

Sense of Belonging in Undergraduate STEM Majors: How to Foster It and How to Assess It

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Thanks!

• US Dept of Education Title III Part F grants P031C110082 and P031C160070





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Overview

- Background
- Sense(s) of belonging
- STEM Success programming at Stanislaus State
- Methods for assessing outcomes
- Methods for sharing outcomes
- Outcomes for STEM Success programs
- Key findings and next steps



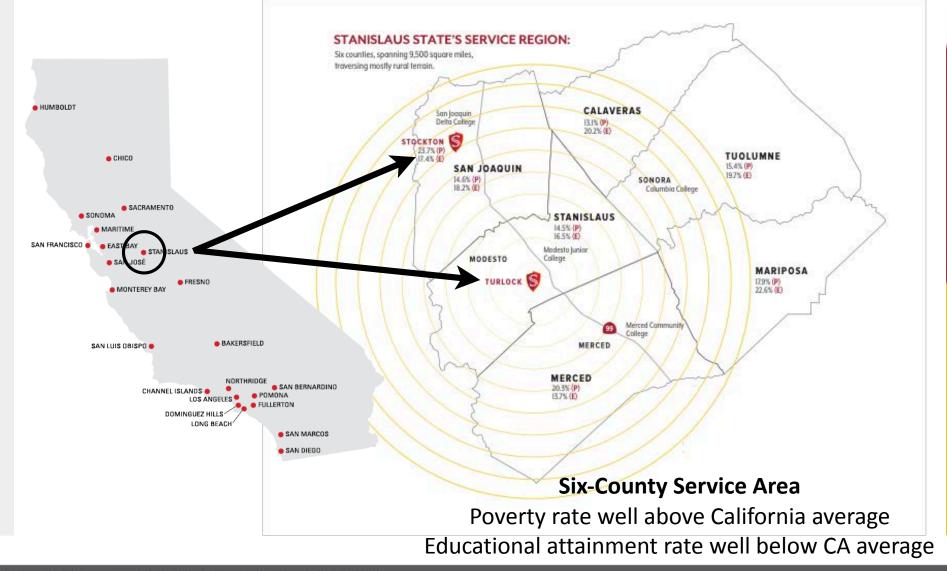
Background

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Stanislaus State students (Fall 2019)



- 9,511 undergrads
- 67% first generation (TRIO definition)
- 63% Pell-eligible

60% Hispanic
 9% Asian (mostly SE Asia)
 2% African American

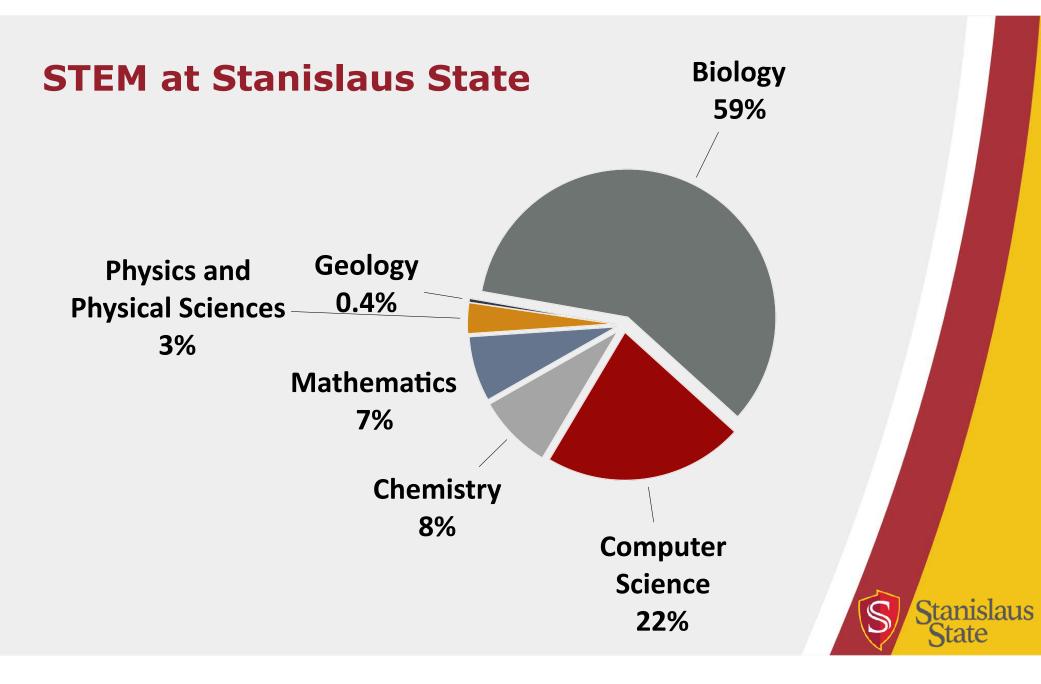
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• 65% female

HSI-STEM grant at Stanislaus State

- HSI-STEM grants aim to increase the number of students from historically underrepresented groups who graduate with a degree in STEM
- Underrepresented students are STEM majors who are any of these:
 - From an underrepresented ethnic group (African American, Hispanic, Native American, Pacific Islander)
 - Economically disadvantaged
 - First generation
 - Female (in some majors)





Sense(s) of Belonging

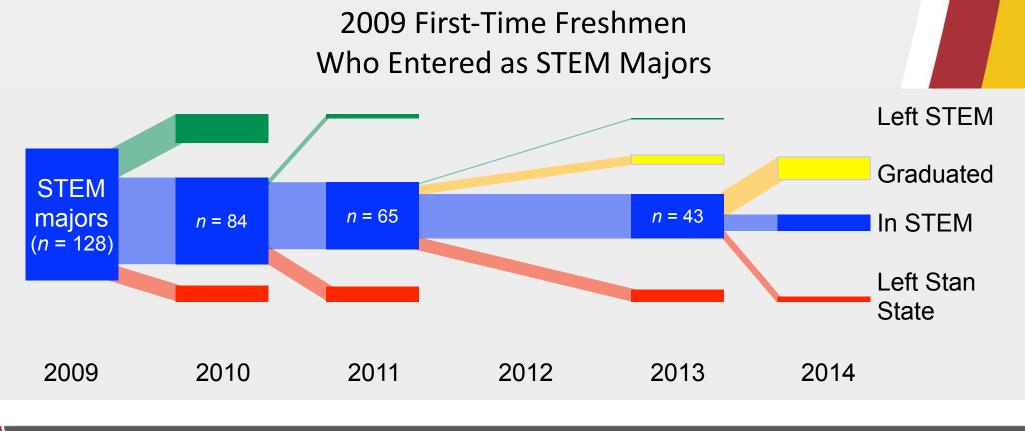
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History of STEM Success

