



GRADUATION INITIATIVE 2025

STUDENT SUCCESS SYMPOSIUM

Metro College Success Program



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GRADUATION WITH EQUITY AND EXCELLENCE



A PARTNERSHIP OF SAN FRANCISCO STATE UNIVERSITY AND CITY COLLEGE OF SAN FRANCISCO

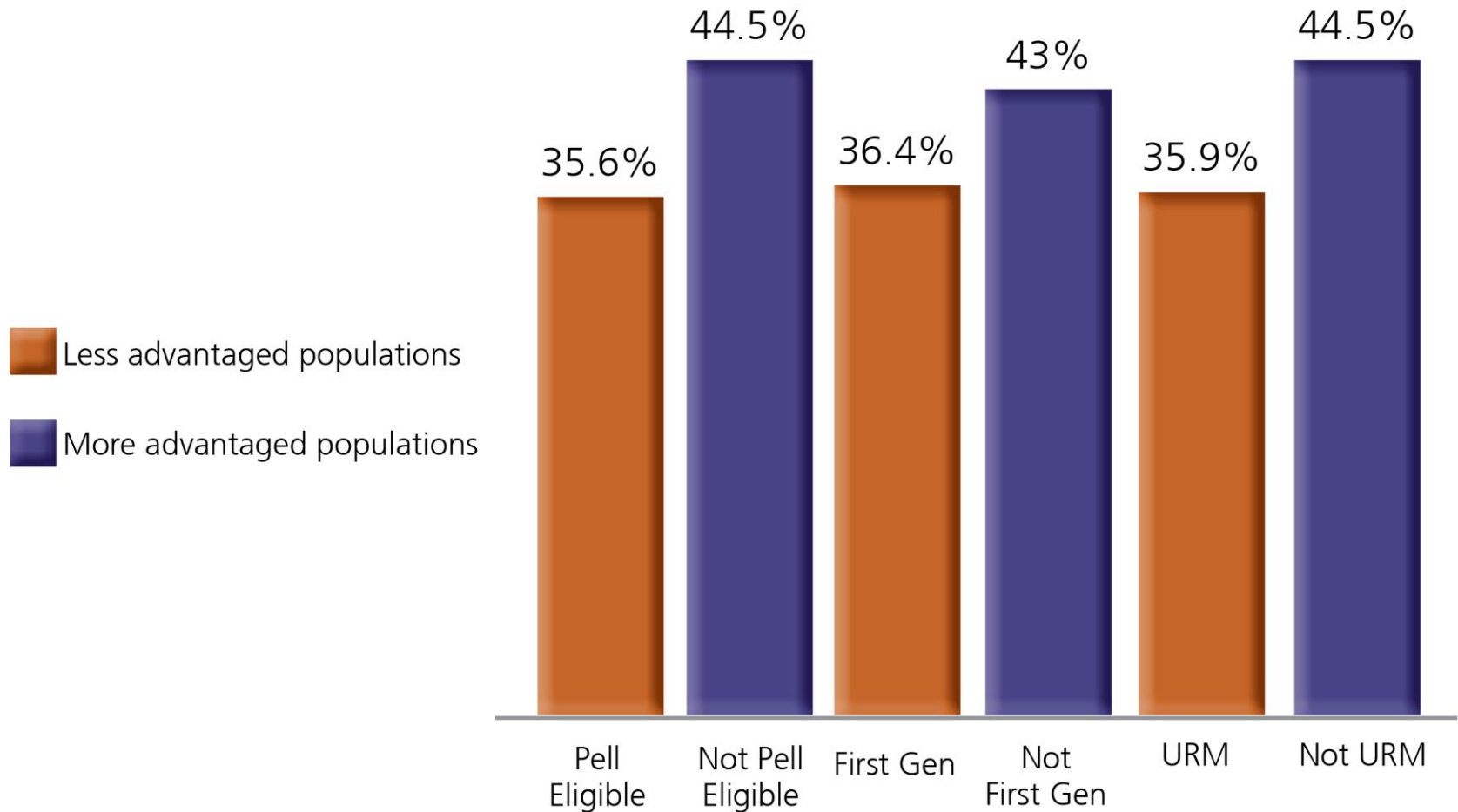


Metro's Mission

To increase **equity** and **excellence**
in college completion through
engaging, supportive, rigorous,
and socially responsive education

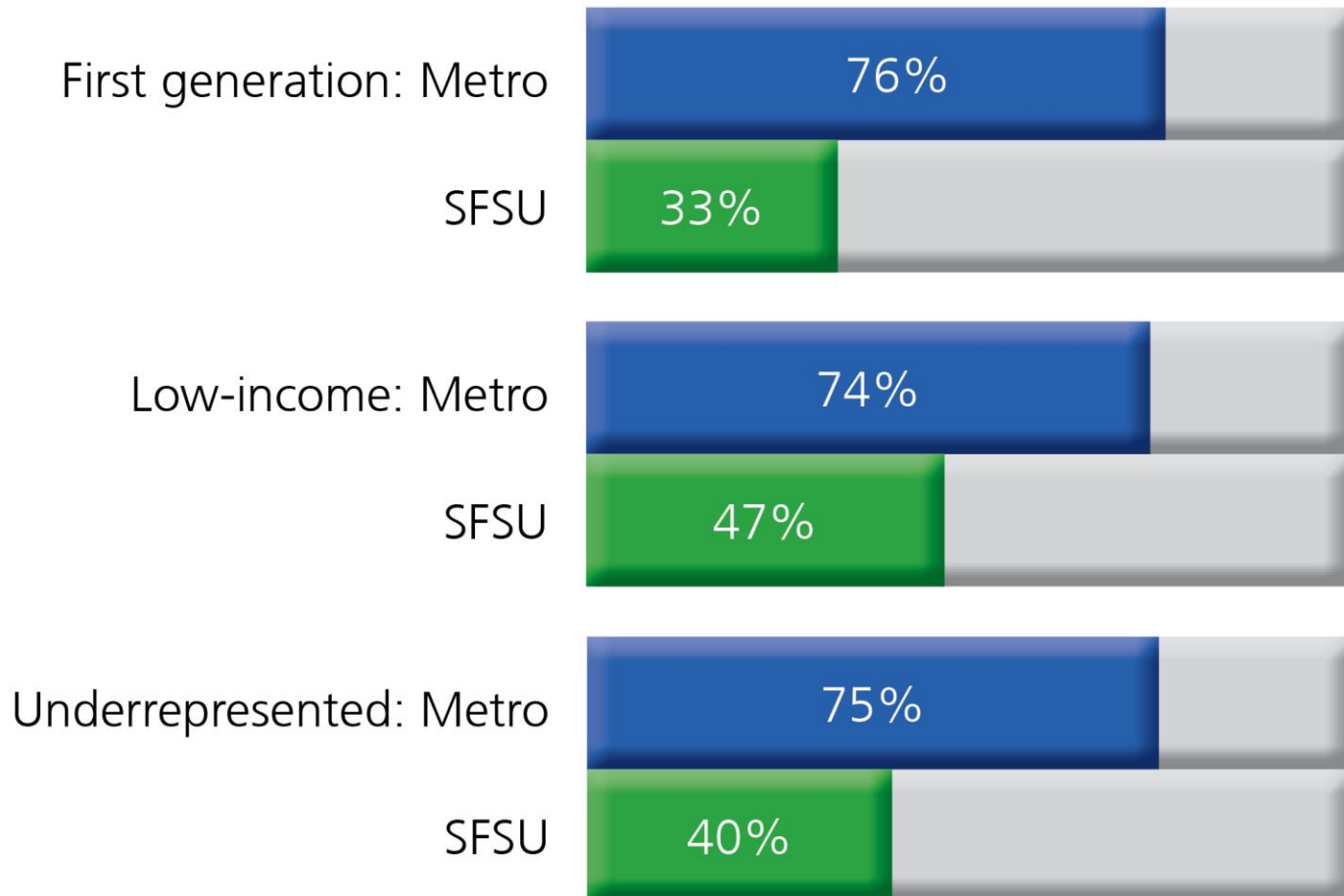


5-Year Graduation Rates at SF State





Metro Students: 99% are Disadvantaged





Statistics with the Stars



Statistics with the Stars:

Where does California rank among the 50 states in terms of dollars per K-12 student?

