

Conversation with Provost June Pierce Youatt

LEAD Seminar, February 21, 2017

The Top Five Things the Provost (Never) Said...

“From now on, all our decisions about the quality of programs (and therefore funding programs) will be based EXCLUSIVELY on the data in ‘Academic Analytics.’”

What She Really Said...

- Real limitations in comparisons, comprehensiveness
- Provides standard metrics
- Provides only one set of metrics

Key Metrics: Departmental Overview

Undergrad Students Fall	Masters Students Fall	Doctoral Students Fall	General Fund Budget/ Fiscal Yr Admin SCH	FY Admin Based SCH Per Ranked Fac AF-FTE	Tuition Revenue/ Instructional Cost	Total Grant 3Yr Average PI Based FY	Total Grant PI Based/TS Fac All Funds FTE
1,221	57	41	\$230	685.7	202%	\$6,959,688	\$153,668

Note: All data elements do not relate to all departments

Key Metrics: Peer Comparison (Academic Analytics)

N of Faculty	Dept in Multiple Taxonomies	Taxonomy	N of Depts in Discipline at AAU	Faculty Scholarly Productivity Index (FPSI) Percentile	Rank of FPSI
50		Masked	60	59.02	26

Percentile on Journal Pubs per faculty	Percentile on Citation per faculty	Percentile on citations per pub	Percentile on Grants per faculty	Percentile on Grant Dollars per faculty	Percentile Dollars per Grant	Percentile on Awards per faculty
44.26	34.43	24.59	37.7	26.23	22.95	39.34

Note: All data elements do not relate to all departments

Key Metrics: Student Success

N	Persist 1st Fall	Rank	Persist 2nd Fall	Rank	Persist 3rd Fall	Rank
242	93.4	25	85.5	39	84.7	30

Graduated 4th Fall	Rank	Graduated 5th Fall	Rank	Graduated 6th Fall	Rank
54.5	32	75.6	36	80.6	32

Note: All data elements do not relate to all departments

Key Metrics: Time to Degree

N	TTD in Years	Rank TTD
258	4.16	32

Note: All data elements do not relate to all departments

The Top Five Things the Provost (Never) Said

“It’s all about the money. Any money. All money.
Alternative money.”

What She Really Said...

- There are fewer general fund resources. We need others to invest.
- External dollars is a metric often used in rankings.
- External investment is often a proxy for promising scholarship.
- Chasing money for irrelevant work distracts and detracts.

Research Portfolio

- For the 2012-2015 period, MSU is 4th in the Big Ten for rate of change for National Science Foundation Higher Education Research & Development (HERD) report R&D expenditures.
- The combination of Department of Energy (DOE) and National Science Foundation (NSF) funding is best in the Big Ten by 25 percent.
- Sponsored awards now stand at \$589 million which reflects an increase of more than 50 percent over the last ten years.
- These increases are in the face of stable research budgets except for increases in NIH.

The Top Five Things the Provost (Never) Said

“Get out there and do more online education.”

What She Really Said...

- Consider technology as enhancing rather than substituting
- Concerned about quality
- Not going to undergraduate programs
- Realize it has become a valued source of revenue
- Much more interested in professional graduate programs and new audiences

The Top Five Things the Provost (Never) Said

“It’s important to get every undergraduate graduated, no matter how you have to do it.”

What She Really Said...

- Some of the most important work we do, fundamental to our institution
- Our inability requires comprehensive review, admissions to curriculum
- Not now, never about lowering standards
- Doing what we do well enough so that everyone can be successful

The Top Five Things the Provost (Never) Said

“We have ONLY one concern: the AAU.”

What She Really Said...