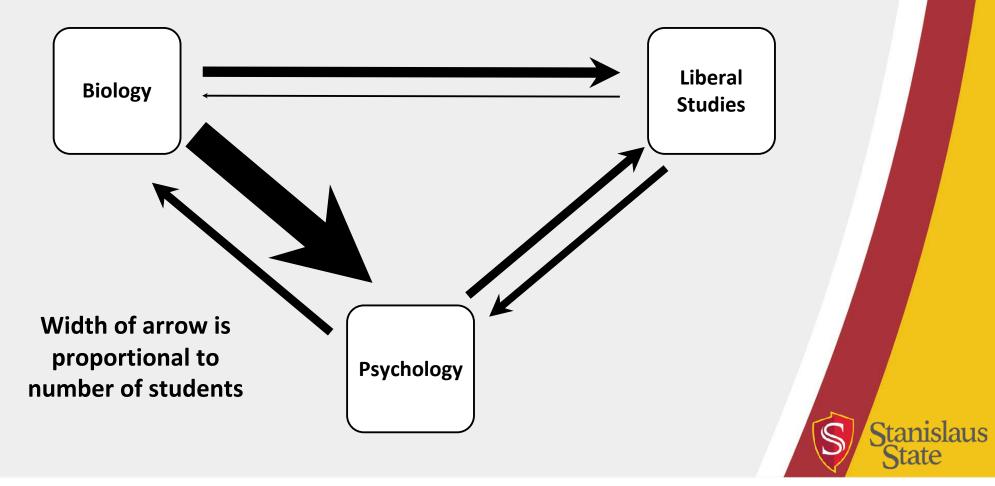
 At start of first HSI-STEM grant, retention within STEM majors was only ~50%



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History of STEM Success

• More students change <u>out</u> of STEM than <u>into</u> STEM



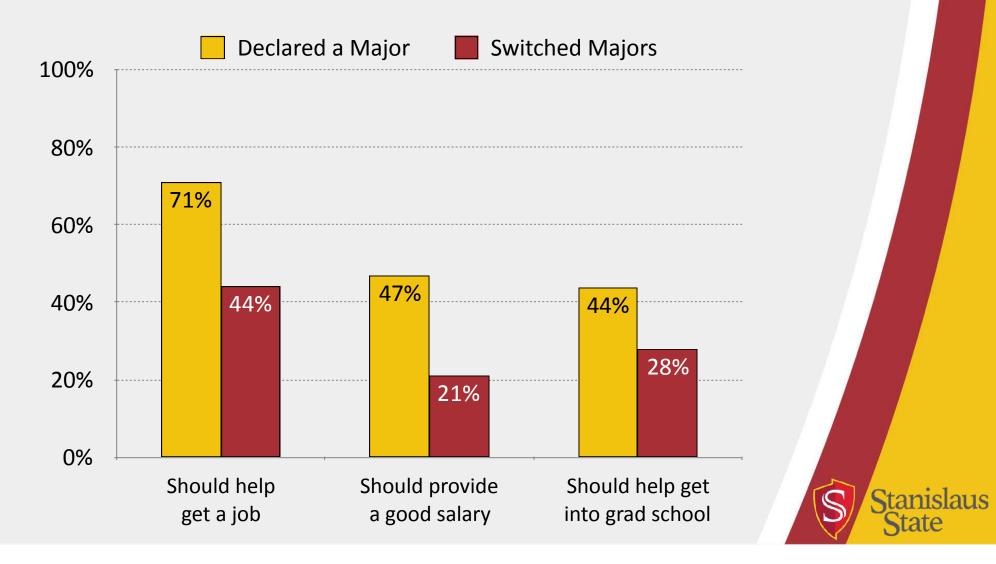
Why do students leave STEM?

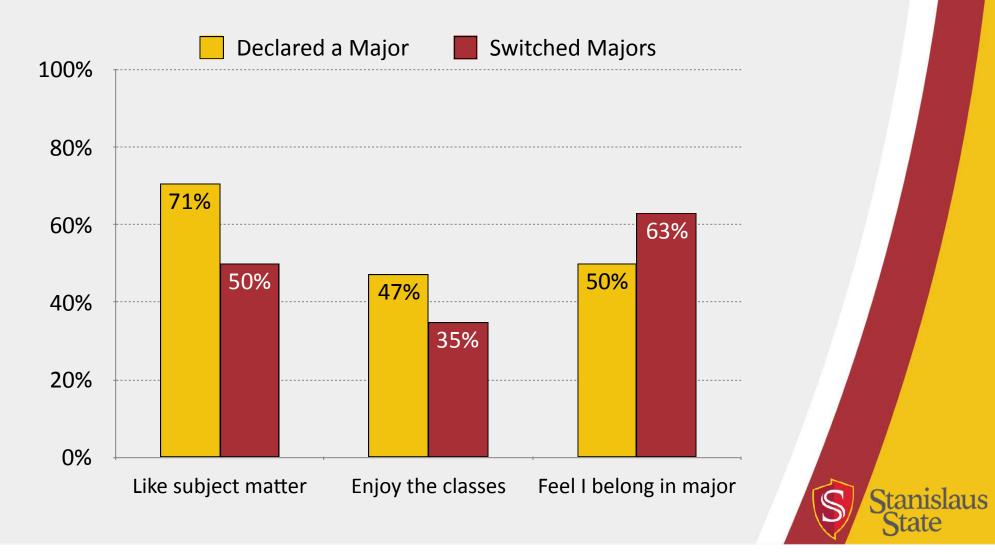
- Students declaring a major or switching a major are invited to complete a survey
- Lists common reasons students might select or change their major
- Students can elect as many or as few reasons as desired
- More than 3,300 responses to date