- a. In the top 10 states
- b. In the bottom 10 states ✓
- c. In the middle – between 11th and 39th
- d. In the bottom two states

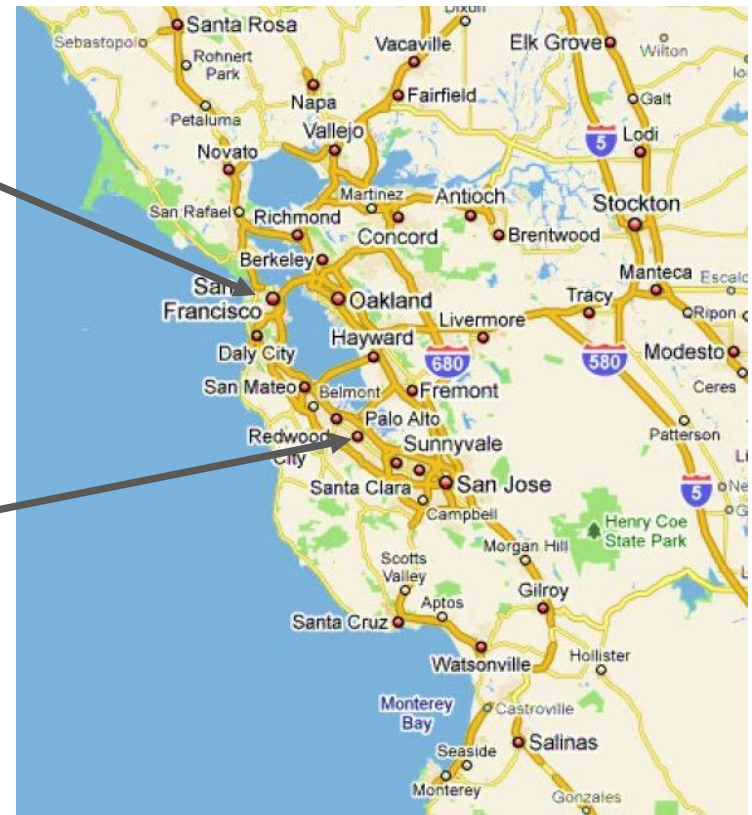


The Opportunity Gap: Unequal Learning Conditions

Metro students come mainly from inequitably funded public schools.

Mission High School in SF spends \$9,870 per student.

Palo Alto, just 30 miles away, spends \$14,995.





Unequal Social Conditions:

55% of California public school students are now low-income

Poverty and Inequality



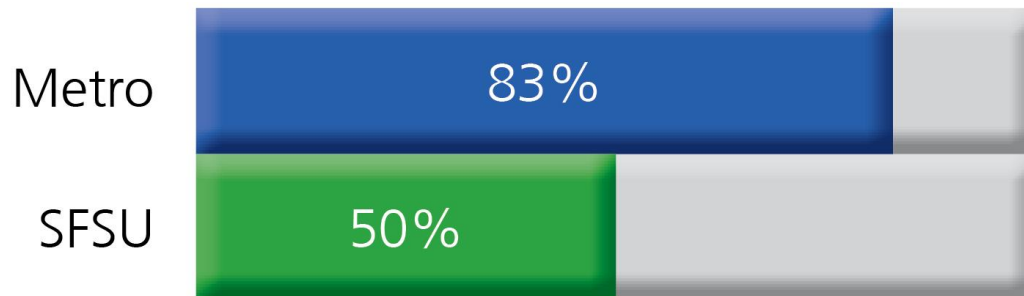
Almost 29% of California's children live in poverty, and our state ranks #50 as the state with the highest poverty rate, adjusted for cost of living. California also ranks #50 as the most unequal state in the nation, with more millionaires and billionaires than any other state.²¹



Unequal Learning and Social Conditions lead to Unequal College Readiness

Throughout the CSU disadvantaged students are more likely to enter Higher Education needing Remediation. And a large number of all of students come unprepared.

Percent of FTF who enter needing remediation





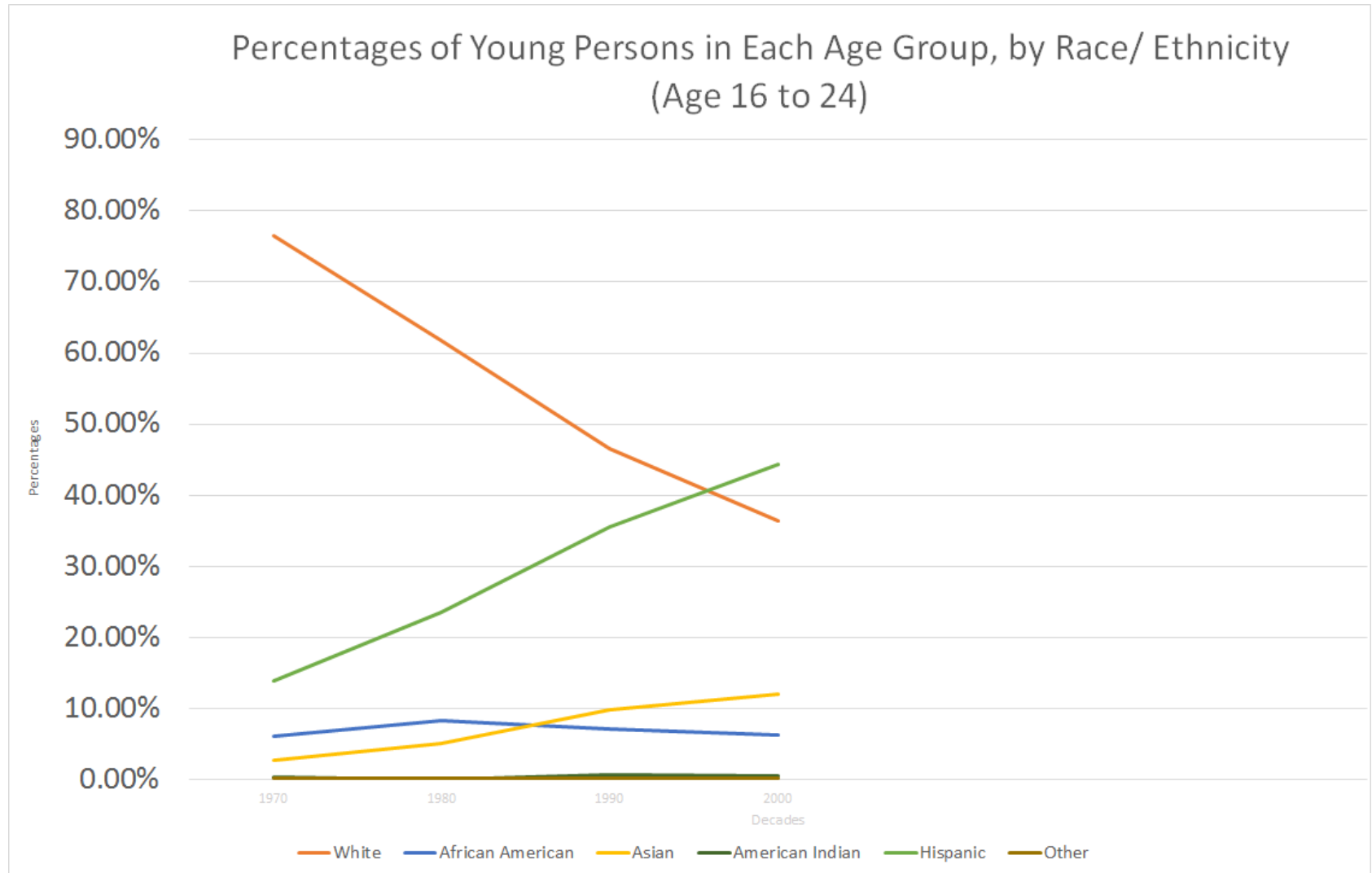
Many CSU Students Face a Tough Road

A 2015 study led by Dr. Rashida at CSU Long Beach found that, on average:

