

MICUA Supplement Fiscal 2023 Intended Use of Funds Report

Institution: McDaniel College

Summary of Intended Projects/Initiatives:

- | | |
|---|--------------|
| 1. Student financial aid programs which respond to the accessibility and choice needs for equitable access for Maryland Students. | \$ 5,366,917 |
| 2. Continue to improve college readiness by developing transition programs in alignment with remedial or developmental coursework | \$ 335,682 |
| 3. Continued Growth within McDaniel College's Center for Experience and Opportunity (CEO) | \$ 322,251 |
| 4. In support of diversity, equity, inclusion, and justice (DEIJ) efforts, we will systemically review College statutes, regulations, policies, and practices in conjunction with our accreditation review and strategic planning process | \$ 194,269 |
| 5. Expand and strengthen STEM offerings | \$ 119,675 |

TOTAL STATE FUNDS

\$ 6,338,794

MICUA Supplement

Fiscal 2023 Intended Use of Funds Report

Institution: McDaniel College

Project/Initiative 1: Student financial aid programs which respond to the accessibility, equitability, and success of Maryland students.

Project Budget: \$ 5,366,917

Detailed description of project/initiative: Over the past number of years, we have seen an increase in applications from students with varying backgrounds, but especially those who come from first-generation households, non-traditional backgrounds, students who have a higher financial need, and students of color. As a result, students may need extra assistance not only academically but also financially to be successful in their goal of a Bachelor's degree. In addition, the COVID-19 crisis has hit the families of our neediest students the hardest, and they are needing more aid than expected to finish out their degree programs. By offering this population financial aid we hope to eliminate some of the barriers and stressors that come with achieving their dream. Additionally, we discuss college payment options with students prior to enrollment, and provide educational programming related to paying for college.

Describe how Maryland will be served by this project/initiative: By making higher education affordable to high need students, the State of Maryland benefits from a growing pool of educated and talented individuals who will live and work in the state. By increasing inclusivity for first generation students, students of color, and students with socio-economic disadvantages, we strengthen society to the benefit of all. These efforts are in line with Priority 4: Analyze systems that impact how specific student populations access affordable and high-quality postsecondary education; as well as Priority 2: Examine and improve financial literacy programs for students and families to encourage financial planning to pay for postsecondary education.

Describe proposed process of project evaluation/assessment: Detailed analysis of enrollment is performed each year. Historical records are maintained on the degree of recruiting success achieved in Carroll County and throughout the State of Maryland. The composition of the entering class is carefully analyzed to ascertain the degree of success achieved in maintaining accessibility and creating diversity. Additionally, McDaniel carefully analyzes retention rates on a per-semester basis (i.e., first year to sophomore, sophomore to junior, and junior to senior). Also, persistence to graduation is measured by examining four-, five- and six-year graduation rates. For each of the calculations of retention, persistence, and graduation, we break the information down further into Pell-eligibility, gender, athletic participation, and by major, to allow us to identify and target issues on a per-term basis. We will continue to monitor these and other indicators to assess the success of programs designed to increase student graduation rates.

MICUA Supplement Fiscal 2023 Intended Use of Funds Report

Institution: McDaniel College

Project/Initiative 2: Continue to improve college readiness by developing transition programs in alignment with remedial or developmental coursework.

Project Budget: \$335,682

Detailed description of project/initiative: McDaniel College maintains a caring and supportive community with high academic and personal expectations for each student. 16.1% of our students arrive needing developmental coursework in math and/or English. We have three coordinated efforts in place to help those students who arrive needing some extra instruction to succeed at the collegiate level.

First, our **Student Accessibility and Support Services (SASS)** assists all students with documented disabilities. The SASS Office works with each student on a case-by-case basis to determine and implement appropriate accommodation based on individual needs. The mission of the Student Accessibility and Support Services Office is to assist in creating an accessible college community where students with disabilities and learning differences have an equal opportunity to participate fully in all aspects of the educational environment, and they work within the McDaniel community to enhance educational outcomes for our students and promote the recognition of students' capabilities. McDaniel Step Ahead, hosted by the SASS office, is a unique summer bridge opportunity for first-year students with disabilities and learning differences. Participants in McDaniel Step Ahead become equipped with the academic, social, and independent living skills necessary for a smooth transition to college. Through intensive workshops, team-building activities, and field trips, Step Ahead participants will begin to establish both a college routine and a support network that incorporates college resources, supportive faculty and staff, as well as some of their peers.

