

# 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



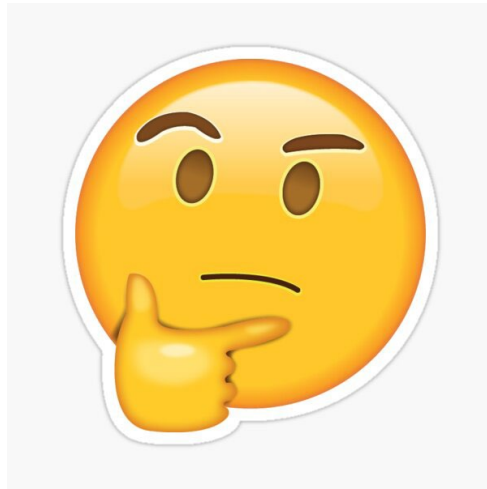


## Diverse identities

- 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

Promoting	spirit-building themes
Gathering	organizational intelligence and context
Participating	in start-up events to welcome students and families
Engaging	with students in their spaces
Building	staff relations
Building	campus relationships by engaging with academics and staff
Connecting	with the community through Keweenaw Economic Development group
Preparing	Student affairs for the HLC accreditation visit



# 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

[deanofstudents@mtu.edu](mailto:deanofstudents@mtu.edu) \* <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



**PROMOTE A  
CULTURE OF  
STAFF  
EXCELLENCE,  
DIVERSITY,  
INCLUSION, AND  
SENSE OF  
BELONGING**



**PROMOTE A  
CULTURE OF  
STUDENT  
EXCELLENCE,  
DIVERSITY,  
INCLUSION, AND  
SENSE OF  
BELONGING**



**PROMOTE A  
CULTURE OF  
INTERNAL AND  
EXTERNAL  
ENGAGEMENT**



**PROMOTE A  
CULTURE OF  
PLANNING,  
ASSESSMENT,  
AND DATA-  
INFORMED  
DECISION-MAKING**



**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

<b>\$120,000+</b>	in emergency aid given to students since the Covid-19 pandemic
<b>~4,000</b>	students attended the annual K-Day event
<b>240+</b>	opportunities for students to engage in registered clubs and organizations
<b>80%</b>	of students reported being engaged in at least one organization compared to 66% nationally
<b>86%</b>	students reported they came back to Tech because of involvement in out-of-class activities
<b>598</b>	families registered for Family Weekend (~1500 visitors)
<b>215</b>	companies registered for spring 2022 virtual career fair
<b>\$70,000</b>	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 )
<b>1,820</b>	service hours provided by 485 students at 55 sites during 2021 “Make a Difference Day” event





# 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

Outcome categories	Examples of metrics	What we can learn
<b>Participation outcomes</b>	Number and percent of students engaged in activities and services	We can learn which students are engaged and which students are not
<b>Satisfaction outcomes</b>	Number and percent of students satisfied with their experiences in activities and services	We can learn if students are satisfied with what we are offering
<b>Retention outcomes</b>	Number and percent of engaged students retained	We can learn about relationships between engagement and retention
<b>Graduation outcomes</b>	Number and percent of engaged students completing degrees	We can learn about relationships between engagement and degree completion
<b>Learning outcomes</b>	Number and percent of students demonstrating/reporting learning	We can learn about which experiences contribute to student learning and transformation
<b>First destination outcomes</b>	Number and percent of students placed in careers or graduate school	We can learn about readiness for careers or graduate school



# Student Affairs | Forward



**Student  
Affairs  
Forward --**

**2024-2025  
Institutional  
Goals**

**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.*

Continuing	Implementing	Enhancing	Monitoring	Promoting
CIVITAS	Leadership Pathway Curriculum	Relations with academic colleges and faculty	“Student performance intelligence”	Institutional mental health and wellness



# CONTACT AND RESOURCE INFORMATION

<b>Addressing</b> student concerns	<a href="https://www.mtu.edu/deanofstudents/faculty-staff/concerns/">https://www.mtu.edu/deanofstudents/faculty-staff/concerns/</a>
<b>Requesting</b> help with a student	<ul style="list-style-type: none"><li>▪ In case of emergency, dial <b>911</b></li><li>▪ For non-emergencies, call <u>Public Safety and Police Services</u> at <b>906-487-2216</b></li></ul>
<b>Referring</b> students of concern	<ul style="list-style-type: none"><li>▪ <a href="https://www.mtu.edu/deanofstudents/students/concern/">https://www.mtu.edu/deanofstudents/students/concern/</a></li><li>▪ <a href="https://www.mtu.edu/well-being/mental-health/my-ssp/">https://www.mtu.edu/well-being/mental-health/my-ssp/</a></li></ul>
<b>Emailing</b> us about student concerns, including wellness checks	<a href="mailto:deanofstudents@mtu.edu">deanofstudents@mtu.edu</a>
<b>Calling</b> us about student concerns	906-487-2212. This number <b>is not</b> 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*

