University Senate Presentation

Wallace Southerland III, Ph.D.
Vice President for Student Affairs and Dean of Students

February 2022
Biographical Information
Professional Background

- 30 years’ experience in higher education
- **Ph.D.**, University of Maryland College Park, Education Policy, Planning, and Administration
- **M.S.**, University of Bridgeport, Counseling with emphasis in human resource development
- **B.A.,** (cum laude), University of Bridgeport (in Connecticut), English
So, who’s the new guy over in Student Affairs?

Examples of Career Experiences

- Office of the President
- Academic Affairs
- Student Affairs
- Executive Search
- Adjunct faculty member
- University Research
- Reviewer
- Dissertation chair
- Grant writer
- Fundraising
- Mentor to students, faculty, staff
Diverse university experiences

- Big 10/Research I
- Private
- Public
- Comprehensive
- Jesuit
Diverse identities

- Black/African American
- Cisgender male
- Person of faith
- First generation
- Former low-income
- Student service professional
- Academic
Why Tech?
(A Few Reasons) Why I Chose Tech

Tech’s aspirations

- Addressing and solving societal challenges through creation and application of technology across STEAM fields
- Creating a world that is “just, sustainable, and prosperous”
- Increasing access to STEM and higher education for women and under-represented/under-served students

Student Affairs expanded portfolio

Professional challenge in STEM setting
### The First 100 Days

<table>
<thead>
<tr>
<th>Promoting</th>
<th>spirit-building themes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gathering</td>
<td>organizational intelligence and context</td>
</tr>
<tr>
<td>Participating</td>
<td>in start-up events to welcome students and families</td>
</tr>
<tr>
<td>Engaging</td>
<td>with students in their spaces</td>
</tr>
<tr>
<td>Building</td>
<td>staff relations</td>
</tr>
<tr>
<td>Building</td>
<td>campus relationships by engaging with academics and staff</td>
</tr>
<tr>
<td>Connecting</td>
<td>with the community through Keweenaw Economic Development group</td>
</tr>
<tr>
<td>Preparing</td>
<td>Student affairs for the HLC accreditation visit</td>
</tr>
</tbody>
</table>
Student Affairs Overview
Student Affairs Mission Statement

We prepare students to create the future and we make their success our highest priority.
### Student Affairs at Michigan Tech

**Contact:**
- deanofstudents@mtu.edu
- [https://www.mtu.edu/student-affairs/](https://www.mtu.edu/student-affairs/)

### Student Success Center
- Student Leadership and Involvement
- Community Service

### Fraternity and Sorority Life
- Career Services
- Res Edu and Housing

### Academic and Community Conduct
- Student Disability Services
- International Programs and Services (including Alumni/ae)

### New Student Transitions
- Information Systems
- Dean of Students Office

### Center for Student Mental Health and Well-Being
- Commencement (as of 2022)
- Assessment and Evaluation

### Student Withdrawals
- Excused Absences
- Food Pantry

### Crisis Intervention and Student Advocacy
- Academic Affairs Partnerships
- Student Away and Abroad

### Student Activity Fee
- Experience Tech Fee
- Student Emergency Fund

Leveraging 200+ years of **extraordinary** staff expertise.
The Vision Thing: Five Guiding Priorities

1. **Promote a Culture of Staff Excellence, Diversity, Inclusion, and Sense of Belonging**
2. **Promote a Culture of Student Excellence, Diversity, Inclusion, and Sense of Belonging**
3. **Promote a Culture of Internal and External Engagement**
4. **Promote a Culture of Planning, Assessment, and Data-Informed Decision-Making**
5. **Promote a Culture of Development and Philanthropy**
Student Affairs Impact
Examples of the Areas We Impact