- 1 in 5 CSU students experienced food insecurity
- 1 in 12 experienced housing displacement during the year



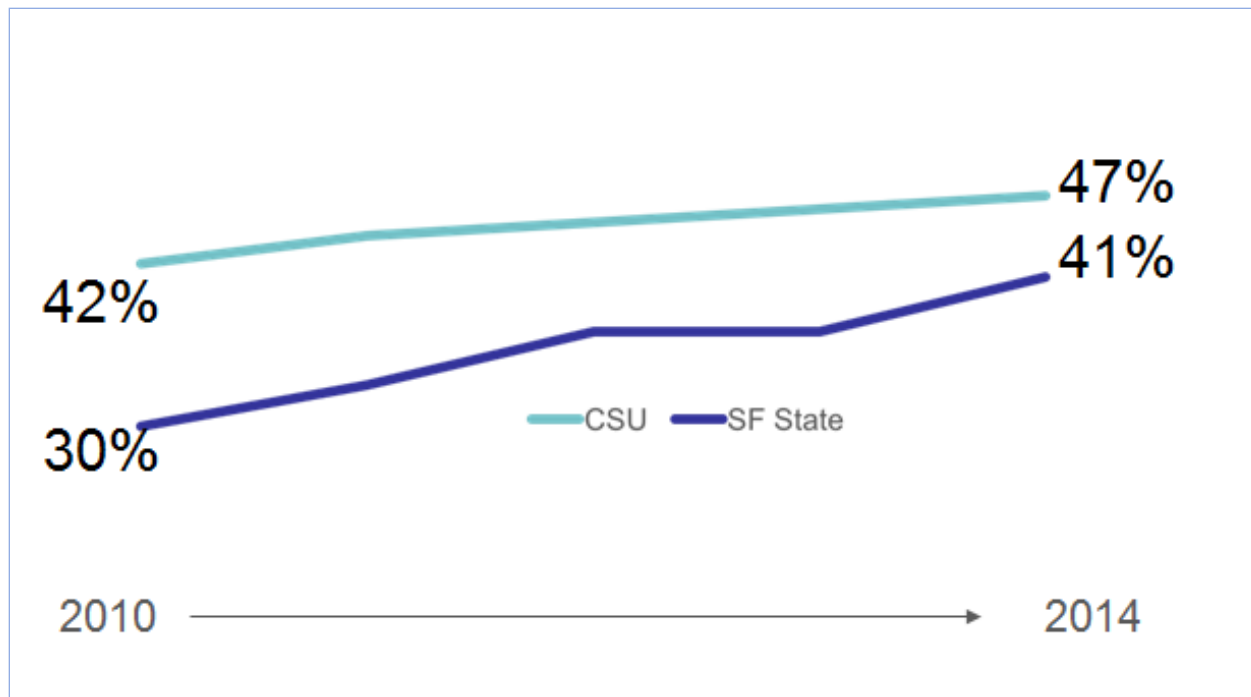
Shifting Demographics in California





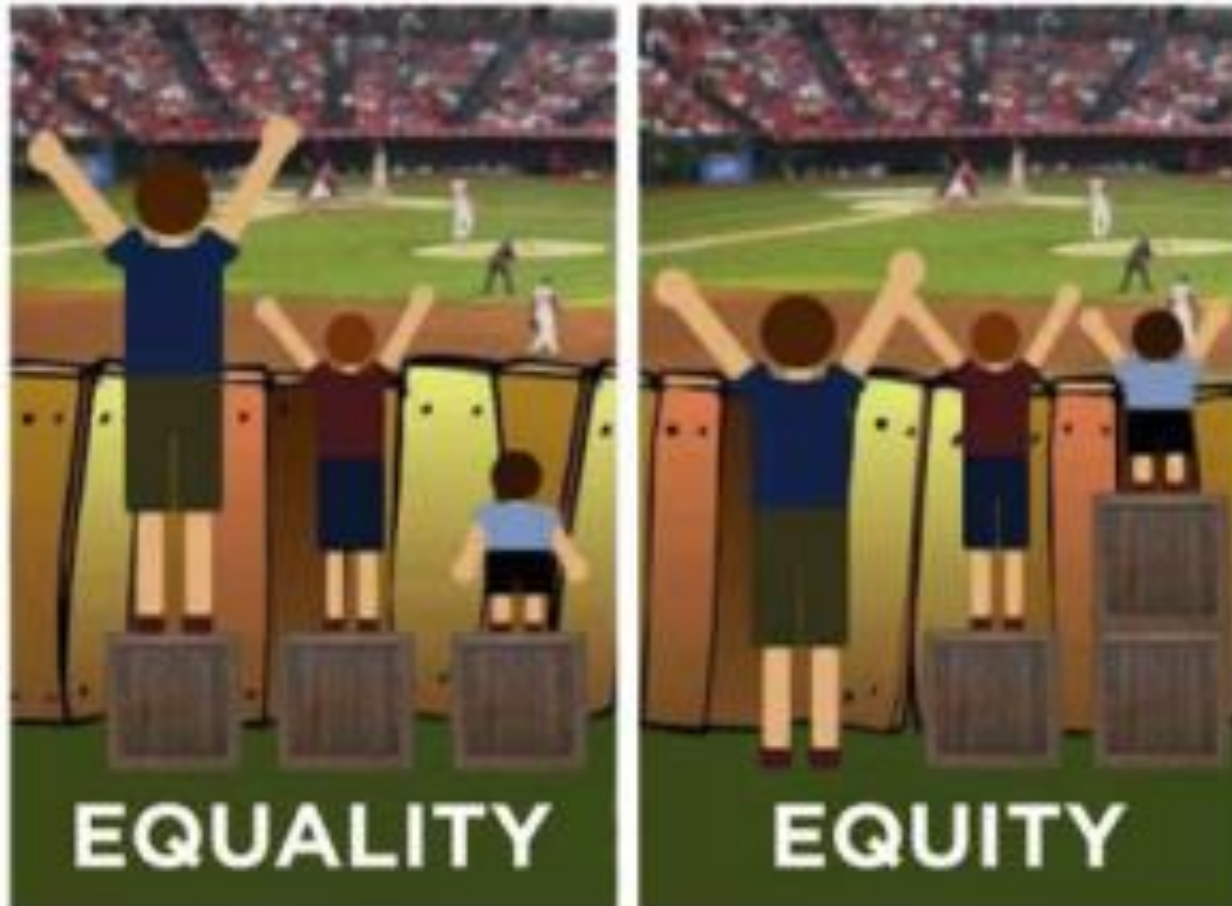
Shifting Demographics in the CSU

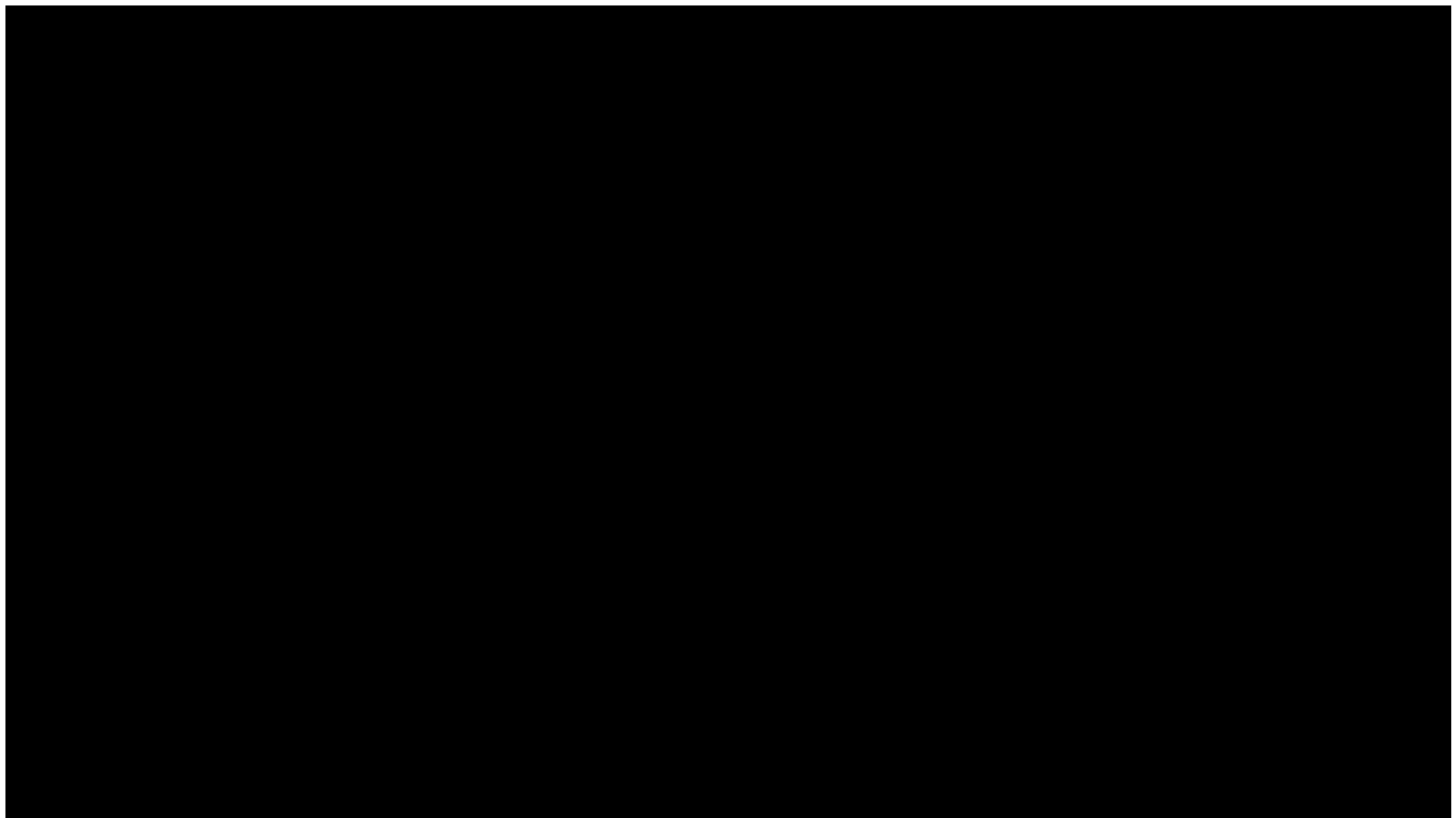
Over the past five years, the number of CSU System freshmen identified as underrepresented (URM) has increased by 12%, and at SF State, by 34%.





Metro's Commitment to Equity







