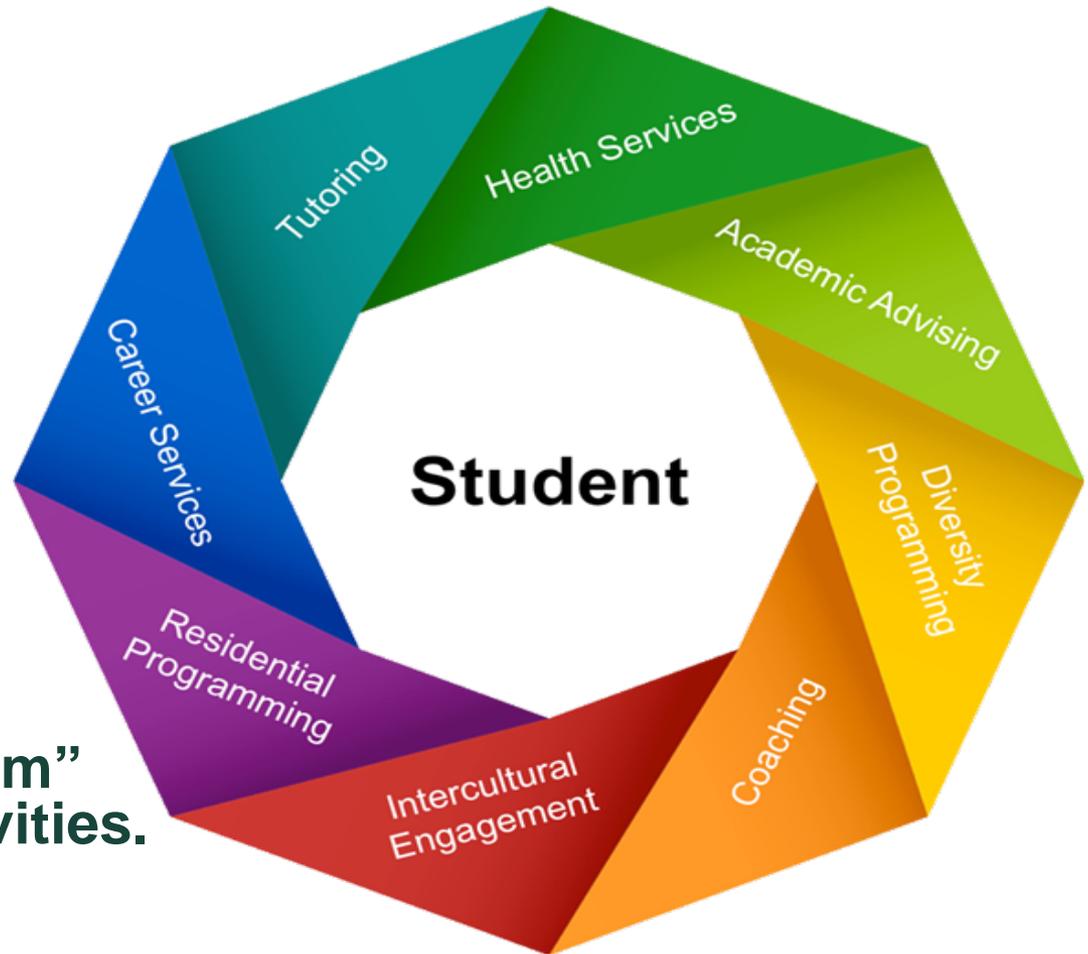


What is MSU doing to improve student success overall, and to close these opportunity gaps?

- 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 Philosophy of Coordinated Care



The NSSC is a “platform” for student success activities.





Advising for Student Success Framework



Coordinate and Collaborate across Departments, Colleges, & NSSC 49



Tool: The Student Success Dashboard

SSC University

Laura Gonzalez

- Overview
- Success Progress
- Reports / Notes
- Class Info
- Major Explorer
- More ▾

Course Grade DIF 2 ▾	Repeated Courses 1 ▾	Withdrawn Courses 0	Missed Success Markers 3 ▾	Cumulative GPA 3.09 ▾
Total Credits Earned 45.00		Credit Completion % at this Institution 92%		Predicted Risk Level High

