Faculty Steering Briefing

MI LEAP Sixty by 30 *MSU Learning Goals Amplify Grant*

Spartan Undergraduate Experience Strategy (SUES) Unit
Office of the Undergraduate Education
1 April 2025

MI LEAP Sixty by 30 MSU Learning Goals Amplify Grant – Link

1. Origin of the Initiative

Michigan State University, like many large institutions, faces challenges integrating thoughtfully created university learning goals across campus to support students holistically. Student feedback consistently reveals their difficulty navigating our complex institutional structure across colleges, student affairs, and living environments. This confusion is exacerbated by units creating learning goals and outcomes that are not aligned with university wide learning goals.

For over 15 years, academic and student affairs units have pursued student learning improvement. With enhanced resources, MSU now aims to integrate these efforts into a sustainable strategy aligned with our student success framework: Student Success Strategy Guide

Key Objectives:

- Influence quality and scale of high-impact practices.

- Amplify teaching, learning, and curriculum policy reform efforts.

- Clarify student pathways through the institution.

- Promote accessibility and equity through connecting curricular and co-curricular activities.

2. Development Team

Grant Writers: Amy Martin, Assistant Dean, Student Success Strategy, Current Principal Investigator. This role will shift to the leads of the effort when they are identified.

Assessment support and current Co-PIs

- Kari Stone-Sewalish, Assistant Director of Assessment, Office of Accreditation, Assessment, Curriculum and Compliance,

- Paul Goldblatt, Division Assessment Officer, Student Life and Engagement

Key contributors to grant planning:

- Jason Almerigi, Director of Assessment, College of Social Sciences

- Kyle Carter, Assistant Assessment Officer, Student Life and Engagement

- Rebecca Dean, Director of Assessment, Undergraduate Education

- Brandy Ellison, Assistant Professor, Integrative Studies in Social Science

- Jun Fu, Data Analyst, Student Life and Engagement

- Emily Jaszewski, CGA Liaison Coordinator, Office of Undergraduate Education

- Ellie Louson, Learning Designer and Academic Specialist at MSU's Center for Teaching and Learning Innovation, Teaching Faculty Lyman Briggs

- Jim Lucas, former Senior Associate Dean, Global Education & Curriculum, Office of Undergraduate Education

- Karen-Elizabeth Moroski-Rigney, Director of Strategic Planning, Assessment, and Accessibility, College of Arts & Letters

- Renata Opoczynski, Assistant Provost for Undergraduate Student Success

- Gabe Ording, Associate Professor Department of Entomology

Reviewed materials for the grant:

- ASMSU

- Ariel Arnold, Neighborhood Director for Student Success, East Neighborhood

- Denice Blair, Director of Education, University Libraries

- Danielle DeVoss, Interim Chairperson; William J. Beal Distinguished Professor; Graduate Faculty, Department of Writing, Rhetoric, and Cultures

- Helena Gardner, Director, Residence Education and Housing Services

- Kirby Gibson, Associate Director, Resident Education and Housing Services

- Rob Glew, Associate Dean for Academic Programs, Office of the Dean of International Studies

- Emily Jaszewski, CGA Liaison Coordinator, Office of Undergraduate Education

- ShirDonna Lawrence, Director, Fraternity & Sorority Life

- Michael Lockett, Associate Director, Integrated Arts and Humanities

- Coree Newman Coronado, Director, Associate Director for Residence Education & Housing Service

- Ellen Moll, Assistant Dean for Undergraduate Studies, College of Arts & Letters

- Jeno Rivera, Associate Professor, Residential College in the Arts and Humanities

- Neil Romanosky, Dean, Michigan State University Libraries

- Sarah Schultz, Director, Spartan Experience Record, Office of Undergraduate Education

- Heather Shea, Director, Pathway Programs, Office of Undergraduate Education

- Stephen Thomas, Assistant Dean, Undergrad Ed and Digital Curriculum Coordinator, College of Natural Science

- Korine Wawrzynski, Assistant Dean for Academic Initiatives, Office of Undergraduate Education

- Karen Moroski-Rigney, Director of Strategic Planning, Assessment, and Accessibility in the College of Arts & Letters

- Jeremy Van Hof, Teaching Center Director, Center for Teaching and Learning Innovation (CTLI)

- Pat Walton, Associate Dean for Academic Programs, Engineering Dean's Office, College of Engineering

- Council of Undergraduate Deans (CUED)

3. Purpose and Goals

Purpose:

- President Guskiewicz has begun to describe a vision for MSU where there is greater alignment between MSU courses, degrees, and research priorities with the trends and future needs of Michigan, positioning us as **Michigan's state university**.