Metro College Success Program

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[Metro College Success Program Video](#)



Metro Essential Element 1: Community-Based Specific Outreach

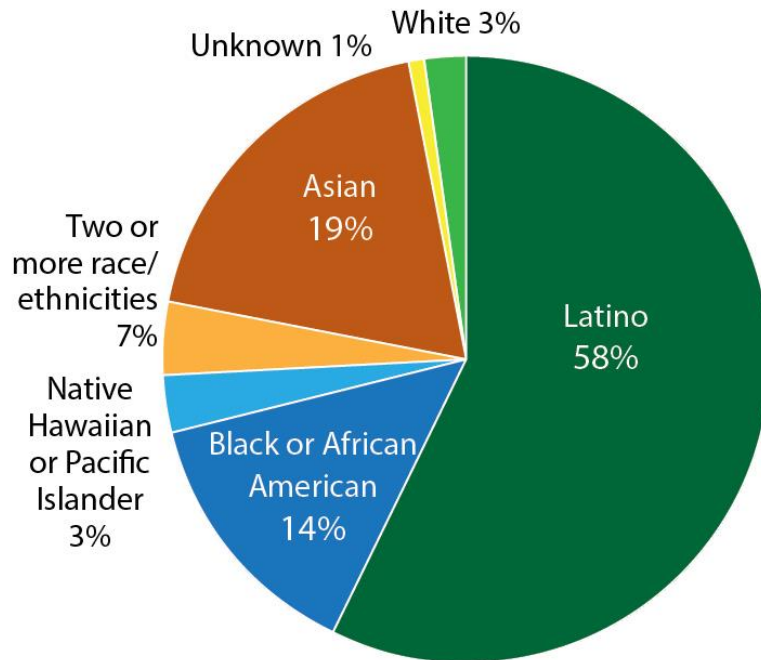
Recruitment pipelines focus on schools and CBOs that serve **low-income, first-generation and/or underrepresented students** who can **commit to 12 units** per semester over four semesters.



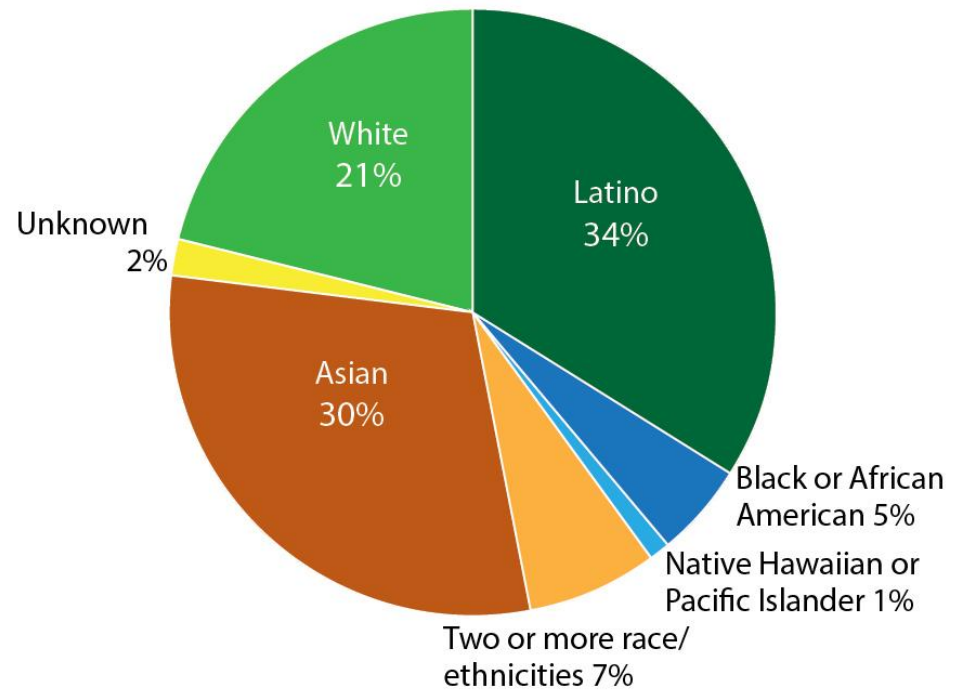


Who are Metro students at SF State?