Second, the McDaniel Writing Center is available to all McDaniel students, both at the undergraduate and graduate level. The Center positively supports students at every step of the writing process. With many of the tutors being students themselves, they bring their own experiences of the writer's journey to those they serve. They meet the needs of everyone who comes to the Writing Center, assisting students in discovering the critical thinking and writing skills they already possess, helping them hone these skills, and guiding them to produce writing they enjoy creating and are comfortable sharing.

Finally, in order to build student success into the senior leadership structure of our institution, we have created a new position, the Associate Vice President for Student Success, which will oversee our strategic efforts to support retention of new students and progression of returning students.

Describe how Maryland will be served by this project/initiative: The goal of the College and our support programs is to help every student to achieve a full and productive academic life. Our

continued efforts towards student preparedness and integration of differently abled learners provide the State of Maryland with more confident individuals ready to contribute towards its successes. These efforts are in line with *Priority 5: Maintain the commitment to high-quality postsecondary education in Maryland.*

Describe proposed process of project evaluation/assessment. Utilization of the Writing Center is regularly tracked and can be used to benchmark future improvements. With the implementation of Aleks PPL, we can compare the outcomes of math placement exams over time to see the positive impact of shifting to a system which provides student learning supports. In addition, detailed analysis of class progression and academic achievement is performed each year. In addition, course evaluations help to inform necessary changes to curriculum and sources of difficulty for students. McDaniel performs well in these areas and has seen improvement in recent years. We will continue to monitor these and other indicators to assess the success of these programs designed to improve college readiness.

MICUA Supplement Fiscal 2023 Intended Use of Funds Report

Institution: McDaniel College

Project/Initiative 3: Continued growth within the McDaniel College's Center for Experience and Opportunity (CEO)

Project Budget: \$322,251

Detailed description of project/initiative: The Center for Experience and Opportunity (CEO), is central to the McDaniel experience, due in part to its committed programing focused on community engagement and career development. For FY2023, the CEO will be undergoing further transformation to align goals and outreach to our highly regarded McDaniel Plan. The McDaniel Plan has 4 different facets: My Place, My Design, My Career, and My Experience.

My Place is McDaniel College's 3-part orientation program which includes McDaniel Local during the summer, orientation in August, and the First Look series during the fall semester. These are each designed to enhance incoming first-year students' sense of belonging to the McDaniel community, facilitate discussions around grit and resilience to foster a tolerance for risk and setbacks, and provide them the resources to be successful as new college students.

My Design is a two-credit, self-reflective course during McDaniel College's 3-week January Term in which is intended to provide a space for the type of guided reflection which will help students learn about their strengths, their areas for growth, and consider various ways to discover their vocation.

My Career is a 1-credit course which will be taken by students during their junior year or fall of senior year to help them launch from being students into their future vocation and career. Topics in the course include resumes, interview skills and networking, and diversity in the workplace.

My Experience is a requirement that all students complete 2 experiential learning opportunities while they are at McDaniel which may include internships, student-faculty research, study abroad, community-based learning classes which often work with non-profits, community-service projects as part of McDaniel Local, and noncredited leadership opportunities.

Describe how Maryland will be served by this project/initiative: McDaniel College's Center for Experience and Opportunity directly corresponds to *Priority 7: Enhance the ways post-secondary education is a platform for ongoing lifelong learning; specifically, "Incorporate civic learning and civic engagement into all academic programs"*.

Describe proposed process of project evaluation/assessment. As a critical department at McDaniel College, the operation of the CEO is evaluated and assessed on a continual basis by the senior administration and the effectiveness of each element of the McDaniel Commitment is assessed through Steering Committees annually.

MICUA Supplement Fiscal 2023 Intended Use of Funds Report

Institution: McDaniel College

Project/Initiative 4: In support of diversity, equity, inclusion, and justice (DEIJ) efforts, we will systemically review College statutes, regulations, policies, and practices in conjunction with our accreditation review and strategic planning process.