- Which reasons are cited most often?
 - Like the instructors
 - Enjoy the classes
 - Like the subject matter
 - Feel like belong more
 - Expect to get good grades
 - Like the class schedule
 - Easy to get into classes
 - Few courses needed
 - Workload is reasonable

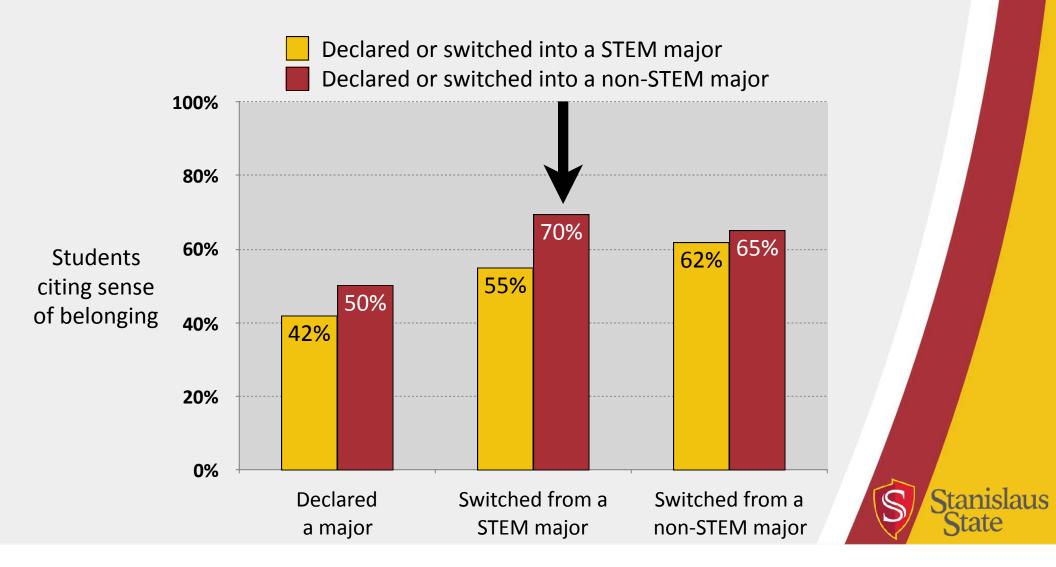
- Affordability
- Helps get into grad school
- Helps get a job
- Helps get a higher salary
- Other students suggested
- Faculty suggested
- Advisors suggested
- Family suggested
- Employer suggested



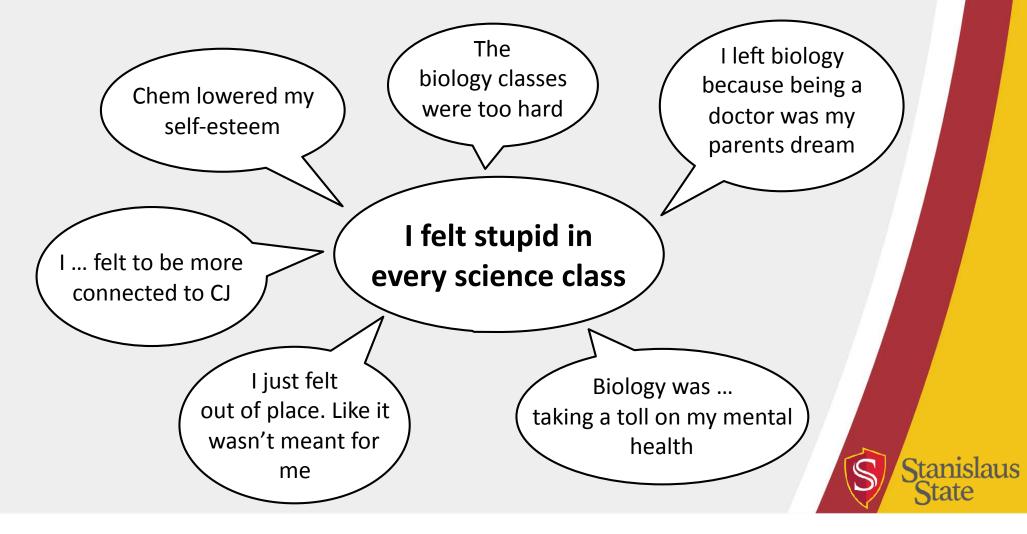




- Most common reasons for <u>declaring</u> a major are job prospects and enjoyment of subject matter
- Most common reason cited for <u>leaving</u> a major is students feel they belong more in their new major
- Sense of belonging is especially likely to be cited by students who leave STEM
 - 70% of STEM leavers feel they belong more in a non-STEM major



Comments from students who left STEM and felt they belonged more in a non-STEM major



Levels of belonging



- Belonging to Stanislaus State
 - Weak sense of belonging may result in leaving Stanislaus State



- Belonging to STEM
 - Weak sense of belonging may result in leaving STEM, or leaving Stanislaus State



- Belonging to the major
 - Weak sense of belonging may result in switching majors (possible out of STEM), or leaving Stanislaus State

Levels of belonging

 Students may not know about or feel comfortable switching majors



 At Stanislaus State, retention is higher for Hispanic students who switch majors than for Hispanic students who do not

STEM Success at Stanislaus State

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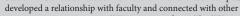
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2019



Students Transitioning to Engaged and Motivated Success

We had a successful third year of our STEM Discovery Academy in Summer 2019. A total of 47 incoming students (29 Freshmen and 18 Transfer) participated in our SDA Session 1 and Session 2. Our students became more familiar with our campus,





[More about SDA on back page]

"SDA helped me to not feel so lost and

helped get me excited about my 1st day

of college"

STEM major students. The STEM Success staff, 8 student peer mentors and 20 faculty from College of Science worked hard to ensure our students were able to have an educational and exciting STEM Discovery Academy experience. We are so proud of each and every one of our SDA students and are

at Stanislaus State.

confident they will continue to thrive

in their respective STEM majors here



A Message from Dean Evans From the College of Science

For over eight year the STEM Success program is a signature support program for students in the College of Science. This program engages historically underserved students with year round *support to persist and success in some of the most* challenging majors in the university. Faculty and staff collaborate to help students become immersed

- Moira Mendoza, Biology | Freshman

in their disciplines, understand the requirements of their majors, and transfer seamlessly to Stan State. Community college faculty and counselors are critical partners in these efforts, and we appreciate their participation and collaboration. - Dr. David G. Evans





WOW 2 STEM

Warriors on the Way to STEM (WOW 2 STEM) is the transfer component of STEM Success Grant. Stanislaus State is seeking to expand and improve transfer articulation practices across top 10 regional feeder community colleges to promote STEM transfer pathways.