Metro students



SFSU students

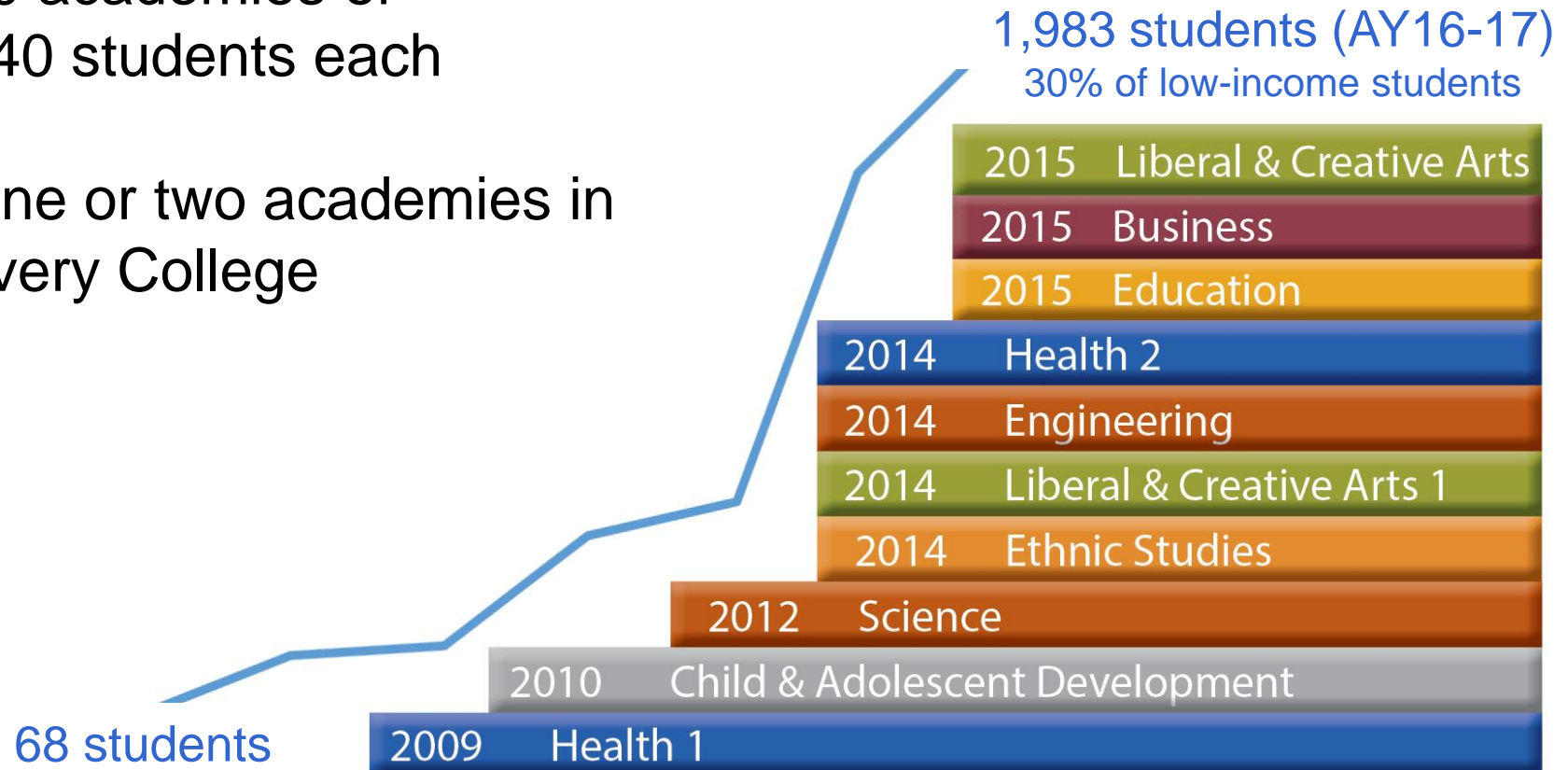




Metro Academy Growth at SF State

10 academies of
140 students each

One or two academies in
every College

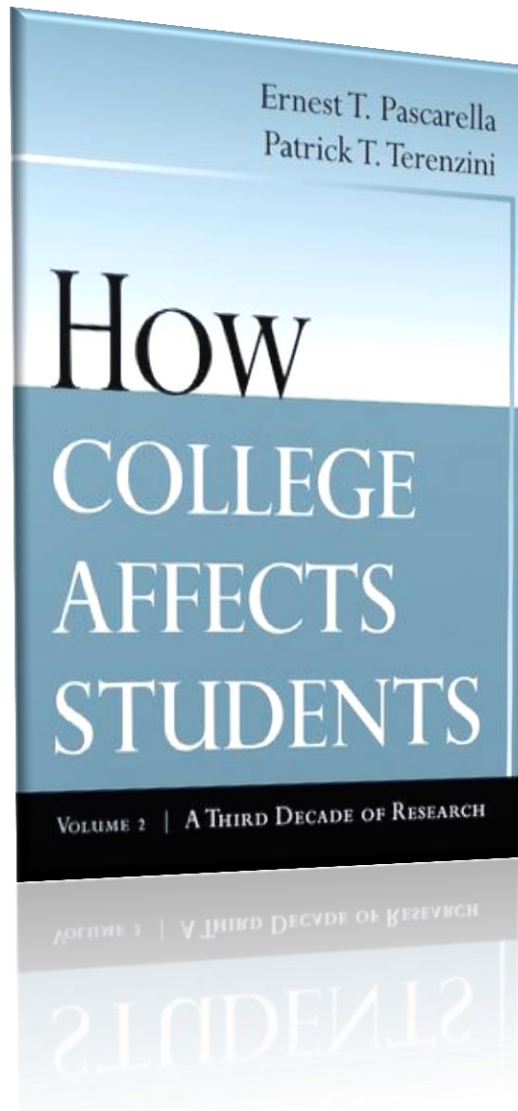




Statistics with the Stars:

In a major meta-analysis of 30 years of research on degree completion, Pascarella and Terenzini concluded that WHAT is the *most* important factor affecting student success? (Clue: This is *not* trendy)

