

CBS Student Services 2018-2019 Summary



YEAR IN REVIEW JUNE - MAY

The College of Biological Sciences (CBS) Student Services is a team of 19 professional staff members; each contributing to the shared responsibility of advancing the mission and vision of the college. These staff serve students in three functional areas: academic advising, career coaching and student engagement. During the academic year June 2018-May 2019, CBS Student Services continued to expand offerings to students. Staff held 4,776 scheduled and drop-in appointments across academic advising, career development, student engagement and learning abroad.

FOCUS AREAS

- **Racial equity and social justice:** Following an investment of staff training, the team applied a critical race lens to all facets of work and examined how policies and practices impact different communities. Policies and practices continue to evolve in response.
- **Professional Development:** Staff continue prioritizing professional development, learning and contributing to local, regional and national conferences. In-house learning opportunities and staff discussions are also important, including a racial equity reading and discussion group.
- **Learning Abroad:** To diversify learning abroad opportunities, two new seminars launched in Spring 2019 – BIOL 1906: Tradition and Innovation in Iceland, and BIOL 3905: Beyond the Nobel Prize: Examining the Evolution of Swedish Innovation. We saw an increase in student participation in learning abroad programs, and also welcomed our new liaison from the Learning Abroad Center, Molly Micheels.

KEY STATS

4-Year Graduation Rate
(cohort starting fall 2014)
80.1%

**First-Year
Retention Rate**
94.4%

**Students Awarded UG
Degree** (fall 2018 - summer 2019)
513

**CBS Students
Learning Abroad**
182



College of
Biological Sciences

UNIVERSITY OF MINNESOTA
Driven to DiscoverSM

ACADEMIC ADVISING

Unit Achievement: Refocused academic advising on building holistic relationships.

CBS Academic Advising reenvisioned their philosophy on academic advising to a focus on building holistic student-centered relationships.

KEY INVESTMENTS

- Revised the Academic Advising Syllabus, the main document used to communicate advisor and student roles and expectations, to ensure that it reflects our commitment to racial equity, social justice and relationship building.
- Reviewed and modified appointment curriculum content for probation meeting and first-year, second-year and transfer student checkback appointments. New approach provides more time for relationship building, resulting in more authentic conversations tailored to students' needs.
- Relaunch the CBS Student Services Contact Survey to gather feedback on student experiences in their time in CBS Student Services. Survey results are regularly shared with advisors to provide individual feedback.
- Continued learning about social justice and racial equity and how this work can be applied to work with individual students as well as advocating for change to University policy and practices.

ONGOING AND FUTURE INVESTMENTS

- In Summer 2019, the Advising Team was restructured by adding an additional Assistant Director for Academic Advising line to invest in advisor training, coaching and development, with the goal of increased employee satisfaction and support of front-line advising staff.
- The advising curriculum will be revamped to meet current students' needs by focusing on characteristics and needs of the Generation Z population and continuing to apply a racial equity and social justice framework to our services and programs.



ADVISING APPOINTMENTS

2,546
Scheduled

1117
Drop-ins

CAREER DEVELOPMENT

Unit Achievement: Evolved programming and signature events to communicate values of racial equity, empathy design thinking and sustain future work.

Staff applied empathy-design thinking principles and a critical race lens to everyday work. They also modified third and fourth year programming and appointments to center on enhancing social capital and creating opportunities for students to connect with professionals, employers and professional/ graduate school programs.

KEY INVESTMENTS

- Converted the CBS Mentor Program to a series of 3-4 alumni-student networking opportunities per year hosted by CBS Career Services, expanding access for students. Opportunities include the CBS Mentor Program, CBS BioScience Networking Event and the CBS Student-Alumni Networking Event.
- Created opportunities for students to connect with professionals and industries of interest to gain a better understanding of post-graduation opportunities and increase access to internship, volunteer, research, employment and networking opportunities. Events include: Life Sciences Graduate School Fair, Pre-Health Opportunities Fair, CBS Exploring Careers in the Health Professions Panel and Networking Event, CBS Health Professions Gap Year Panel and Networking Event, CBS Exploring Careers in Industry Panel and Networking Event.
- Actively supported students applying to health professional school after completing the new Chemistry for the Life Sciences course by developing key materials and programming, as well as connecting with dozens of health professional programs.
- Created a well-documented training and curriculum guide for BIOL 2001-Career Planning for Biologists with outlines and materials for each class to ensure continuity and consistency of content.

ONGOING & FUTURE INVESTMENTS

- Continue to intentionally change language from traditional ideals of networking to a focus on creating community and relationships between students and employers or alumni.
- Evaluate all career handouts for terminology or phrases that are specific to higher education or those well-versed in career services.
- Career Team members continue to engage in professional development by reading *It's a Good Time for the Truth* and deepening their understanding of Empathy Design Thinking.



CAREER DEVELOPMENT STATS

1,036
Individual career
contacts

257
CBS career workshop
attendees

Of the 513 students awarded CBS degrees from Fall 2018-Summer 2019, 72% used CBS career coaching services at some point in their college career.

STUDENT ENGAGEMENT

Unit achievement: Invested in key connections with students by using a holistic and equity-focused approach.

KEY INVESTMENTS

- Cultivated leadership development opportunities for 120+ student leaders across the CBS Student Board, Orientation Leaders, CBS Ambassadors, BioHouse Living Learning Community Community Advisors, Biology Student Organization leaders and Dean's Scholars Peer Mentors.
- Expanded identity-based engagement for students from various identities by hosting the CBS Indigenous Students & Students of Color Affinity Group.
- Recruited largest incoming first-year class through specialized communications and initiatives.
- Mapped 9 learning outcomes of Dean's Scholars Program to assess the level of mastery within the 4-year leadership program. As a result, these actions were taken:
 - Expanded the Peer Mentor experience to include the development of teaching competencies through their TA experience in BIOL1301: Introduction to Leadership. An Assessment and Feedback plan was also executed which utilized their learning outcomes and 360 review type feedback.
 - BIOL3302: Leadership Capstone was revised by framing learning outcomes as "6 essential questions" which allowed students to lean into ambiguity and critical thinking skills.
 - 87 Dean's Scholars first-year appointment notes were entered into APLUS to allow better tracking of student experiences, goals and progress.



DEAN'S SCHOLARS GRADUATION AND RETENTION STAT

93%
Four-year Dean
Scholars Graduation
Fall 2015

ONGOING AND FUTURE INVESTMENTS

- Expand leadership development opportunities.
- Grow identity based engagement by revamping College Day offerings to include specialized programming.
- Promote greater access to civic engagement opportunities through the CBS Democracy Project.