- The AAU isn't an end state
- Desirable because of what, not who

AAU Membership Principles

Adopted January 12, 1999

Revised April 20, 2010

AAU MEMBERSHIP INDICATORS

Phase 1 Indicators

1. Competitively funded federal research support
2. Membership in the National Academies (NAS, NAE, IOM)
3. Faculty awards, fellowships, and memberships
4. Citations

Phase II Indicators

1. USDA, state, and industrial research funding
2. Doctoral education
3. Number of postdoctoral appointees
4. Undergraduate education

Things You'll Hear More About in the Coming Months

Curricular Changes

ONGOING MAJOR CURRICULAR REFORM PROJECTS

- Enhanced Academic Orientation Program (Lead: AOP/APUE)
- Introductory Mathematics – MTH 101/2/3 (Lead: MTH/PRIME/STT & LBC)
- Integrative Studies Cohort (Lead: IS Centers/MTH)
- Long-Term Goal: Coherent “First-Year” Pathway (Lead: APUE)
- (Rollout of Curricular Dashboards – Lead: OPB)

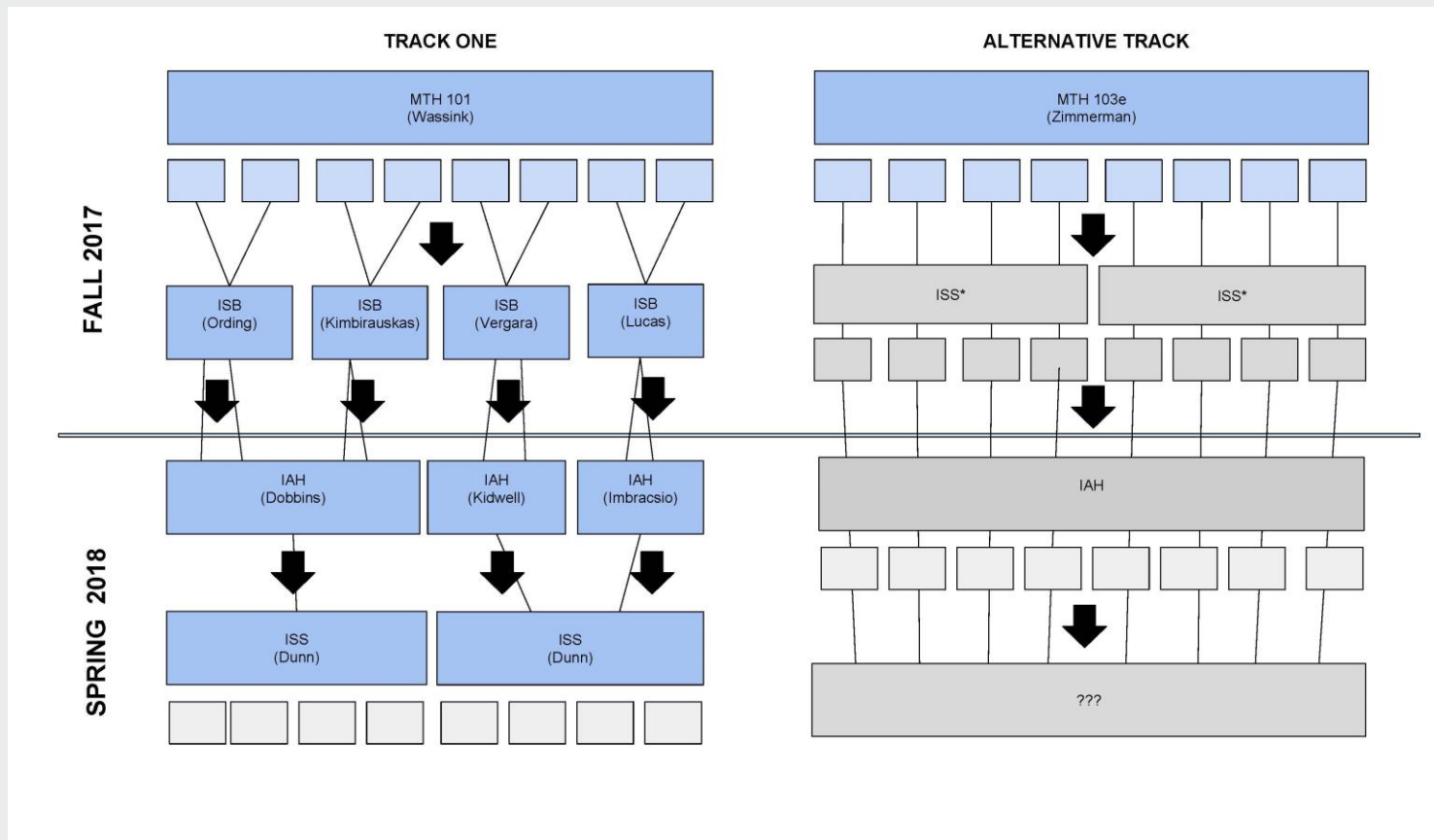
ENHANCED AOP – SUMMER 2017 PLANS

- Extra Day of AOP Programming for ~1700 students and their parents