• Positive campus life experience for students, faculty, and staff

• Economic development for campus and community

• Student enrollment, retention, and graduation

• Students’ career readiness

• Students’ life-long learning and choices

• Student development and growth
### Examples of Student Affairs Results

<table>
<thead>
<tr>
<th>Amount</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>$120,000+</td>
<td>in emergency aid given to students since the Covid-19 pandemic</td>
</tr>
<tr>
<td>~4,000</td>
<td>students attended the annual K-Day event</td>
</tr>
<tr>
<td>240+</td>
<td>opportunities for students to engage in registered clubs and organizations</td>
</tr>
<tr>
<td>80%</td>
<td>of students reported being engaged in at least one organization compared to 66% nationally</td>
</tr>
<tr>
<td>86%</td>
<td>students reported they came back to Tech because of involvement in out-of-class activities</td>
</tr>
<tr>
<td>598</td>
<td>families registered for Family Weekend (~1500 visitors)</td>
</tr>
<tr>
<td>215</td>
<td>companies registered for spring 2022 virtual career fair</td>
</tr>
<tr>
<td>$70,000</td>
<td>average starting salary for US Citizens who participated in a co-op prior to graduation vs. $62,750 for graduates without a co-op (Fall 2021 Graduating Class First Destination )</td>
</tr>
<tr>
<td>1,820</td>
<td>service hours provided by 485 students at 55 sites during 2021 “Make a Difference Day” event</td>
</tr>
</tbody>
</table>
Examples of Student Affairs’ Returns on Investment

- **80%+** average attendance rate for mid-term meetings for first year students in fall 2020 and spring 2021

- **Increased demand** for residential living experience for fall 2021

- **90% placement rate** with median salary of more than $64,000

- **190** new international students and **550** returning international students

- **558** international alumni/ae on Optional Practicum Training (OPT)
# Student Affairs | Measures of Success

<table>
<thead>
<tr>
<th>Outcome categories</th>
<th>Examples of metrics</th>
<th>What we can learn</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Participation outcomes</strong></td>
<td>Number and percent of students engaged in activities and services</td>
<td>We can learn which students are engaged and which students are not</td>
</tr>
<tr>
<td><strong>Satisfaction outcomes</strong></td>
<td>Number and percent of students satisfied with their experiences in activities and services</td>
<td>We can learn if students are satisfied with what we are offering</td>
</tr>
<tr>
<td><strong>Retention outcomes</strong></td>
<td>Number and percent of engaged students retained</td>
<td>We can learn about relationships between engagement and retention</td>
</tr>
<tr>
<td><strong>Graduation outcomes</strong></td>
<td>Number and percent of engaged students completing degrees</td>
<td>We can learn about relationships between engagement and degree completion</td>
</tr>
<tr>
<td><strong>Learning outcomes</strong></td>
<td>Number and percent of students demonstrating/reporting learning</td>
<td>We can learn about which experiences contribute to student learning and transformation</td>
</tr>
<tr>
<td><strong>First destination outcomes</strong></td>
<td>Number and percent of students placed in careers or graduate school</td>
<td>We can learn about readiness for careers or graduate school</td>
</tr>
</tbody>
</table>
88% retention rate
(currently: 84.68%)

75% graduation rate
(currently: 72.16%)
Examples of Strategies toward 2024-2025 Goals

*Aspiration:* Establish a [Michigan Tech Student Success Council](#) composed of Student Affairs practitioners, faculty scholars, academic administrators, and student leaders.

<table>
<thead>
<tr>
<th>Continuing</th>
<th>Implementing</th>
<th>Enhancing</th>
<th>Monitoring</th>
<th>Promoting</th>
</tr>
</thead>
<tbody>
<tr>
<td>CIVITAS</td>
<td>Leadership Pathway Curriculum</td>
<td>Relations with academic colleges and faculty</td>
<td>“Student performance intelligence”</td>
<td>Institutional mental health and wellness</td>
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<tr>
<td>CONTACT AND RESOURCE INFORMATION</td>
<td></td>
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</tr>
<tr>
<td><strong>Addressing</strong> student concerns</td>
<td><a href="https://www.mtu.edu/deanofstudents/faculty-staff/concerns/">https://www.mtu.edu/deanofstudents/faculty-staff/concerns/</a></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| **Requesting** help with a student | - In case of emergency, dial 911  
- For non-emergencies, call Public Safety and Police Services at 906-487-2216 |
| **Referring** students of concern | - [https://www.mtu.edu/deanofstudents/students/concern/](https://www.mtu.edu/deanofstudents/students/concern/)  
- [https://www.mtu.edu/well-being/mental-health/my-ssp/](https://www.mtu.edu/well-being/mental-health/my-ssp/) |
| **Emailing** us about student concerns, including wellness checks | deanofstudents@mtu.edu |
| **Calling** us about student concerns | 906-487-2212. This number **is not** monitored after hours or on weekends and holidays. Call 911 for immediate assistance. |
How student success is achieved*

Faculty have to care more than others believe is wise
Administrators have to risk more than others believe is safe
Universities have to dare more than others believe is practical
Students have to dream more than others believe is possible

-Author unknown

*Adapted from “How is Diversity Achieved? Building Diversity in Higher Education: Strategies for Broadening Participation in the Sciences and Engineering Conference – Final Thoughts”
Thank you