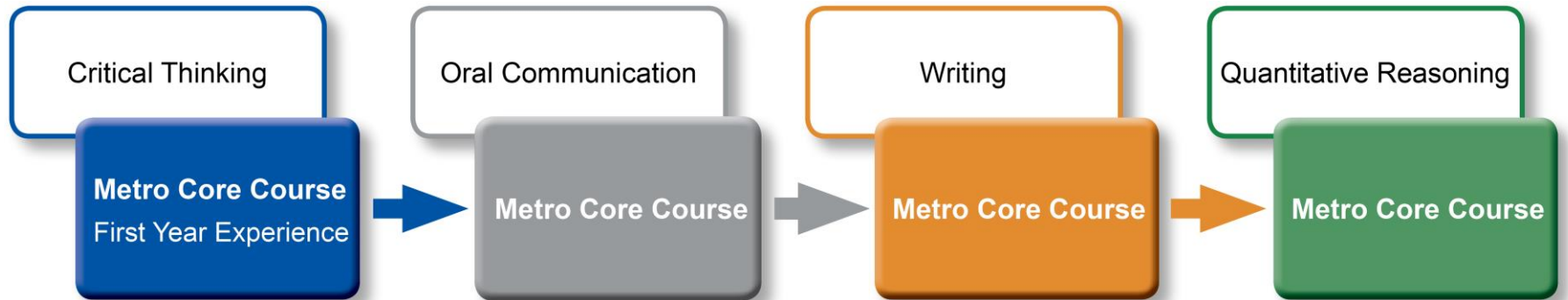
- a. Major declared at entry
- b. Peer support ✓
- c. Faculty expertise in discipline
- d. Access to a climbing wall in a high-end gym



“...in the aggregate, interaction with peers is probably the most pervasive and powerful force in student persistence and degree completion.” (2005)



Essential Element 2: Four-Semester Cohort that Leverages Peer Support





Statistics with the Stars:

In addition to peer support, survey research on student engagement shows that it's very important for students to have WHAT to persist in college?

-
- a. A faculty or staff mentor ✓
 - b. A personal computer
 - c. Involvement in campus activities
 - d. Strong math skills



According to the Survey on Student Engagement,
“...Most continuing students indicate that, at some point, they considered dropping out and their reasons for staying in school are revealing: Personal connections are ... a critical variable that improves the odds of persistence.”



Cohorts Need Leadership

- **'School within a school'** over the first two years
- Led by a faculty coordinator who teaches the first year experience course, builds community, monitors student progress.





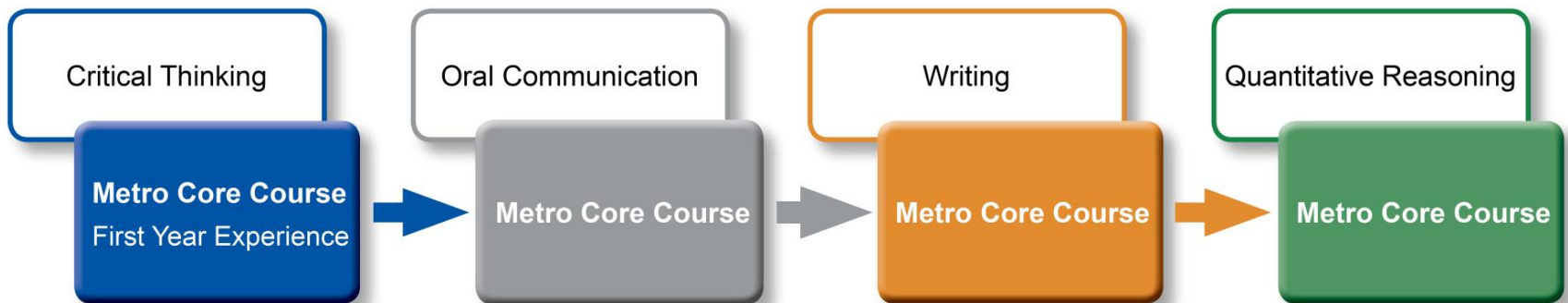
Turn to your elbow partner and tell them how many times you changed your major or career plan when you were a college student.

First, take a moment to jot down a couple of notes.



Essential Element 3: General Education Pathway with Broad Career/Topic Theme

- Core course (in a broad field of interest e.g., Science or Health) tied to one of the golden four courses
- All fulfill GE requirements for all 289 majors in the CSU





Statistics with the Stars:

In *Academically Adrift*, researchers Arum and Roska found that 45% of college students made WHAT gains in critical thinking, complex reasoning and writing skills by the end of their first two years?

- a. A 75% gain
- b. A 50% gain
- c. A 10% gain
- d. No gain





Essential Element 4: Scaffolded Curriculum

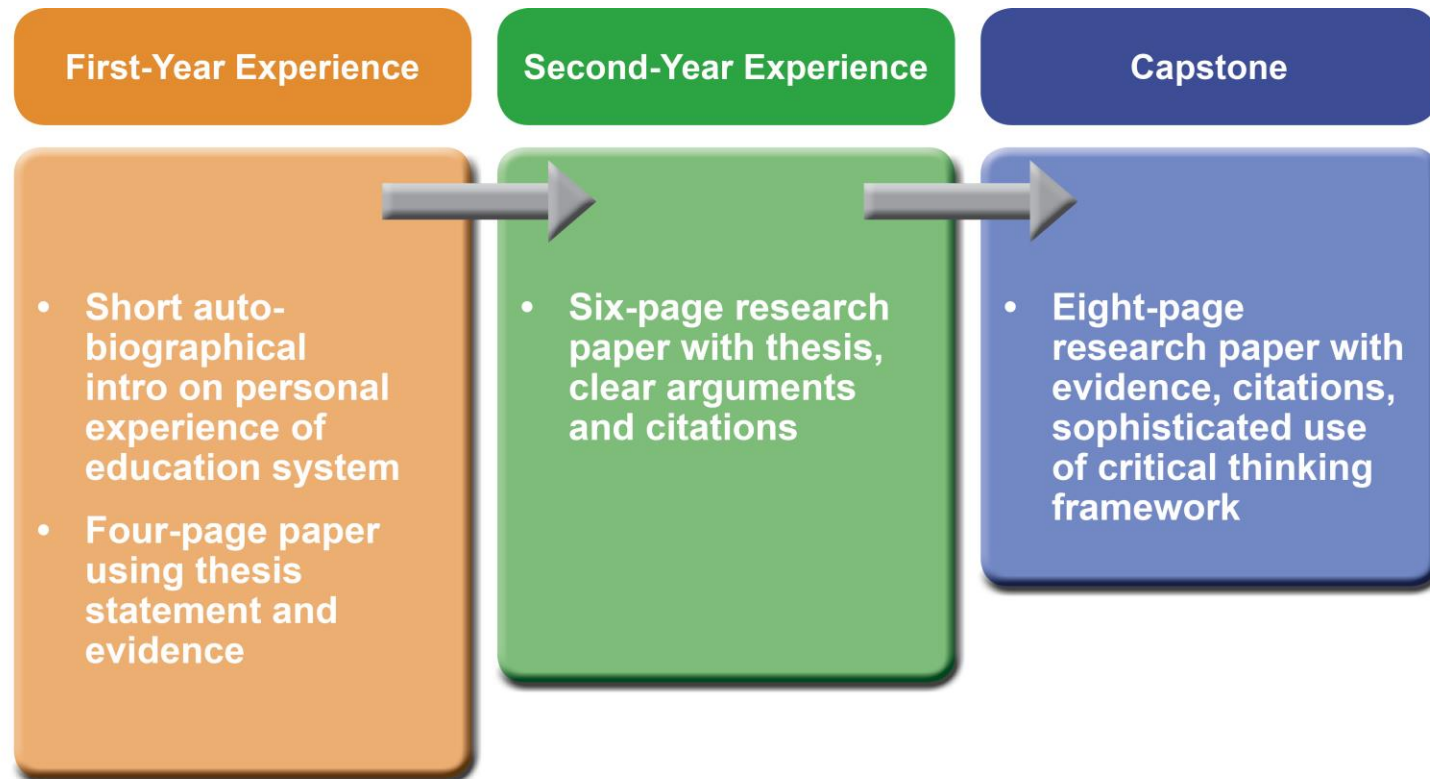
All pathway courses have **sequenced assignments across semesters**, that provide **repeated practice** in writing, math, critical thinking and oral communication.