Project Budget: \$ 194,269

Detailed description of project/initiative: The mission of the McDaniel College Office of Diversity, Equity and Inclusion (ODEI) is to provide visible leadership and direction for the College's efforts on behalf of diversity and inclusion; offer programs and provide guidance and assistance, both academic and non-academic, to underrepresented students; support and coordinate student groups that serve the needs of diverse student populations; develop programs and services to promote diversity awareness and understanding within the larger campus community; and be a resource to students, faculty and staff in their efforts on behalf of diversity and inclusion. In order to expand the impact of the ODEI, we have increased the number of people/hours devoted to ODEI. The Associate Provost for Equity and Belonging will now devote 100% of his time to DEI efforts rather than splitting his time between DEI and teaching. Also, an additional student-facing staff position has been created in the Office of Diversity, Equity, and Inclusion.

Describe how Maryland will be served by this project/initiative: The work of McDaniel College's ODEI directly corresponds to many of the Priorities found in the 2022 Maryland State Plan for Higher Education, which also has strong plans embedded in equity for all students. With an average of 73% of our students being from Maryland, when historically across the state only 33% of students stay in Maryland for higher education, ensuring quality programming and policies exist for the betterment of our students helps to encourage people to stay in Maryland long-term.

Describe proposed process of project evaluation/assessment. As a critical department at McDaniel College, the operation of the ODEI is evaluated and assessed on a continual basis by the senior administration. In the 2021-2022 academic year, we implemented our first Diversity and Equity Campus Climate Survey. The results will be used as the baseline for the 2022-23 academic year and beyond.

MICUA Supplement Fiscal 2023 Intended Use of Funds Report

Institution: McDaniel College

Project/Initiative 5: Enhance and strengthen STEM offerings

Project Budget: \$ 119,675

Detailed description of project/initiative: The Maryland Department of Commerce currently identifies 10 key industries for Maryland; a full half of which have deep roots in STEM. In 2019 we sought to start expanding our STEM offerings, with the addition of programs in Actuarial Science, Applied Mathematics, Biochemistry, Biomedical Science, and Health Sciences. Health Sciences alone gives students the ability to choose from 8 different tracks, all of which lead to further professional study and certifications. Since opening enrollment to the health-related STEM majors in the Spring of 2020, specifically Biomedical Science, Health Sciences, and Biochemistry, we have graduated 9 students from these majors and seen an increase of 630% in major declaration (10 declared students in first term available to 73 declared students in our most recent term). Having graduated students already with these majors shows the interest existed for students already enrolled, while the huge increase in declarations shows it is a draw for our newest students.

Due to the demand for these recently added STEM majors, we are currently in the discovery phase of adding a BSN program to our campus offerings. We have also recently hired a new Engineering faculty member to help grow the engineering program currently housed in our Physics department. In addition, we are creating a new lab space to support students and faculty doing research in neuroscience.

During the 2022-2023 academic year, we are implementing a new math placement and support system, Aleks PPL. This system will not only provide students with math placement scores based on performance on an exam, it also includes online learning modules which students can use to refresh their math skills so that they can improve their math placement scores and take certain courses with math prerequisites sooner rather than later. This change is especially important for students interested in fields such as accounting, chemistry, pre-med, or health sciences in which students cannot take certain classes without first demonstrating proficiency in specific math skills.

For those students who are dedicated to the study of STEM fields, but find themselves in need of help, the McDaniel STEM center serves as the College's newest resource, providing tutoring in person or during scheduled times via Microsoft Teams. Students are available to help with math, biology, chemistry, physics, environmental studies, statistics, economics, computer science, and accounting. With a central location on the second floor of the Hoover Library, students can drop in at any time assistance is needed.

Describe how Maryland will be served by this project/initiative: STEM is a critical industry to the economic engine of Maryland. By educating and supporting these students, we are giving them an opportunity to pursue their passions. McDaniel College's STEM Program initiatives directly correspond to *Priority 5: Maintain the commitment to high-quality postsecondary education in Maryland.*

Describe proposed process of project evaluation/assessment. All of our STEM majors undergo review processes annually through our Academic Assessment Committee. Utilization of the STEM Center is tracked and can be used to benchmark future improvements.

MICUA Supplement Fiscal 2022 Utilization of Funds Report

Institution: McDaniel College

Project/Initiative 1: Student financial aid programs that respond to the accessibility and choice needs of non-traditional Maryland students.