- No extra cost (at least for students)
- Involve existing staff from Student Affairs, RHS, Office of Financial Aid...
- Curriculum and Activities include...
 - Focus on growth mindset, identity, and belonging
 - New non-cognitive assessment tool
 - “Purpose” and Career Aspirations – BRIDGES assessment, and connections to MSU major
 - Basic Financial Literacy and Individualized Student/Parent Financial Counseling
- Will include an “extended” component during the first semester.
- Assessment

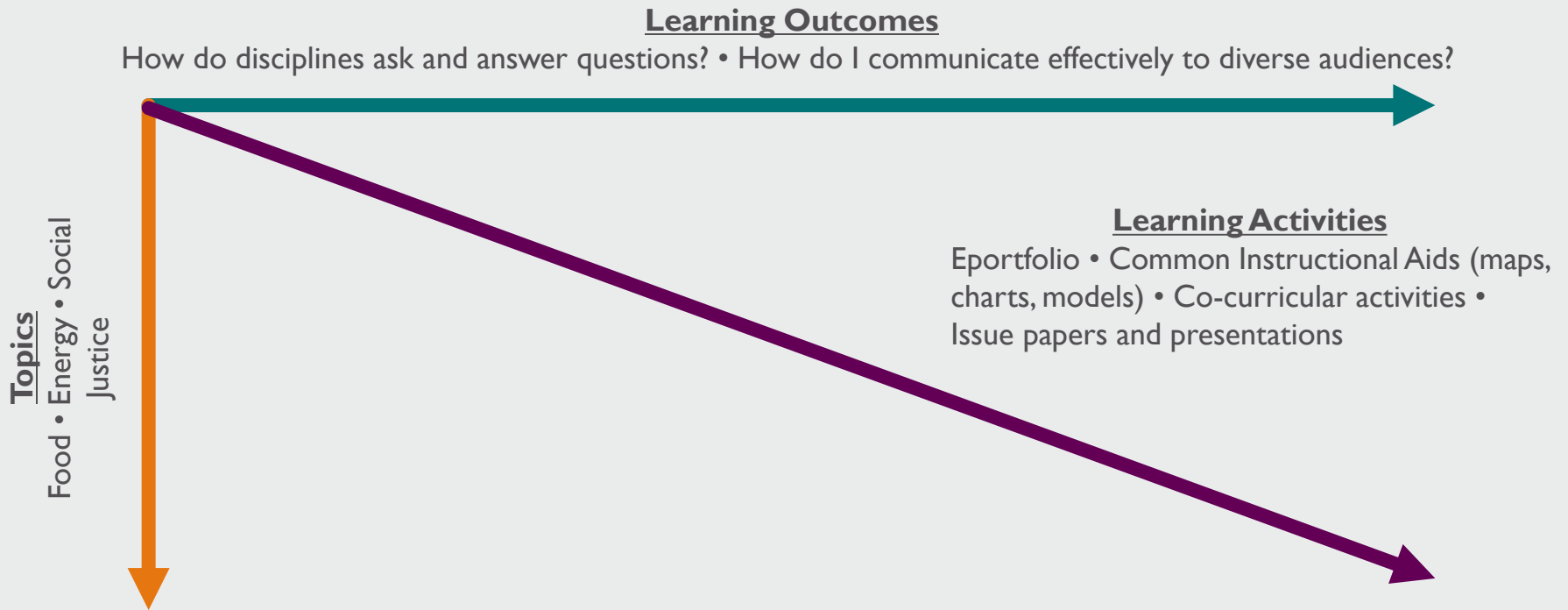
INTRODUCTORY MATHEMATICS: MTH 101/2/3

- Increase number of available seats in Quantitative Literacy (MTH 101/2) from 400 to 840 per semester.
- Pilot enhancement sections in MTH 101/2 to enable students who would have placed into MTH 1825 to enroll directly in these courses.
- Pilot enhancement sections for MTH 103 and revision of curriculum to focus on path to calculus.
- Long term goal: Eliminate developmental math (MTH 1825) in favor of enhancement of MTH 101/2/3.
- Coordinate with “Integrative Studies” cohort pilot program.