We do not *assume* that our students have strong backgrounds in a very complex skill like academic writing.



Essential Element 4: Scaffolded Curriculum

An example in writing:





Essential Element 5: Socially Relevant and Engaging Curriculum





Statistics with the Stars:

How much time would you guess commuting SFSU students spend on campus outside of class each day?


- a. 2 hours
- b. 1 hour
- c. 30 minutes
- d. 15 minutes





Statistics with the Stars:

SFSU survey research shows—When students are asked, who is the primary person who helps student select classes? What do close to half of them say?

- a. No one 
- b. Faculty advisor in their major
- c. Advising Center
- d. Family, friend, other student



Essential Element 6: Student Support Services are Tied to the Classroom

Academic counseling, tutoring, financial aid advising, and early intervention are **tied to courses**, the place where students spend their time.





Statistics with the Stars:

Do you think the majority of faculty on your campus have been formally prepared on pedagogy (engaging teaching methods)?

Wild guess as to what percent of adjuncts in the UC system have access to professional development funds?

Buzz with the person behind you.



Essential Element 7: 45 Hours of Faculty Development

A required 45 hour **faculty learning community** on high-impact educational practices and critical pedagogy to support excellent teaching and collaboration.





Essential Element 8: Use of Data to Track Program Measures and Student Outcomes

- Track program process: e.g., grades in “killer classes,” what percent of Metro students went to tutoring, and what was the result?
- Track program impact:
 - Completion of remediation, student persistence, time to graduation

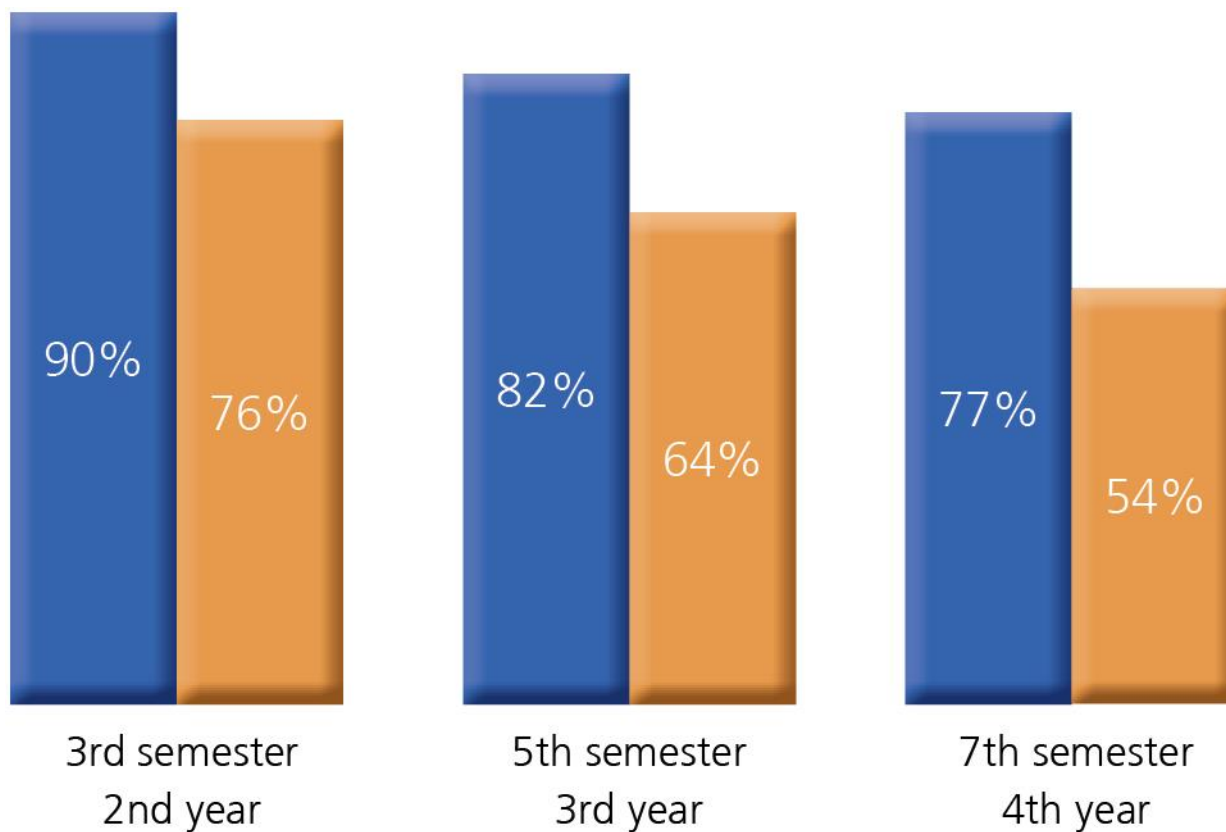




It's working!



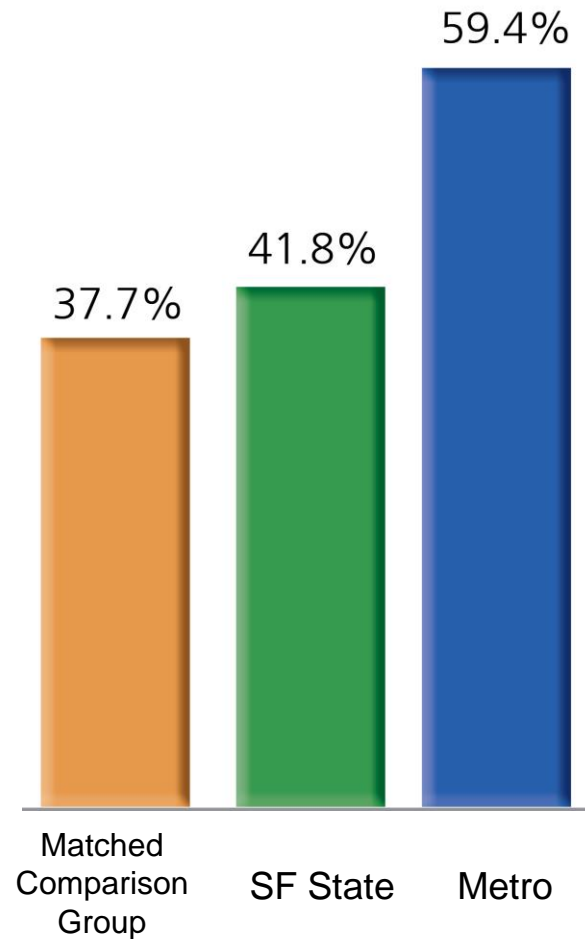
Metro Students Persist at Higher Rates than Matched Comparison Group





Metro's 5-Year Graduation Rates

Metro students graduate in 5 years at a rate almost **22 percentage points higher** than the matched comparison group.





Psychosocial Impacts - NSSE 2012

Survey Items	Metro Health	Matched Comparison
You view at least one instructor or staff at the University ... as your "mentor," or someone who can guide you toward your educational and career goals in particular?	85.71%	42.86%***
... As someone to whom you can turn for advice or support with personal or family issues?	76.56%	34.78***

*** $p \leq .001$; ** $p \leq .01$; * $p \leq .05$



Less attrition + timely graduation + fewer excess units = cost reduction

Metro lowers cost per graduate at SF State:

Comparison group



Metro Academies



Spending in years 1 & 2

Extra cost of Metro in years 1 & 2

Spending in years 3 on to graduation

Source: A Cost Efficiency Study conducted in partnership with the Research and Planning Group for California Community Colleges and the National Center for Inquiry and Improvement.