Project Actual: \$ 3,754,904

Detailed description of project/initiative: Over the past number of years we have seen an increase in transfer-student applications from students with varying backgrounds, but especially those who come from first-generation households, non-traditional backgrounds, and students of color. As a result of these non-traditional backgrounds, students may need extra assistance not only academically but also financially to be successful in their goal of a Bachelor's degree. In addition, the COVID-19 crisis has hit the families of our neediest students the hardest, and they are needing more aid than expected to finish out their degree programs. By offering this population financial aid we hope to eliminate a number of the barriers and stressors that come with achieving their dream.

Describe how Maryland will be served by this project/initiative:

By making higher education affordable to high need students, the State of Maryland benefits from a growing pool of educated and talented individuals who will live and work in the state. By increasing inclusivity for first generation students, students of color, and students with socio-economic disadvantages, we strengthen society to the benefit of all. These efforts are in line with *Strategy 3: Expand efforts to cultivate student readiness, financial literacy, and financial aid for individuals outside traditional K-12 school channels (for the transfer student population); as well as Strategy 9: Strengthen and sustain development and collaboration in addressing teaching and learning challenges.* (This strategy was found in the then-active State Plan for Postsecondary Education which has since been updated.)

Describe proposed process of project evaluation/assessment.

Detailed analysis of enrollment is performed each year. Historical records are maintained on the degree of recruiting success achieved in Carroll County and throughout the State of Maryland. The composition of the entering class is carefully analyzed to ascertain the degree of success achieved in maintaining accessibility and creating diversity. Additionally, McDaniel carefully analyzes retention rates (i.e. first year to sophomore), as well as persistence rates each semester. Finally, graduation rates are measured by examining four, five and six year graduation rates. McDaniel performs better than the national average in all areas. We will continue to monitor these and other indicators to assess the success of programs designed to increase student graduation rates.

MICUA Supplement Fiscal 2022 Utilization of Funds Report

Institution: McDaniel College

Project/Initiative 2: Continue to improve college readiness by developing transition programs in alignment with remedial or developmental coursework.

Project Actual: \$ 627,396

Detailed description of project/initiative: McDaniel College maintains a caring and supportive community with high academic and personal expectations for each student. 16.1% of our students arrive needing developmental coursework in math and/or English. We have three coordinated efforts in place to help with those students who arrive needing some extra instruction to succeed at the collegiate level.

First, our **Student Academic Support Services (SASS)** assists all students with documented disabilities. The SASS Office works with each student on a case-by-case basis to determine and implement appropriate accommodations based on individual needs. The mission of the Student Academic Support Services Office is to assist in creating an accessible college community where students with disabilities have an equal opportunity to participate fully in all aspects of the educational environment, and they work within the McDaniel community to enhance educational outcomes for our students and promote the recognition of students' capabilities. McDaniel Step Ahead, hosted by the SASS office, is a unique summer bridge opportunity for first-year students with disabilities. Participants in McDaniel Step Ahead become equipped with the academic, social, and independent living skills necessary for a smooth transition to college. Through intensive workshops, team-building activities, and field trips, Step Ahead participants will begin to establish both a college routine and a support network that incorporates college resources, supportive faculty and staff, as well as some of their peers.

Second, the McDaniel Writing Center is available to all McDaniel students, both at the undergraduate and graduate level. The Center positively supports students at every step of the writing process. With many of the tutors being students themselves, they bring their own experiences of the writer's journey to those they serve. They meet the particular needs of everyone who comes to the Writing Center, assisting students in discovering the critical thinking and writing skills they already possess, helping them hone these skills, and guiding them to produce writing they enjoy creating and are comfortable sharing.

Finally, the McDaniel STEM center serves as the College's newest resource, providing tutoring in person or during scheduled times via Microsoft Teams. Students are available to help with math, biology, chemistry, physics, environmental studies, statistics, economics, computer science, and accounting. With a central location on the second floor of the Hoover Library, students can drop in at any time assistance is needed.

Describe how Maryland will be served by this project/initiative:

The goal of the College and our support programs is to help every student to achieve a full and productive academic life. Our continued efforts towards student preparedness and integration of differently-abled learners provide the State of Maryland with more confident individuals ready to contribute towards its successes. *Strategy 1: Continue to improve college readiness among K-12 students, particularly high school students.* (This strategy was found in the then-active State Plan for Postsecondary Education which has since been updated.)