Biological Science

College of Arts & Sciences

STUDENT ID
254316074

CLASSIFICATION
Sophomore

MOST RECENT ENROLLMENT
Spring Semester 2015

Advisors

Julia Simon, Griha Singla, Rich Staley, Amanda Wernicke, Latoya White, Rachel Wolfowitz, William Harmon, Ashlie Prioleau

Tutors

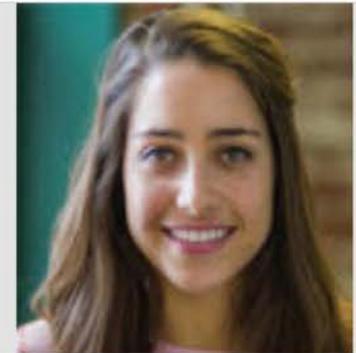
Categories

Staff Alerts 3 ▾

I want to...

- [Message Student](#)
- [Add a Note on this Student](#)
- [Add a Reminder to this Student](#)
- [Report On Advising](#)
- [Schedule an Appointment](#)
- [Add to Watch List](#)
- [Issue an Alert](#)

- [Edit User Settings](#)
- [Impersonate User](#)



Student Info ▾

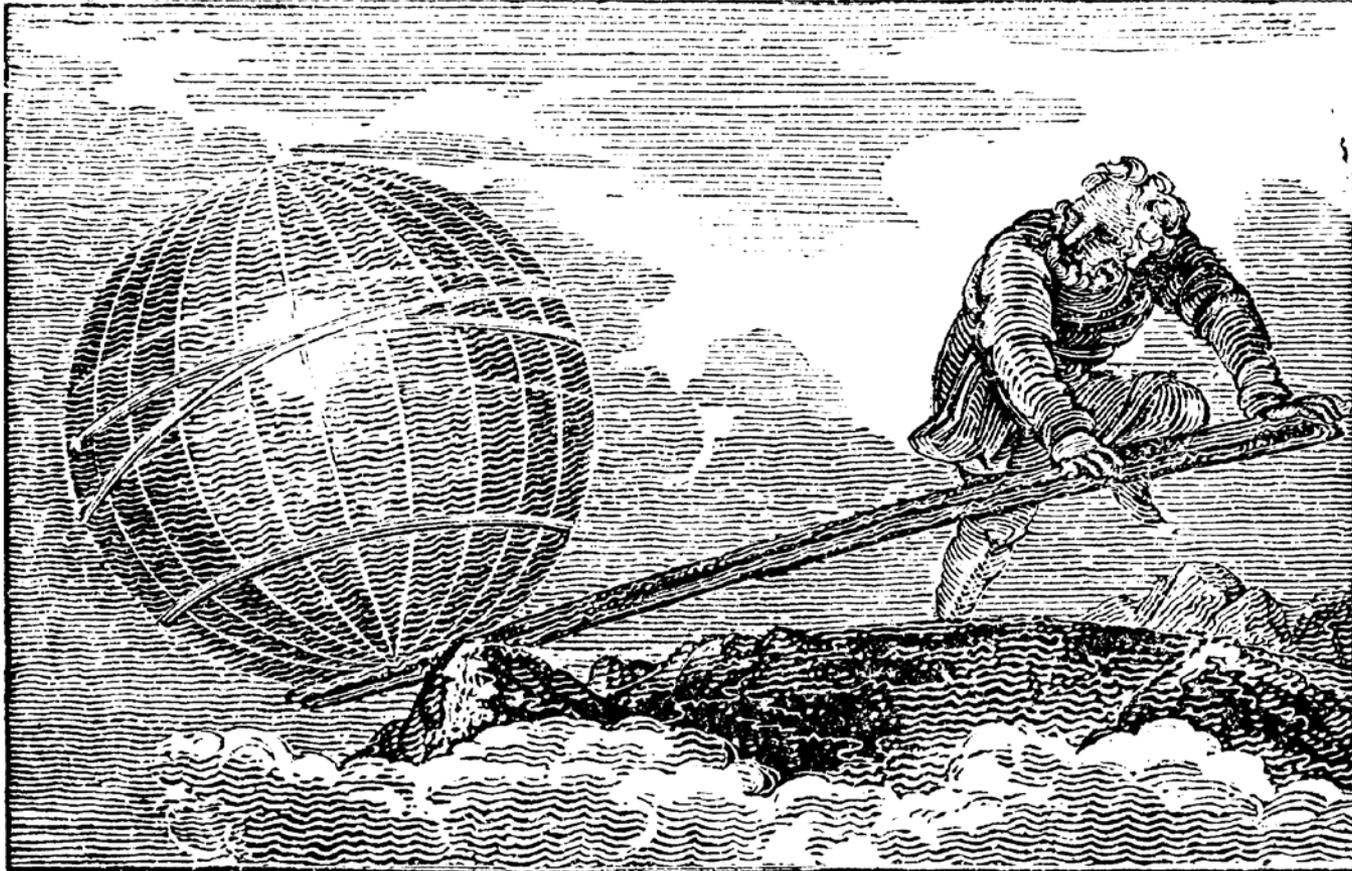
New tool to proactively identify and intervene in a coordinated fashion