WOW 2 STAM Poor Mentors We have two amazing WOW 2 STEM Peer Mentors, Ruben (Physics Major) and Paola

(Biology Major), that assist our Transfer Specialist with outreach and student mentoring needs. They also help out with our STEM Discovery Academy in the summer. If you see their friendly faces around campus, we hope you'll wave and say "hello".



Meet Our Transfer Specialist

Elizabeth Monroe is a central valley native with a passion for helping students navigate higher education. As a transfer student herself, Elizabeth understands the unique challenges faced by our valley students. She began her educational journey at Modesto Junior College and went on to receive a Bachelor's Degree in Psychology from UC Santa Barbara. She then attended CSU Stanislaus to earn a Pupil Personnel Services

considering CSU Stanislaus

Science, Geology, Math, or

out to Elizabeth to explore the

offer through the STEM Success

Credential. If you are a transfer student in the Biology, Chemistry, Computer Physics majors, please feel free to reach exciting opportunities and services we Program

Contact our Transfer Specialist to schedule an appointment: emonroe@csustan.edu.

The Commons & STEM Collaboratory

The Commons is a resource cen ter and study space for students Students can use the tables and whiteboards for study sessions and group work. It also contains



a wide variety of STEM textbooks and professional and academic exam preparatio materials such as GRE, MCAT, etc. that are available for students to use. The Commons is located in Naraghi Hall room 124.

STEM Collaboratory provides an environment to support collaboration and cooperation among STEM students and faculty in pursuit of STEM education and research through interaction, communication, and knowledge-sharing. Students



are welcome to use the tables, chairs and whiteboard for study sessions and group work. The STEM Collaboratory space is located on the first floor of Naraghi

Hall outside of the Commons Naraghi Hall oom 124)



Say Hello...



Mauricio is our STEM Success Peer Mentor and will be available as a resource for STEM students interested in learning more about navigating campus resources and learning about study strategies. He is available in the Commons (Naraghi Hall room 124) on Mondays and Wednesdays from 11:45am-1:45am and on Fridays from 3:15pm to 5:15pm.



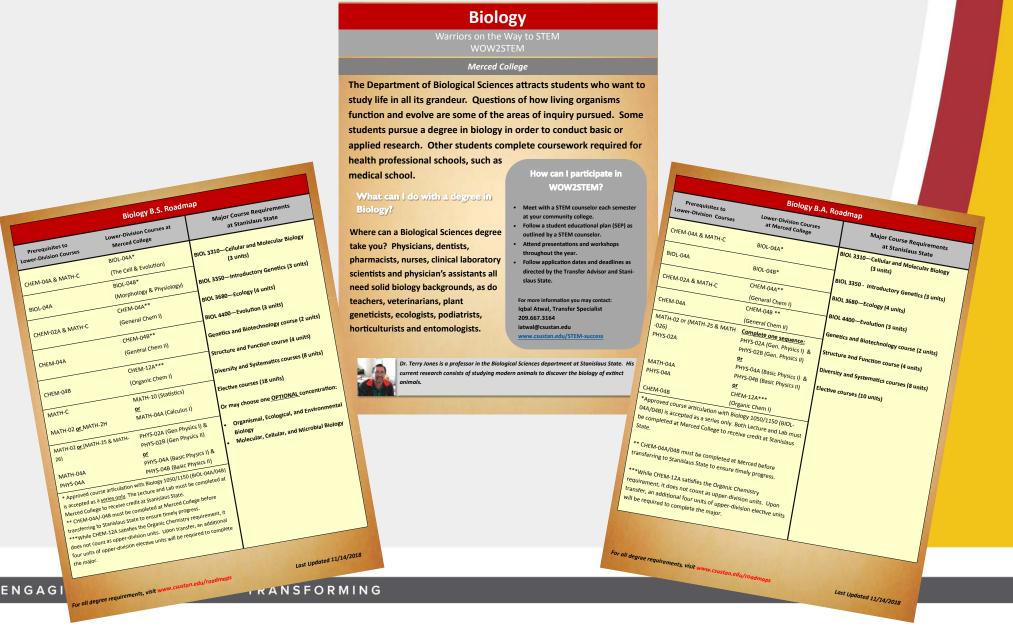
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STEM Success at Stanislaus State

- Current HSI STEM grant is called Students Transitioning to Engaged and Motivated Success
- <u>STEM Success</u> funds four types of programming to help students develop a sense of belonging to Stanislaus State, to science, and to their STEM major



Warriors on the Way to STEM (WOW 2 STEM)



Warriors on the Way to STEM (WOW 2 STEM)

- Outreach to potential STEM transfer students at 10 community college partners
- Course articulation agreements and transfer course roadmaps for all 12 STEM degree majors offered at Stanislaus State
- Pre-matriculation degree audits



Natural Sciences 1000 (NSCI 1000)

Schedule of Classes 2019 Fall Biological Sciences			NATURAL SCIENCES				TATE N	ST	Ş	AN	ST
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Natural Sciences 1000 (NSCI 1000)

- First-year, 3-unit General Education course
- Content was originally similar to a first-year seminar
- Becoming more of a foundational science skills course
 - Students conduct literature reviews and research
 - Findings presented in a poster at end of semester

STEM Discovery Academy (SDA)

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STEM Discovery Academy (SDA)

- 2-week summer immersion program for entering freshmen and transfer students
- Residential for freshmen
- Multiple activity types
 - Discipline-specific (e.g., genetic testing; robot programming)
 - Campus resource introduction (e.g., scavenger hunt)
 - Social (e.g., field trips; boat building; bowling)

STEM Discovery Academy (SDA)

- Includes psychosocial activities
 - Values affirmation game
 - Hero's journey skit
 - Difference education game
- Students conduct research
- Culminates in poster session





Research and Immersion for STEM Excellence (RISE)

- Students in their first two years on campus help faculty conduct research
- Students receive \$14 per hour
- Faculty serve as mentors
- Students can attend and present at professional conferences
- Monthly RISE student meetings include lightning talks, conference debriefs, etc.