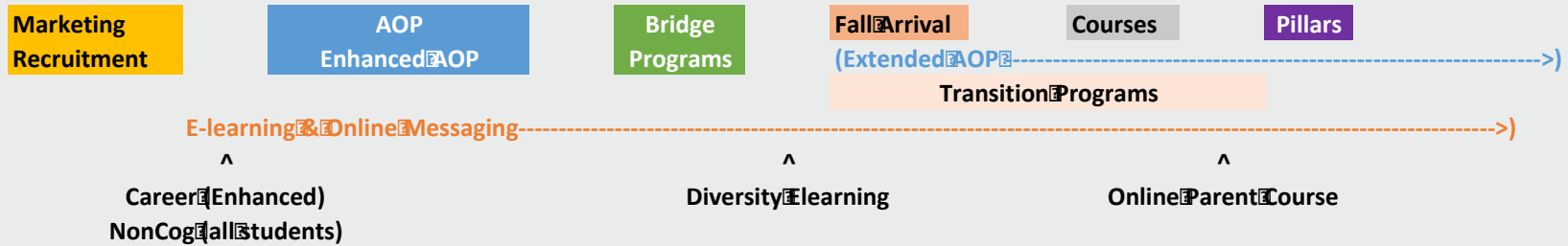
INTEGRATIVE STUDIES & MATH PILOT – 250 STUDENTS EACH




HOW WILL THE CLASSES INTEGRATE?



COMPONENTS OF THE FIRST-YEAR PATHWAY



DRAFT IDEAS FOR PATHWAY OUTCOMES



Purpose	<ul style="list-style-type: none">•Sense of belonging at MSU•Plan for moving forward relative to major and/or career
Academics	<ul style="list-style-type: none">•Critical thinking and problem solving•Effective use of evidence•Effective oral and written communication
Intercultural	<ul style="list-style-type: none">•Engagement with diverse populations and ideas•Sense of one's own identity and values
Residential	<ul style="list-style-type: none">•Ability to live in a respectful community•Ability to discuss, negotiate, and resolve conflict
Wellness	<ul style="list-style-type: none">•Identify and reduce stress•Manage self in terms of health, time, and finances



SPARTANS WILL.

**TABLEAU DASHBOARDS FOR STUDENT
SUCCESS INITIATIVES SUPPORT**

**INSTITUTIONAL STUDIES,
OFFICE OF PLANNING AND
BUDGETS**



CURRENT DASHBOARDS RELATED TO STUDENT SUCCESS

- Freshman Academic Probation
- Student Credit Distribution
- Enrollment by Program (Major) and College
- Graduation and Persistence Outcomes
- SCH Distribution by Course and Outcome

FOR MORE INFORMATION

- AOP Projects: Mary Beth Heeder
 - heeder@msu.edu
- MTH 101/2/3 Projects: Keith Promislow, Pavel Sikorskii
 - promislo@msu.edu, sikorsk4@msu.edu
- Integrative Studies: Jeff Ericksen, Kirk Kidwell, Gabe Ording, Jim Lucas
- First-Year Program: Jim Lucas
 - erickse8@msu.edu, kidwell@msu.edu, ordingga@msu.edu, lucasjam@msu.edu
- OPB Dashboards: Bethan Cantwell
 - cantwelb@msu.edu
- Upcoming Events/Meetings:
 - Student Success Leadership Community Meeting, April 26, 8:30am-10am, Kellogg
 - Neighborhood Data Summit, May 9, 8am-4:30pm, Wells Hall

New Interdisciplinary Science & Technology Building

Planning Principles

- Provide research capacity for GII recruits and research program growth (~44 PI's)
- Programmatic focus on neuroscience, reproductive and developmental science and precision health
- Project budget of \$100M
- Leverage an existing MSU Lab prototype as a basis of design to provide a highly cost efficient building solution
- Accelerated construction schedule – completion by fall 2019 to meet hiring projections