Curriculum and Instruction Initiatives

- Expand Quantitative Literacy to 800 students/semester
- Enhanced Academic Orientation Program for Spartan Success Scholars
- Review and Revise IDN Classification in Integrative Studies
- “Linked” Integrative Studies/Math/Writing – 500 students fall 2017
- *Centralized Training for Undergraduate Learning Assistants*
- *Move from Remediation to supplemental instruction*

Addressing Equity, Inclusion, and Diversity: A Fulcrum for Student Success Activities



We are all responsible for student success!

What will you do? How can you...

- 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?



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Hub for Innovation in Learning and Technology



Hub for Innovation
in Learning and Technology
MICHIGAN STATE UNIVERSITY

Veterinary Medicine

The Hub is helping the college reinvent its curriculum, from facilitating initial design thinking through research, curriculum development, and teacher professional learning.



Dow STEM (math 1825)

The Hub supported DOW staff to develop an enhanced orientation program, a blended learning experience that would allow DOW to better meet the needs of students, and helped coordinate assessment efforts.



Co-Curricular Record

The Hub is facilitating a campus conversation to develop and implement a co-curricular record, which will look like an ecosystem of technologies and practices to allow students new ways to represent their learning.



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“Reflections on Diversity” Conversation

- Convened Oct. 18 at request of President Simon
- Started with summary of major themes/systems that were identified as offering opportunities for enhanced collaboration around diversity, inclusion, and equity

“Reflections on Diversity” Conversation, continued

- How does our commitment to student success drive diversity and inclusion?
- How does our commitment to the highest quality of research and scholarship drive diversity and inclusion?
- How does building a “Spartan Experience” for our students, faculty, and staff drive diversity and inclusion?

Faculty Success

- ADAPP programs and FEA's in all colleges (all of campus)
- Faculty and academic staff development: AAN, Libraries, Hub
- Inclusion and Intercultural Initiatives (I3)
- Academic units
- Graduate School (future faculty)
- Encouraging collaboration on coursework
- Structural issues around RPT, retention, raises, search processes

Student Success

- Neighborhoods
- Individual support programs like CAMP, OCAT, OISS, TRIO, SROP
- Residential colleges and programs
- Classroom teaching, summer bridge programs, teaching reform, REAL classrooms, integrative studies
- Health services, counseling services, RCPD, LBGTQ Resource Center, ISP
- Inclusion and Intercultural Initiatives (I3)
- Admissions, Financial Aid, AOP, tours
- Student government and RSO's
- Undergraduate research
- Graduate school programs

Spartan Experience

- Community relations and governmental affairs
- Ombudsperson
- Museums and cultural centers on campus and in E.L.
(Wharton, Broad, MSU Museum, SCENE,
Auditorium/Fairchild, College of Music, RCAH...)
- Center for Service-Learning and Civic Engagement
- Athletics
- Classroom spaces and labs

What has MSU been doing to advance diversity, inclusion, and equity for faculty, staff, and students? Where does your work take place?

Ongoing efforts: What have we at MSU been doing to advance diversity, inclusion, and equity for faculty, staff, and students?
Where on campus does your* work take place?



Ongoing efforts: What have we at MSU been doing to advance diversity, inclusion, and equity for faculty, staff, and students?
Where on campus does your* work take place?