Assessment Methods

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Institutional Records

- Retention at Stanislaus State
- Retention within the major
- GPA
- Major prerequisite courses completed
 - For transfer students only; computed manually
- Total units completed

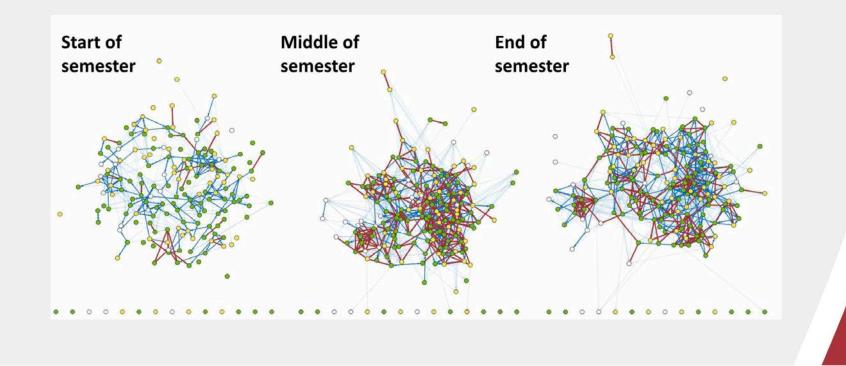


Social network analysis survey

- Administered to participants in each STEM Success activity
- Ask how students regard other STEM Success participants:
 - Not a friend
 - Casual friend
 - Good friend
- Ask how often students consult with other STEM Success participants about class material or assignments:
 - Not at all
 - Sometimes
 - Often

Social network analysis survey

• Stadtfeld, C., Vörös, A., Elmer, T., Boda, Z., & Raabe, I. J. (2019). Integration in emerging social networks explains academic failure and success. PNAS, 116, 792-797. doi: 10.1073/pnas.1811388115



CAUTION

AREA UNDER CONSTRUCTION

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Start-of-Semester (SoS) survey

- Course-specific questions
- 28 questions about psychosocial factors relevant to academic success and each sense of belonging
 - 12 questions about Stanislaus State
 - 4 questions about STEM
 - 12 questions about the major





- I'm glad I'm a student at Stan State
- My high school or community college did a good job of preparing me for Stan State
- Setbacks and obstacles I encounter as a student are opportunities for me to learn
- Some students have to work harder than others to succeed in college



- I am comfortable asking [my major] professors questions
- I have at least one mentor at Stanislaus State
- I have friends and colleagues who can help me succeed at Stan State
- Getting a college degree will help me achieve my life goals
- I am interested in pursuing a graduate degree or certificate



- I know how to study for an exam at Stan State
- I use an agenda, calendar, or other scheduling tool to help me manage my time
- I know where to go on campus if I need help



STEM psychosocial questions

• I enjoy conducting research



- I know how to design a scientific study to test a hypothesis
- I can distinguish good scientific work from bad scientific work
- I am confident in my ability to solve mathematical problems

Major psychosocial questions

- I would like to learn more about careers in [my major]
- Careers for students who major in [my major] pay well
- Professionals who work in [my major] have fun
- I can write a scholarly paper in [my major]
- I can read scholarly papers in [my major]
- It's important for undergraduates in [my major] to conduct research

Major psychosocial questions

- I enjoy learning about [my major]
- Succeeding in [my major] requires a special talent that can't just be learned
- I am confident that I will complete an undergraduate degree in [my major]
- I have the skills needed to succeed in [my major]
- I feel like I belong in [my major]
- The faculty in [my major] at Stan State support me



SoS recruitment methods



- Administered during first few weeks of semester
- Fall 2018 through Fall 2019: Instructors volunteer their courses for inclusion and provide their students with a survey link
- Spring 2020: Individualized survey invitation emailed to all students enrolled in at least one College of Science

SoS consent page



College of Science Course Survey

Dear Student:

You are invited to complete a survey for research purposes. The survey responses will be used for a grant that is <u>funded by the U.S. Department of Education. The</u>

survey will be administered by and the evaluator of the grant rates for students majoring in demographic groups that ofte a science or mathematics ma

This survey will ask several di specific courses in which you in learning and the grade you have been suggested by your you more generally. For exam completing your current major campus community. You are w prefer not to answer. The surv

Some instructors of College students who complete this this. However, all survey findings will be reported only in an aggregated (combined) manner that prevents your instructors and other people from learning your individual responses. The survey findings should be available by September 30, 2020. If you would like to receive a copy, you may contact Dr. Stanislaw (see below for contact details). The survey findings may also be posted on the STEM Success web page (www.csustan.edu/STEM-success).

If you have any questions about this study, please phone Dr. Harold Stanislaw at (209) 667-3213, or email HStanislaw@csustan.edu. If you have any questions regarding your rights and participation as a research subject, please phone the UIRB Administrator at (209) 667-3784, or email IRBAdmin@csustan.edu.

How would you like to proceed? If you're willing to complete the survey, please indicate if your responses can be used for research relating to the Department of Education grant. Your College of Science instructor(s) will be informed that you accessed the survey, but they will not learn about your individual response to this or any other survey item.

I'd like to opt out of this survey

I'll complete the survey, but don't use my responses for research I'll complete the survey, and you can use my responses for research

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SoS major identification



What is your major? If you have two majors, please select just one.