Describe proposed process of project evaluation/assessment.

Detailed analysis of class progression and academic achievement is performed each year. In addition, course evaluations help to inform necessary changes to curriculum and sources of difficulty for students. McDaniel performs well in these areas and has seen improvement in recent years. We will continue to monitor these and other indicators to assess the success of these programs designed to improve college readiness.

MICUA Supplement Fiscal 2022 Utilization of Funds Report

Institution: McDaniel College

Project/Initiative 3: Continued growth within the McDaniel College's Center for Experience and Opportunity (CEO)

Project Actual: \$ 472,057

Detailed description of project/initiative: The Center for Experience and Opportunity (CEO), is central to the McDaniel experience, due in part to its committed programing focused on community engagement and career development. For FY2022, the CEO will be undergoing a further transformation to align goals and outreach to our highly regarded McDaniel Plan. The McDaniel Plan has 4 different facets: My Place, My Design, My Career, and My Experience.

My Place is McDaniel College's 3-part orientation program which includes McDaniel Local during the summer, orientation in August, and the First Look series during the fall semester. These are each designed to enhance incoming first-year students' sense of belonging to the McDaniel community, facilitate discussions around grit and resilience to foster a tolerance for risk and setbacks, and provide them the resources to be successful as new college students.

My Design is a two-credit, self-reflective course during McDaniel College's 3-week January Term in which is intended to provide a space for the type of guided reflection which will help students learn about their strengths, their areas for growth, and consider various ways to discover their vocation.

My Career is a 1-credit course which will be taken by students during their junior year or fall of senior year to help them launch from being students into their future vocation and career. Topics in the course include resumes, interview skills and networking, and diversity in the workplace.

My Experience is a requirement that all students complete 2 experiential learning opportunities while they are at McDaniel which may include internships, student-faculty research, study abroad, community-based learning classes which often work with non-profits, community-service projects as part of McDaniel Local, and noncredited leadership opportunities.

Describe how Maryland will be served by this project/initiative:

McDaniel College's Center for Experience and Opportunity directly corresponds to *Strategy 7: Enhance career advising and planning services and integrate them explicitly into academic advising and planning*. In addition, *Strategy 10: Expand support for research and research partnerships* is also represented as an integral part of My Experience. (These strategies were found in the then-active State Plan for Postsecondary Education which has since been updated.)

Describe proposed process of project evaluation/assessment.

As a critical department at McDaniel College, the operation of the CEO is evaluated and assessed on a continual basis by the senior administration.

MICUA Supplement Fiscal 2022 Utilization of Funds Report

Institution: McDaniel College

Project/Initiative 4: Systemic review of college statutes, regulations, policies and practices in conjunction with our strategic planning process; aimed at supporting student success as well as diversity, equity and inclusion efforts.

Project Actual: \$ 140,965

Detailed description of project/initiative:

The McDaniel College Student Success Committee is dedicated to improving the success of undergraduate students in the areas of retention, persistence, progression, and completion. The Committee develops annual goals related to student success; regularly consults with a variety of campus stakeholders regarding student success; assesses the needs of the student body and identifies barriers to student success; reviews and recommends policies and programming to improve the success of all undergraduates; facilitates cross-departmental resolution of issues that inhibit student success; commits to a student-centered and evidence-based approach to promoting student success.

The charge of this committee directly relates to systemic reviews of College statutes, regulations, policies and practices. Through a regular and systemic review, we can ensure a student-focus aimed at success, as well as the identification of potential barriers and inequities. These reviews cover everything from remedial coursework to academic planning to ensuring compliance with Maryland and Middle States' critical needs.

Describe how Maryland will be served by this project/initiative:

The work of McDaniel College's Student Success Committee directly corresponds to *Strategy 5: Ensure that statutes, regulations, policies, and practices that support students and encourage their success are designed to serve the respective needs of both traditional and non-traditional students*, (This strategy was found in the then-active State Plan for Postsecondary Education which has since been updated.) With an average of 73% of our students being from Maryland, when historically across the state only 33% of students stay for higher education, ensuring these policies exist for the betterment of student success helps people to stay in Maryland long-term.

Describe proposed process of project evaluation/assessment.

Statutes, regulations, policies and practices are evaluated on a continual basis by college leadership.