- The process of establishing re-invigorated university learning goals in relationship to the five areas of student success will help MSU meet the needs of students over the next decade and will ultimately lead to a culture change in how MSU works across historically siloed academic and student services units.

- A well-aligned, collaborative MSU community with a shared vision for student success can influence students' time to degree, increase students' year to year persistence, improved completion rates for all learners, and move us toward the elimination of equity gaps.

Goals:

- Align learning goals to connect curricular, co-curricular, and extra-curricular programs, creating a more cohesive student experience that will accelerate our strategic goal of becoming a more accessible and equitable institution.

- Engage all campus stakeholders around student learning, influencing the scale and quality of high impact practices; amplifying teaching, learning, and curriculum policy reform; and creating clearer student pathways through the institution.

4. Relation to General Education (Gen Ed)

- Gen Ed is a distinct project and will involve faculty leadership and mentorship.

- The working groups will be separate. However, an Undergraduate Education representative is serving on the General Education Council, and meetings are scheduled to reserve an intentional time to share communications between the two projects.

5. <mark>Leadership & Involvement</mark>

Executive Sponsors [Accountability & support]

1. Provost

2. Executive Vice President for Administration

3. Vice President for Student Life & Engagement

4. Vice Provost & Dean of Undergraduate Education

Executive Liaisons – 10-15 hours per month

- *RHS/Student Affairs and Services/UHW Lead – gathering recommendations.*

- *Academic Lead – faculty member, gathering recommendations.*

- Convene vision and operational leads meetings bi-weekly or weekly for one hour/2-4 hours per month (this will depend on the phase of the project).

- Attend learning goals planning meetings monthly for two hours.

- Attend conference and/or host campus training to develop definitions and process for learning goals creation.

- Assist with removing barriers to the project.

- Engage faculty senate, President's and Provost Council as needed to further the project's objectives.

- Ensure connection and sharing of information/vision with the General Education planning group.

- Develop values and norms for the groups' work.

- Develop and lead learning around the five areas of student success, and how learning goals can support student success.

***Operations Leads* – 16-20 hours per month**

- *Academic Lead – still seeking input.*

- *RHS/Student Affairs/UHW Lead – still seeking input.*

- Serve as PIs for the grant.

- Convene vision and operational leads meetings bi-weekly or weekly for one hour/2-4 hours per month.

- Attend learning goals planning meetings monthly for two hours.

- Work closely with the project implementation manager to set up meetings, determine agendas, track progress, solve problems, create the structures and processes for achieving the goals outlined in the grant – two hours per month.

- Oversee the evaluation processes working with the project implementation manager, visionary leads, and AACC, and campus researchers to design and implement assessments.

- Sit on Spartan Undergrad Student Success Project planning group and provide updates to the Vice Provost/Dean and Assist Vice Provost for Undergrad Ed – 1 hour monthly.

- Engage faculty senate, President's and Provost Council as needed to further the project's objectives.

- Ensure connection and sharing of information/vision with the General Education planning group.

- Develop and lead learning around the five areas of student success, and how learning goals can support student success.

- Develop values and norms for the groups' work.

***Project Implementation Manager:* 25 hours/per week on Sixtyby30 Learning Goals project and 15 hours/per week on Student Success Strategic Initiative Projects**

- Wasek Sazzad, Broad STEM Full-time MBA grad student hired and will start May 16th, post-graduation.

- Under the direction of the Vice Provost for Undergraduate Education and Assistant Provost for Undergraduate Student Success, the project implementation manager coordinates, tracks, implements, and evaluates programs and projects outlined in the MSU Student Success strategic plan with focused responsibility for the Sixty by 30 Undergraduate Learning Goals project in 2024 and 2025. This will be a term limited position until December 31, 2026.

- Supervised by the Assistant Dean for Student Success Strategy, the person in this role works in close partnership with the Student Success Strategic Initiatives Manager/University Innovation Alliance (UIA) Fellow, MI Leap Sixty by 30 MSU Learning Goals project team leads, and other campus leaders to develop operating plans and goals to implement campus student success special projects and meet outlined goals and objectives.

- The person in this role develops and implements project templates, communication strategies, and meeting agendas and minutes to ensure progress on all university undergraduate student success strategic initiatives.

- Assists project leaders and their staff with implementing, documenting and reporting strategic planning processes, co-managing student success meetings, identifying project specific measurement standards or reconfirming existing measurement tools and developing teamwork expectations to implement identified process improvements.

