

Identifying a Diverse Student Body: College and University Programs that Work.

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The Admissions Context

- UM is committed to having a diverse campus community
 - Not limited to race or ethnicity
 - Includes students, staff and faculty who come from a broad range of backgrounds, experiences and perspectives
 - Students are looking for an educational experience that will prepare them for the future in an increasingly diverse society



The Academic Context

- Our experience and research show that a diverse academic community leads to better teaching and learning environments
 - More effective problem-solving, more inspired creative endeavors. greater intellectual self-confidence and engagement. (Gurin, et al, 2003)
 - Businesses want educated people who can work as members of a diverse team to accomplish goals; higher education must train them for this.



The Demographic Imperative

- 50 years ago 80% of jobs were “unskilled” and required only a high school education
- Today 85% of jobs are “skilled” and require a variety of abilities that are acquired in post-secondary education
- 60% of college students today are women
- 65% of population growth in the next 15 years will be among minorities, principally Hispanic and Asian

(Spanier, G. B., 2006)



UM Programs that Work

- OAMI – Academic Multicultural Initiatives
- MESA – Multi Ethnic Student Affairs
- MLCs – Michigan Learning Communities
 - Comprehensive Studies Program
 - Undergraduate Research Opportunity Program
 - Michigan Community Scholars Program
 - Health Science Scholars Program
 - Women in Science and Engineering
 - POSSE
 - LHSP, RC, Honors,





Comprehensive Studies Program
The University of Michigan



CSP Today

- The Comprehensive Studies Program (CSP) is an academic unit within the College of Literature, Science and the Arts that offers a variety of academic support services, including the Summer Bridge Program, academic year course instruction, academic advising and peer advising, tutoring, and freshmen interest groups. CSP works closely with a wide variety of academic departments, offices and programs throughout the university, including offices in the various schools and colleges, the Undergraduate Admissions Office, the Office of Financial Aid, and the Division of Student Affairs.



Mission

- It is the mission of CSP to support, academically enrich, and retain students at the University of Michigan who show outstanding potential for a Michigan education.



Our Rationale

- There are many students with outstanding potential for college success, but who have not had certain advantages typical of most students at Michigan.
- These students are often highly motivated to succeed and will make significant contributions to society if afforded access to college and early support.



Philosophical Orientation

- Importance of time-on-task
- In the confrontation between the rock and the stream, the stream always wins - - not through strength of force, rather through perseverance.



Comprehensive Model

- Support Network of people & resources:
students, faculty, staff, programs
- Strategies for Goal Attainment
- Skill Building Opportunities
- Leadership Opportunities
- Mentoring



Program Components

- Summer Orientation
- Summer Bridge Program
- Developmental Academic Advising
- Intensive Course Instruction
- Tutoring
- Study Groups
- Student Development



Summer Orientation

- Placement Testing
- Course Selection
- Academic Advising
- Introduction to Support Network





**Summer
Bridge
Program**

Summer Bridge Objectives

- To develop academic abilities in the content areas (i.e., bridge knowledge gaps)
- To develop knowledge about faculty expectations
- To develop insights about one's self, (particularly goals, strengths, weaknesses)
- To develop a familiarity with the campus environment
- To develop a support network



Summer Bridge Structure

- Intensive Academic Development
(English, Math, Computer & Study Skills)
- Developmental Advising
(Decision-making, Conflict Management)
- Establishment of Support Network
(Faculty, Staff, Students)
- Student Development Activities
 - Build Confidence in Realistic Setting
 - Gain Personal Insights



Impact on Students

- 95% report that they feel they have gotten a head start on other incoming freshmen
- 88% recommend attending Bridge to friends
- 85% made friends they expect to keep
- 85% are more encouraged about their ability to handle the academic demands of college.
- 75% learned new and useful study skills in Summer Bridge.



Intensive Course Instruction



Intensive Course Instruction

- Extended Meeting Time
- Smaller class size
- Collaborative Learning
- Active Learning
- Focus on Effectiveness Strategies
- Departmental Testing/Grading



Academic Advising



Academic Advising

- Developmental Advising
- Academic Progress Monitoring System
(Mid-term Estimate, Student Progress Report)
- Problem-Solving Strategies
(Roommate, finances, peer expectations)
- Academic-Career Exploration & Planning
(Freshmen interest groups)
- Personal Adjustment Issues
(Existential crises)



Student Development



Additional Programs

- Tutoring
- Study Groups
- CSP 100 - Academic Socialization
- Summer Scholarship Program
- Collaborations (high schools, UAO, student organizations)



CSP Student Outcome Measures (2005-06)

- Graduation Rate : 6-yr: 72%; overall: 76%
(Total graduates since 1992: 5,431)
- Overall GPA: 2.7
- New Freshmen: c. 400
- Seniors: 503
- Total CSP Students: 2,015
- Advising Contacts: over 6,000
- Intensive Course Enrollment: 1,102
- Students in Good Academic Standing: 96%



Conclusion

- A comprehensive program that includes summer development, intensive instruction, systematic advising, and student development not only promotes a diverse student body, but also facilitates adjustment, academic achievement, retention, and graduation.



Go Blue!



References

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- Spanier, G. B. (2006). “The Future of the Academy: Coping with Changing Demographics and Privatization.” Presented at the College Board Forum, New York, October 30, 2005