Biology (including Undeclared with a Biology interest)

Business

Chemistry

Computer Science

Criminal Justice

Geology

Kinesiology (including Undeclared with a Kinesiology interest)

Liberal Studies

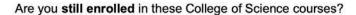
Mathematics

Nursing (including Undeclared with a pre-Nursing interest)



SoS course enrollment





	Yes	No
BIOL 3100 (Biological Illustration)	•	0
CDEV 3550 (Early Interv High-Risk Child)	٠	0
MATH 4530 (Abstract Algebra)	•	0
MBIO 4300 (Medical Microbiology)	•	0

College of Science courses have these prefixes:

ASTR	CHEM	HSCI	NURS
BIOL	COGS	MATH	PHYS
BOTY	CS	MBIO	PSYC
CDEV	GEOL	MSCI	ZOOL

Are all of your College of Science courses for this semester listed above?





SoS course enrollment



Here are your College of Science courses:

BIOL 3100 (Biological Illustration)

CDEV 3550 (Early Interv High-Risk Child)

MATH 4530 (Abstract Algebra)

MBIO 4300 (Medical Microbiology)

You can add up to eight missing College of Science courses to this list.

To add a course you are taking this semester that is not list above, select the course prefix for the missing course, and then select the course description.

Add a missing College of Science course

ASTR \$

Course prefix Course description

ASTR 3000 (Contemporary Astronomy) \$

Add a missing College of Science course

Course prefix

Course description

\$

\$

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SoS psychosocial items



Please indicate how strongly you agree with each of the following statements, on a scale of 1 (strongly disagree) to 7 (strongly agree). This survey is designed for students ranging from incoming freshmen to graduate students. Don't feel embarrassed or concerned if some of your responses aren't where they "should" be! There are no right or wrong answers, just YOUR answers.

	Strongly disagree 1	2	3	Neither agree nor disagree 4	5	6	Strongly agree 7
l can write a scholarly paper in Chemistry	0	0	0	0	0	0	0
My high school or community college did a good job of preparing me for Stan State	0	0	0	0	0	0	0
I have the skills needed to succeed in Chemistry	0	0	0	0	0	0	0
Succeeding in Chemistry requires a special talent that can't just be learned	0	0	0	0	0	0	0



SoS time demands



How many hours per week do you typically spend on the activities below? Your hours may vary from one week to the next; please provide your best estimate based on an "average" week.

Attending classes	15
Studying or doing academic work outside of class	6
Commuting to and from campus	10
Working for pay	15
Volunteering	
Family commitments, such as caring for parents or children	
Exercising or participating in sports	
Relaxing (alone, with friends or family, etc.)	
Sleeping	
Other hours (please include description of activities)	



SoS coursespecific questions



What grade do you think you will receive in MATH 4530 (Abstract Algebra)?



What would you most like to learn about in MATH 4530 (Abstract Algebra)?

Number theory

What, if anything, concerns you most about taking MATH 4530 (Abstract Algebra)?

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I can't afford the textbook



SoS final items



Briefly describe your dream career or profession, and why it appeals to you.

I'd like to work in a lab developing new materials

If you'd like to make any comments about this survey or your classes, here's your chance!

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SoS confirmation page



Thank you for accessing the Spring 2020 College of Science start-of-semester survey!

All of your College of Science instructors will be automatically notified of your student ID number, in case they are awarding extra credit for responding to the survey. However, your instructors will NOT learn any of your individual responses; only that you accessed the survey.

You may wish to print or take a screen shot of this page, as confirmation that you accessed the survey.

March 6, 2020 13:50:27



Sharing Findings

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Studying or doing academic work outside of class

Family commitments, such as caring for parents or children

Relaxing (alone, with friends or family, etc.)

Exercising or participating in sports

Commuting to and from campus

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Attending classes

Volunteering

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ENGAGING · EMPOWERING · TRANSFORMING

Computer Science

Child Development

Chemistry

Business

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Total Responses

1237

If you go on to pursue a graduate degree or	Briefly describe your dream career or profession, and why it appeals to you.
certificate, which field(s) would you study?	Zoo Veterinarian because I want to help rescue and release animals.
zoology	Working with the environment and working to conserve it. It's important to keep our ecosystems
waterborne pathogens	intact.
Veterinary Medicine/Science	Working with premature babies in the NICU. I really enjoy children and being able to combine
Veterinary medicine	working with babies and nursing seems like something I would enjoy doing especially with newborns.
Veterinarian	Working with people, helping people. Either in the medical field or as a social worker.
vet	Working with people who need help for a good duration of time as well as maintaining days off, a
Urban Planning	stress-free work environment, and decent pay.
unsure	Working with kids
Undeclared	Working with families, children, and individuals in a therapeutic setting
Undecided	working with adolescence
Ultrasound tech	Working on video games because I have a passion for playing and the work that goes into it
Toxicology	Working on research programs, that involves new tech, and maybe write or designing programs for
The Medical Field	that tech.
Technology	Working in sports such as a sports therapist or trainer because I love sports and working with people
Teaching Credentials, M.A. School Counseling, Ed.D	Working in robotics at a larger company or owning my own business
in education administration or Ph.D in History of	Y Working in office

If you'd like to make any comments about this survey or your classes, here's your chance!

'- I just want to learn and pass my classes. - Be more social. -Less afraid of taking big steps. I thought this was interesting.

...
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...
...
1-7 feels like to many choices
A simple survey I enjoyed taking
All my biology professors seem supportive.
All my psych classes are pretty well taught the only thing is I wished there was more explaining and comparing between terms being learnt because it can be very confusing, just wishing everything would tye in better.
Although I don't have a class with professor Gardner this semester. He is a really great professor.
Any professor who says people don't usually pass this course. Work on how you lecture
As a new transfer student, I am very excited to learn about the various fields of psychology at Stan State!
As someone who is repeating the course, I still feel this pressure when it comes to quizzes or exams in this class specifically.