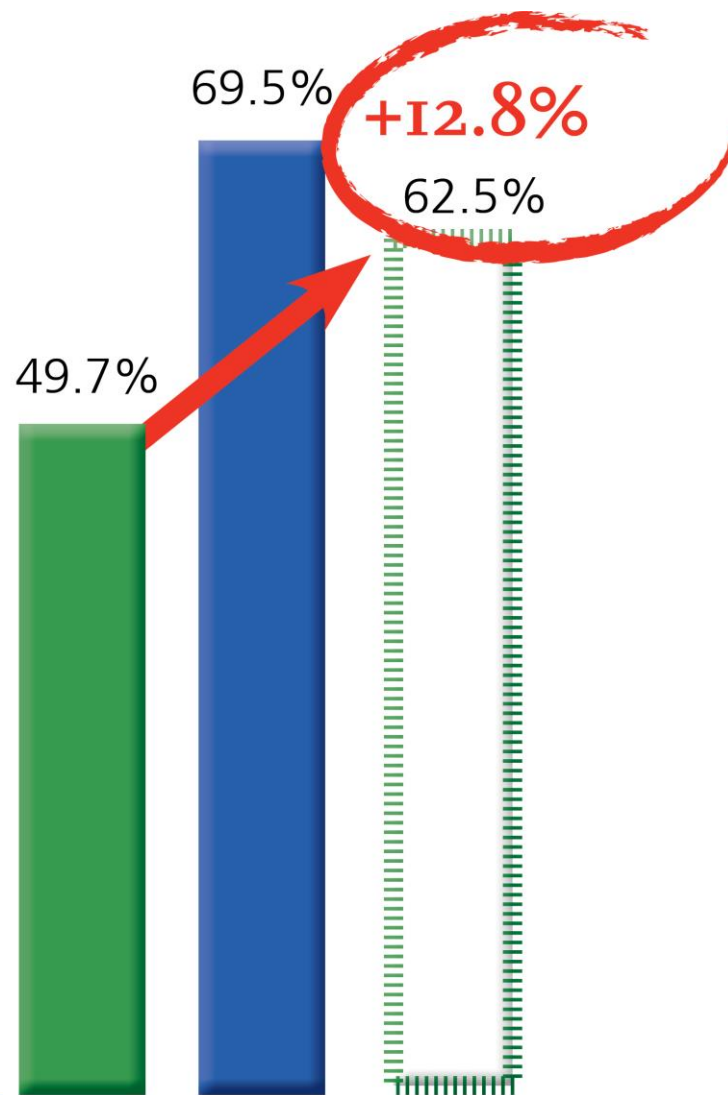
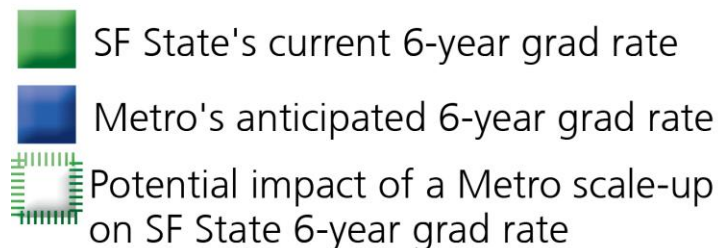
Meet Celina Gonzalez

Recent 5-year graduate (2015) from
San Francisco State University with a
Bachelor of Science in Health Education.



Potential Impact of Metro Scale-up on SF State Grad Rates

With Metro scaled up to serve all disadvantaged students, **SF State could reach a 6-year graduation rate of 62.5%.**





Critical Conversation with the Stars:

- #1. Reflect silently on the seven essential elements that you just heard about
- #2. Choose one element that “speaks” to you. How do you connect to it?
- #3. How does it relate to your vision of Equity and Excellence in higher education?



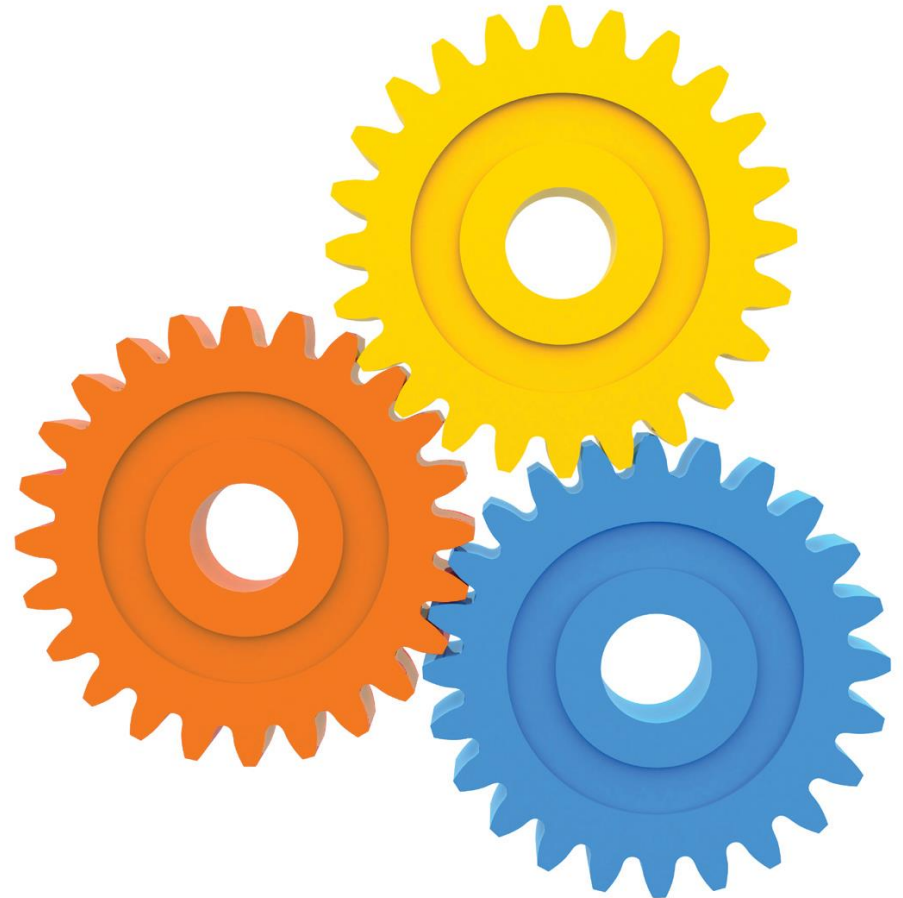
Essential Elements of Metro

1. Community-Based Specific Outreach for Low-Income, First-Generation and/or Underrepresented Students
2. Four-Semester Cohort that Leverages Peer Support
3. General Education Pathway with Broad Career /Topic Theme
4. Scaffolded Curriculum with Repeated Practice of Writing, Math, Critical Thinking and Oral Communication
5. Socially Relevant and Engaging Curriculum
6. Student Support Services are Tied to the Classroom
7. 45 Hours of Faculty Development
8. Use of Data to Track Program Measures and Student Outcomes



When gears are not meshed, they are just a bunch of metal lying around.

But when the gears start working together, they can change the speed, torque and direction of a power source – our students!





Thank You!

Jennifer Summit, Ph.D.
Interim Provost

Mary Beth Love, Ph.D.
Professor, Director of SFSU
Metro College Success Program

Savi Malik, Ed.D.
Director of
Faculty Affairs and Curriculum

Celina Gonzalez, Metro graduate