- Coordinates and assists project work group leaders and serves as a member of initiatives and projects work groups; coordinates and oversees ongoing communication to the Vice Provost and Dean of Undergraduate Education, Assistant Provost for Undergraduate Student Success and Spartan Experience Strategy Executive Committee and/or SSEAC on the progress and results of each project group.

- Initiates, develops, coordinates, implements, and evaluates training programs for full time employees on the methods of design thinking, process mapping, and project management in order to achieve strategic objectives.

Committee Members **– 10 hours/month**

- 6-8 additional members of the working group with 4 leads.

- Actively represent their units through engagement with leaders and educators and staff who will implement learning goals in their areas of responsibility.

- Attend monthly working meetings – reporting out on progress, feedback, suggestions, barriers that need to be addressed.

- Attend conferences and training sessions.

- Serve in the role of educators on what learning goals and learning assessments entail.

- Garner information, suggestions, research that help shape the learning goals.

- Participate in assessments of the process.

- Work with the project implementation manager in between meetings.

Key consultants and advisors [Learning goals & cultural change]

- Undergraduate Education, Curriculum and Spartan Experience Record

- RHS/Student Affairs and Services/UHW

- College Representation

Membership: [Voice & representation]

- Students - advisory council

- University Council on Undergraduate Education

- Faculty Senate

- University Council for Student Affairs

- Integrative Studies

- College Associate/Assistant Deans for Undergraduate Curriculum, Student Affairs, Advising, Diversity & Inclusion

- Department Chairs

- Student Life & Engagement

- Residential Education & Housing Services

- Diversity, Equity & Inclusion Directors

- University Libraries

- General Education liaisons

- Director, MSU Co-Curricular Record

- Global Learning Initiative

- University Health & Wellbeing

- Institutional Diversity & Inclusion

Consultation notes from grant:

- All 14 MSU undergraduate degree-granting colleges represented by

   o Council of Undergraduate Education Deans.

   o Integrative Studies Directors: Arts and Humanities, Biological and Physical Sciences, and Social, Behavioral, and Economic Sciences, Arts and Humanities, Biological and Physical Sciences, and Social, Behavioral, and Economic Sciences

- Student Life and Engagement represented by

   o Leadership Team

   o Residence Education and Housing Services

   o Diversity Equity and Inclusion Directors

   o Student Organization Leaders

   o Lean Enterprise and Assessment

   o Career Services

- Provost's Office represented by

  - Office of Accreditation, Assessment, Curriculum, and Compliance,

  - Office of Undergraduate Education – Global Education and Curriculum, Academic Initiatives (Includes Undergraduate Research), Neighborhoods Student Success center, Student Success Strategy, Student Success Data and Assessment, Innovation in STEM, Curriculum, Research, Teaching and Learning, Spartan Experience Record

  - Institutional Research

  - Center for Teaching and Learning Innovation

  - International Studies Program and Global Learning Initiative

- Campus Student Success Group

- University Libraries

- Higher Learning Commission Assessment Academy

- Office of Institutional Diversity and Inclusion

- University Health and Wellness

- Living Learning Programs

6. <mark>Timeline and Milestones</mark>

We are in a good position because we have many teams working on developing learning goals or strategies that align with the five areas of success and are excited about coming together in this work. We know there are a lot of challenges ahead, but we feel like we can build a great leadership team to address them.

Examples:

- Glossary of terms has already been developed, we believe it could be completed in Fall 2025 with the right process.

- The work on program review and accreditation of Stacia's office has been successful,

- Learning outcomes work with the Spartan Experience Record,

- Work in Residential Housing Education to define and enact student learning outcomes.
- The challenge is that we don't want to design to much detail of the process before the team gets together.

We are asking for an extension to the grant given the late approval and start so we envision the timeline to look like this:

Phase 1 – Establishing Foundations

- **Sept 2024:** Establish baseline understanding of 5 success areas via Student Experience Survey
- **May 2025:** Leadership and working committees formed; Project Manager begins

Phase 2 – Development and Engagement

- **May–Sept 2025:** Define and align learning goals
- **Oct 2025:** Finalize glossary, initiate revision process

Phase 3 – Implementation

- **Spring 2026:** Engage Faculty Senate and governance with draft
- **Fall 2026:** Governance process approved, implementation begins
- **Spring 2027:** Launch ongoing governance for learning goals

7. Faculty Chair Involvement – Invitation to Collaborate

We welcome feedback on how you, as Faculty of the Steering Committee, would prefer to engage:

- What general feedback and guidance do you have for this effort?
- Do you have recommendations for the academic/faculty leads?
- Would an ad hoc working group with rotating committee representatives be useful?
- What continuity of representation would you like over the two-year span?