Biology 1050-009

V	anislau	LS		S	itart-c		-Seme		Course	cience e Surve 9		Cours	e			Cou	irse S	pecific	: Data	3
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CALIFORNIA STATE UNIVERSITY Stanislaus	Start-of-the-Seme	ollege of Science ster Course Survey By Spring 2019	/ Major	Self-Efficacy Growth Mir	
Total Responses 1237	College of Business Ad	nities and Social Sciences ministration Kiesiology & Social Work	Major Physics, Phys	Undeclared Sociology Social Sciences Psychology ical Sciences & Geology Other	
I am confident that I will complete undergraduate degree in my major		t that I will complete a e degree in my major		school or community d me well	college
16 1% 1% 2% 6% 9% Strongly disagree (1) Neither agree nor disagree (4)	65% <u>1%</u> <u>1%</u> Strongly Strongly agree (7) disagree (1)	29% 23% 14% 3% Neither agree nor disagree (4)	30% 5% Strongly Strong agree (7) disagree	ly Neither agree	% 17% Strongly agree (7)
Succeeding in my major requires a talent that can't be learned	special I am confident	in my mathematical a		tudents have to work I to succeed	harder than
30% 15% 10% 10% 10% 15% 99 Strongly Strongly Neither agree nor disagree (4)	5 trongly Strongly agree (7) disagree (1)	9% Neither agree	19% 1% Strongly Strong agree (7) disagree	ly Neither agree	58% 21% Strongly agree (7)

Program Outcomes

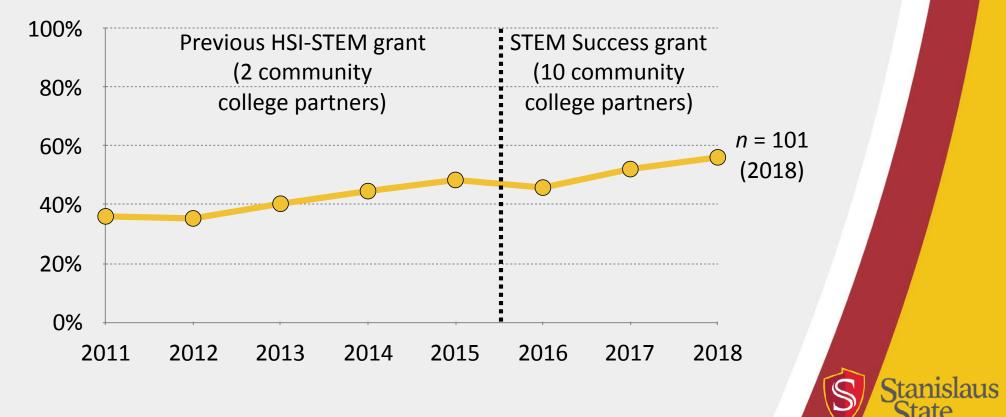
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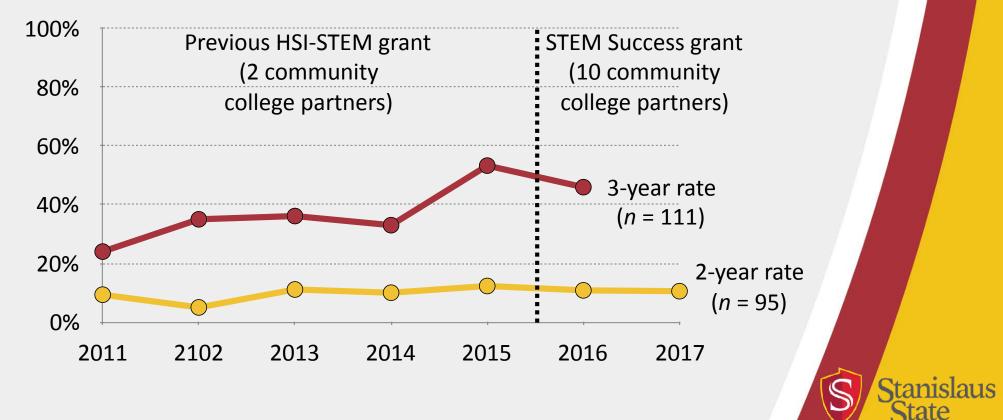
WOW 2 STEM: Prerequisites completed

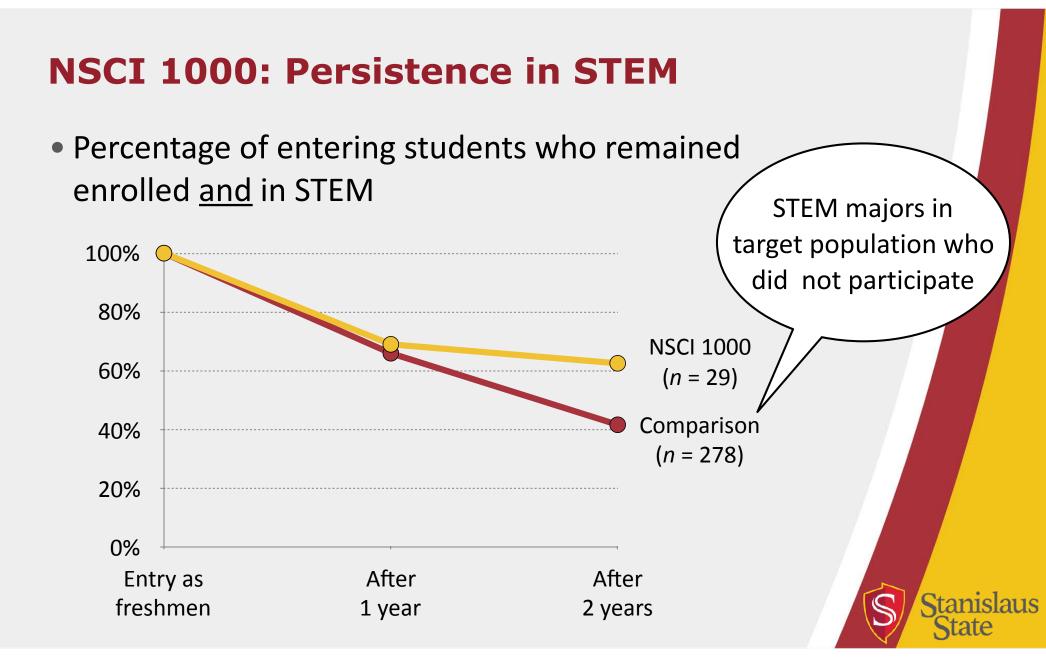
 Gateway course completion rates at entry for transfer students in target population



