Reinventing the Small College Experience for New-Demographic Learners

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The Origin of Our Collaboration:
Teagle Grant on Curricular Coherence

- “Curricular Coherence” = streamlining + distinctive learning experience
- $25k collaboration grant awarded jointly to Dominican & Mills College, with Agnes Scott College to serve as consultants
- Funding Provided:
  - Two day-long workshops in June led by consultants from Agnes Scott and administrators from Mills & Dominican - for faculty & staff from Mills & Dominican (and guests from Holy Names University)
  - Summer working groups at Mills & Dominican
What we learned on our own &
What we learned from each other
Question: How many of you are somewhere in the process of “reinventing” your institutions? At the beginning? In the middle? Near the end?
Agnes Scott College
Small and unusually diverse women’s liberal arts college
Founded 1889 in Metropolitan Atlanta
200 million+ endowment

MISSION:
Educating women to think deeply, live honorably, and engage the intellectual and social challenges of their time
Driving enrollment growth by providing a distinctive and market-relevant 21st century liberal arts education

Preparing every student to be an effective leader in a global society
Effect of initiatives on number of applications and matriculations – INQ & AA

INSTITUTIONAL CHARACTER

Leadership

GLOBAL EMPHASIS

Integral

Significant

Base conversion rate (N) = 4.0% (379) & Base yield rate = 29.0% (205)
EVERY student

Completes a core curriculum and co-curriculum focused on global learning and leadership development, including a faculty-led global immersion experience in her first year spring course.

Builds a four-part personal Board of Advisors, including career mentoring, and

Creates a Digital Portfolio to document her learning journey inside & outside the classroom.
Building Faculty Capacity (they must drive)

- *Elected* Committees
- Extensive communication: Town Hall Meeting and SUMMIT hours
- Half-time faculty coordinators, 3-year term
- Use of all existing shared governance structures
- Creation of new mini-grants, co-sponsorships, Fellowships, etc.
- Course releases, overloads, stipends, less advising
- Intrinsic motivation e.g., team-teaching, interdisciplinary
- Professional development support
  - Summer institutes on innovative pedagogies
  - Team-teaching, risk management & inclusion workshops
  - Jamaica faculty development trip
- Create space for leadership & innovation, and even critique
Summit Workplan

What I planned.

What happened.

Julia
Question:

- How many of you are grappling with how to take effective teaching and learning practices to some level of scale (i.e., for all students) at your institution?
Objectives:

- Build on existing strengths
- Scale for all students (over time)
- Maximize resources
- Forefront a commitment to equity
Key tools:

- Start with Institutional Learning Outcomes
- Map the vision to what’s already been done
## Example of Department Mapping to the Dominican Experience

<table>
<thead>
<tr>
<th>UNDERGRADUATE</th>
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<tbody>
<tr>
<td>ART, ART HISTORY, AND DESIGN</td>
</tr>
<tr>
<td>Career guidance</td>
</tr>
<tr>
<td>Alumni engagement</td>
</tr>
<tr>
<td>Study abroad encouraged</td>
</tr>
<tr>
<td>100% Senior thesis</td>
</tr>
<tr>
<td>Student-driven</td>
</tr>
<tr>
<td>100% complete website with best work, bio, resume</td>
</tr>
<tr>
<td>BUSINESS</td>
</tr>
<tr>
<td>Formal mentoring/coaching program (faculty, peers, professionals)</td>
</tr>
<tr>
<td>50% study abroad</td>
</tr>
<tr>
<td>100% capstone</td>
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</tbody>
</table>
Dominican’s Key Takeaways from Collaboration

From Agnes Scott:

- Transparency and inclusion of stakeholders
Dominican’s Key Takeaways from Collaboration

From Mills:
- Develop average enrollment target to guide curricular change
Are you struggling to find a sustainable foundation for your institution’s academic vision?
Mills College: Alignment and Vision

Changing student demographics

Commitment to gender and racial justice, affordability and accessibility

Removing barriers to small college experience

Building sustainable foundation for our academic mission

Transparency about costs & revenues

Academic re-organization and reprioritization
How do we communicate the value of a Mills education?

- Embracing our identity
- Change and the faculty governance process
- Urgency to build enrollment
- Collaboration w/ marketing and academic affairs
- Differentiation in a sea of high quality public universities
Empowering students to make a statement around the globe is in our DNA. Today, we are introducing a new signature academic experience that will be shared by all undergraduate students in all majors beginning fall 2018. It will empower you to learn and to lead equipped with an education that is uniquely Mills.

- Academic Success Team
- Community Engaged Learning
- Passion Project
- Careers that Change Lives
Questions?

In table groups:

What challenges are you facing in reinventing yourselves for new demographic learners?

What strategies have been most successful for you?