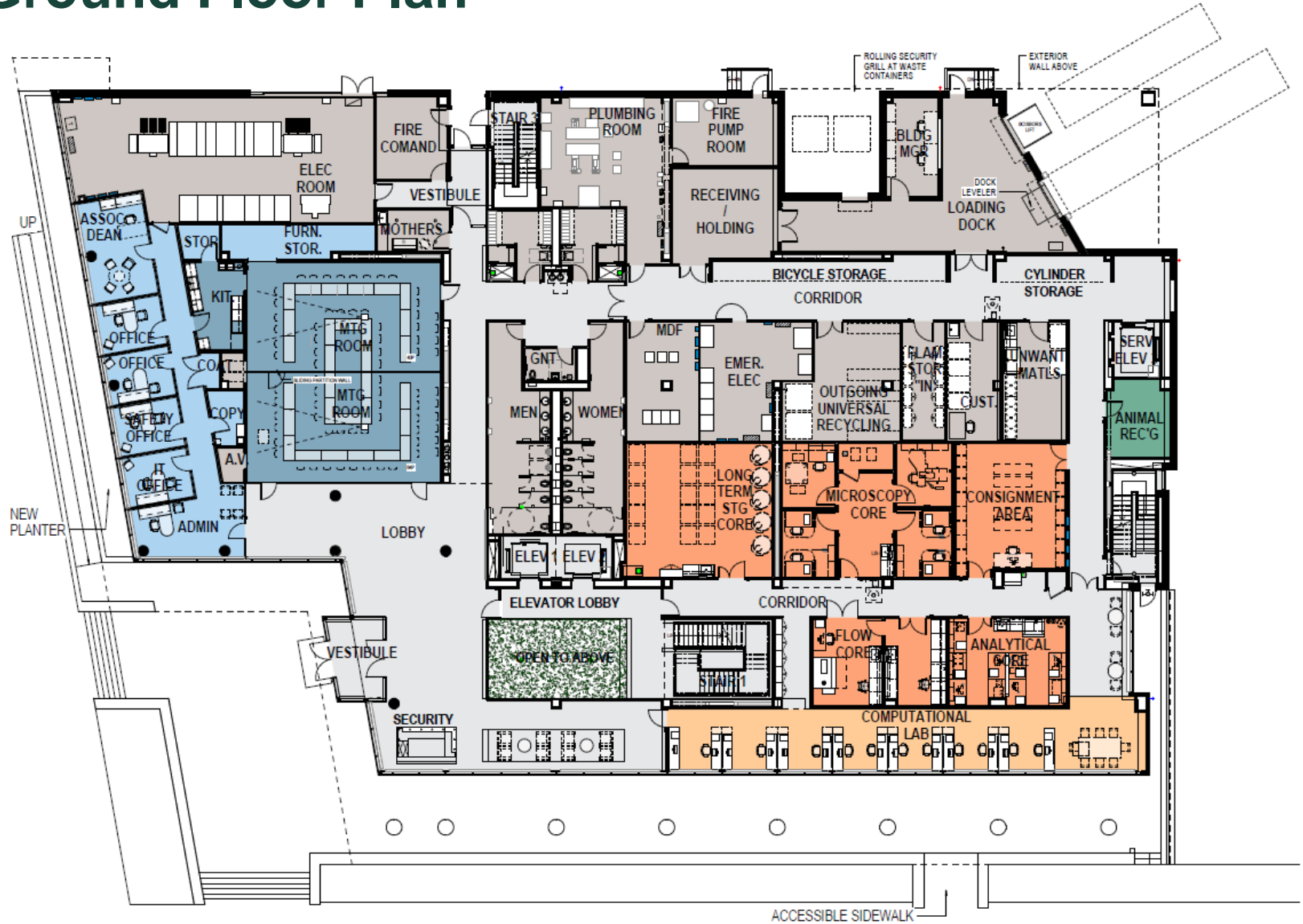
Typical Lab Floor Plan



Sixth Floor Plan - Vivarium



Ground Floor Plan



View from South (Bio-Engineering & Plaza)



Digital Monograph Publishing Initiative

Open Access to Digital Monograph Publishing Initiative



Faculty who have had a monograph peer reviewed by a participating AAU press will be eligible for a \$15,000 award to publish the monograph in an open access format.