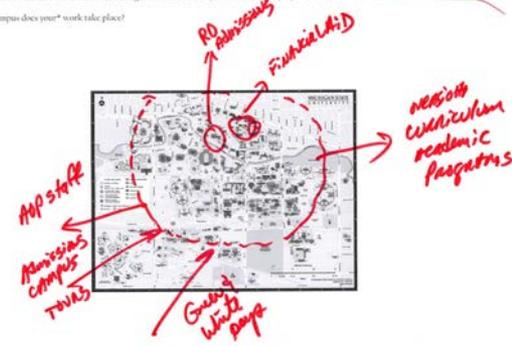
Undergraduate
Research
Integrated Studies
TRIO
CAMP/MSO
DSS
DSS
UGS - full-time
seminars



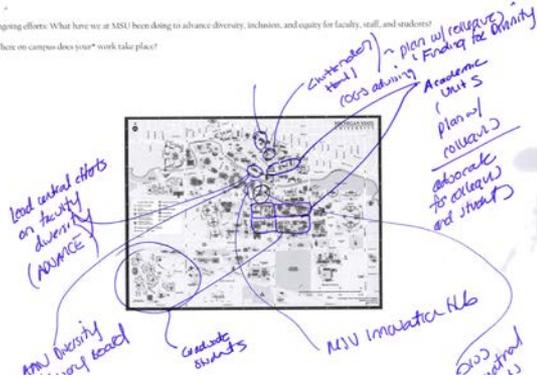
DIE I3

Adulting Groups
Communications
IT
Neighborhoods
Packets
- OCA/ME/E
- REAS/LE/S
Financial Aid
Enrollment Services
Teaching Learning Hubs
DIB

Ongoing efforts: What have we at MSU been doing to advance diversity, inclusion, and equity for faculty, staff, and students?
Where on campus does your* work take place?



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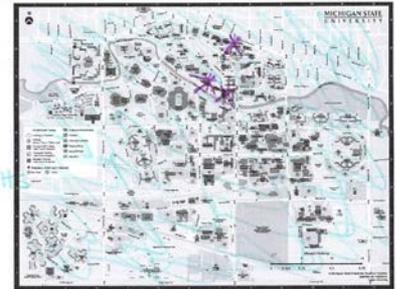


Ongoing efforts: What have we at MSU been doing to advance diversity, inclusion, and equity for faculty, staff, and students?
Where on campus does your* work take place?

SOE
(Sociology)
DIII
(DIII)

Campus

SO student
mentor
()



Things We're Thinking About

- How do we “connect” and expand our collaborations?
- Who are/how do we get the right people around the table?
- Where are the most significant gaps in current work?
- How are we measuring/tracking success?

<p><u>Provide support for faculty resulting in greater scholarly productivity and instructional effectiveness</u></p>	<p>Recruit and retain a diverse faculty</p>	<p>Create a more supportive work environment</p>	<p>Create a healthier campus community</p>	<p>Create a more positive campus climate</p>	<p>Continue to emphasize the University's elevating expectations</p>
<p><u>Pursue multiple strategies for expanding, enhancing, elevating scholarship</u></p>	<p>Increase competitiveness in key areas</p>	<p>Build academic infrastructure to support emerging work</p>	<p>Build physical infrastructure to support emerging work</p>	<p>Expand research infrastructure that supports emerging work</p>	<p>Continue to identify and hold to metrics for improvement</p>
<p><u>Pursue multiple strategies for enhancing student success: retention, graduation, achievement</u></p>	<p>Use analytics to understand the teaching and learning process</p>	<p>Use technology to enhance teaching and learning</p>	<p>Create new models for curriculum and instruction</p>	<p>Use the Higher Learning Commission accreditation process to encourage progress around learning outcomes</p>	<p>Continue to look at institutional outcomes and goals</p>

“Michigan State University is, by just about any standard, a world leader in research and scholarly activity and clearly has important impacts on the state of Michigan and worldwide. It has in place the human, physical, and financial resources to carry out its educational mission and the necessary structures to support its almost 51,000 students. While it has faced the financial and environmental challenges of decreases in state funding and softness in enrollments, it has implemented a sound system of planning and budgeting and diversified its sources of funding over the years. As a result, it has successfully managed these concerns. With a very decentralized structure the institution is also challenged in demonstrating that measurement of student learning is managed with the same level of rigor across all programs and used university-wide. Nevertheless, it was very clear to the team, after reviewing related documents and speaking with numerous faculty and staff, that MSU does take measurement seriously, has and continues to make solid progress in implementing assessment and building a culture of assessment and program review, uses the information to improve education and to impact budget decisions, and continues to take steps to improve measurement across the institution.”

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