More Comprehensive Planning for the Future

More Comprehensive Planning for the Future: Science

- Broader conversation about programmatic connections and themes
- Thematic districts
- Space allocation
- Renovation
- New construction
- Can we better integrate our research, academic, human resources, fiscal, and facility infrastructure planning?

More Comprehensive Planning for the Future: Arts and Culture

- “Schools now think of the arts less as a peripheral extracurricular activity than as an opportunity for innovative collaboration.”
- Current assets on campus
- Potential relationship among assets
- Could MSU have a distinctive approach to the arts?

More Comprehensive Planning for the Future: Academic Program Review

- Standardized data set
- Forward looking
- Rationale for change vs. justification of current status

Counseling and Psychiatry Services (CAPS)

Counseling and Psychiatry Services (CAPS)

Rationale:

- Increased demand for behavioral health services within our student population consistent with national trends.
- Provide adequate and timely direct service to students, better meet the demand for appointments, and respond effectively to the acuity and severity of student issues.



Counseling and Psychiatry Services (CAPS)

- Consider increasing its complement of counseling providers, consistent with national standards and best practices, integrated entity to fulfill the expected outcomes of the President, including, but not limited to, co-located delivery of counseling and psychological/psychiatric services.



Counseling and Psychiatry Services (CAPS)

- The Action Committee recommends that counseling providers hold 12-month appointments in order to effectively contribute to a coordinated continuum of health and wellness services at MSU. The consultants strongly affirm and endorse this view.



Counseling and Psychiatry Services (CAPS)

- **Students will access counseling and psychological/psychiatric services through a single point of entry:** all students who wish to secure an appointment may do so either in person (at a central location or in the Neighborhoods), by telephone, or—ultimately—online, regardless of how or where they first come into contact with or are referred for services in the integrated continuum of care.



Counseling and Psychiatry Services (CAPS)

- Student Health and Wellness Services should affirm and embrace the values of teamwork, collaboration, and diversity through:
 - **A collaborative, team-based approach to care.** Collaborative teams will include an interdisciplinary blend of providers and staff - psychiatrists, counseling and clinical psychologists, social workers, nurses, primary care providers (physicians, physician assistants, and nurse practitioners), and allied health professionals—who will work with students to develop individualized health care plans, goals, and intended outcomes. Collaborative teams should include academic advisors, as well.
 - **A commitment to diversity and inclusion** in which (1) **multicultural competence** is a shared expectation, responsibility, and requirement for ongoing training and professional development; and (2) leadership prioritizes increasing and maintaining the **diversity of providers and staff** across the integrated entity.



Counseling and Psychiatry Services (CAPS)

- Embed licensed counseling providers (1) in the Neighborhoods, in addition to existing primary care providers and health promotion and education programs, and (2) in the University's colleges, where they might be cross-trained with academic advisors.
- Expand the use of group therapy and workshops in the Neighborhoods.
- Consider the development of advisory groups that include representatives from the web of connections on campus - in university administrative offices, colleges and departments, programs and services, and student clubs and organizations—and off campus partners among local healthcare providers and agencies.
- Implement a 24-hour phone hotline for all integrated services.



Science Gallery

Science Gallery

Video link for the Global Science Gallery Network:

<https://www.youtube.com/watch?v=nPv2UpGY5DQ&feature=youtu.be>

Five Areas Where Your Input Is Needed

Please provide input on any (or all) of the questions being passed out to your tables.

Beginning March 1, 2017, a monthly update will be provided on each of the questions. In the event that your advice leads to a decision NOT to pursue one of the questions, that, too, will be noted on the monthly update.

- Identify a table leader.
- Discuss for 30 minutes at your table.
- Have your table leader type up your input/feedback/suggestions.
- Provide your input via email to aancomm@msu.edu by Fri. Feb. 24.

Coming Attractions: The Next Top Five Things the Provost (Never) Said

1. My goal is to wipe out everything but the biological sciences on campus.
2. We need to merge the colleges so we have only a half dozen.
3. We've got too many tenured faculty.
4. We're going to move all the parking off campus and make everyone bus in – except me.
5. We're doing away with spring break.