WOW 2 STEM: Graduation rates

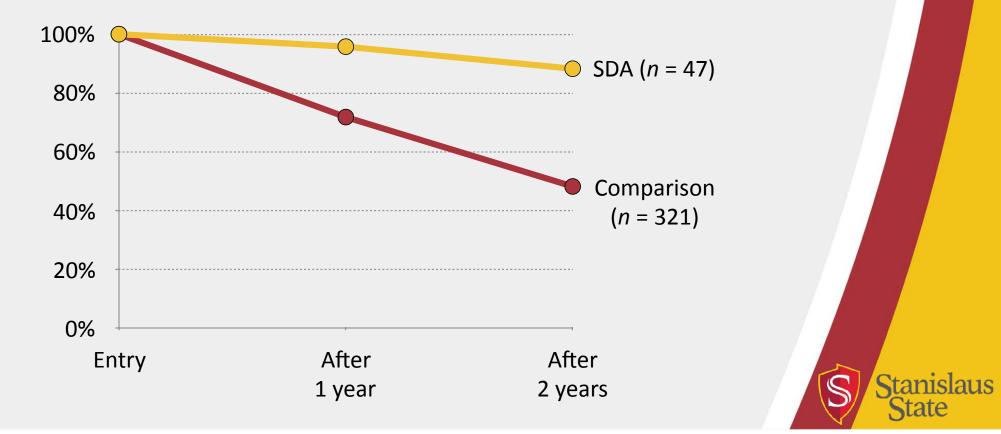
 2- and 3-year graduation rates for transfer students in target population





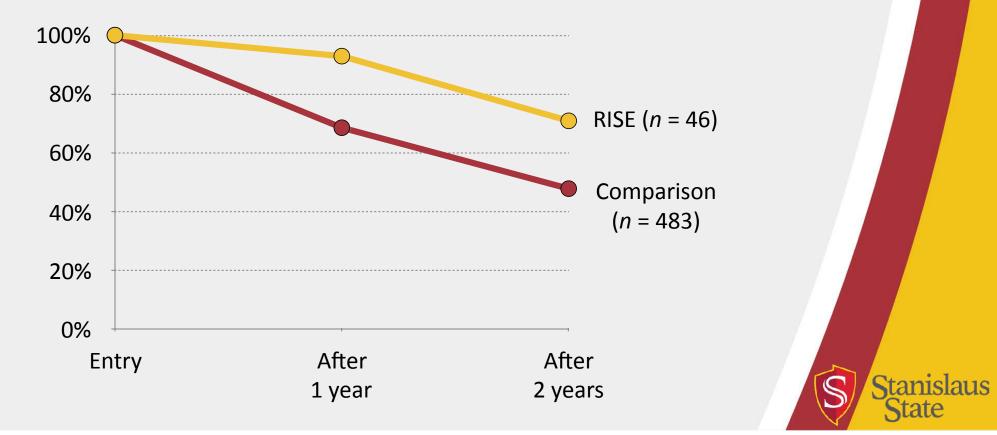
SDA: Persistence in STEM

 Percentage of entering students who remained enrolled <u>and</u> in STEM



RISE: Persistence in STEM

 Percentage of entering students who remained enrolled <u>and</u> in STEM



Psychosocial factors

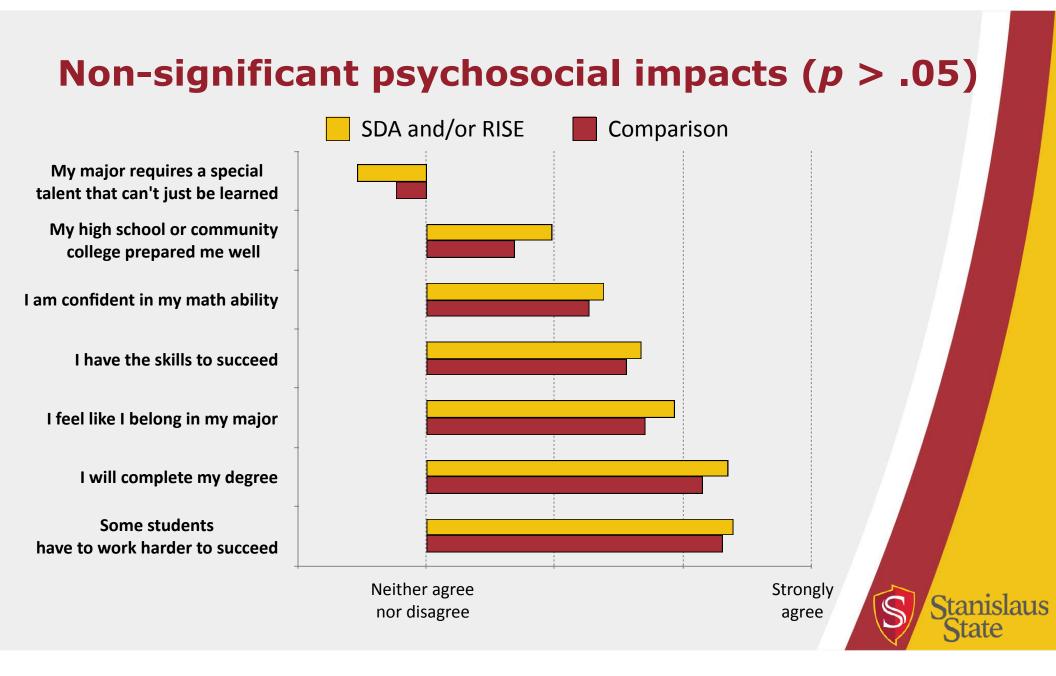
	Sample size	Biology majors
SDA only	n = 29	66%
RISE only	<i>n</i> = 48	38%
Both SDA and RISE	<i>n</i> = 34	29%
Total STEM Success*	<i>n</i> = 111	42%
Comparison group	n = 708	63%

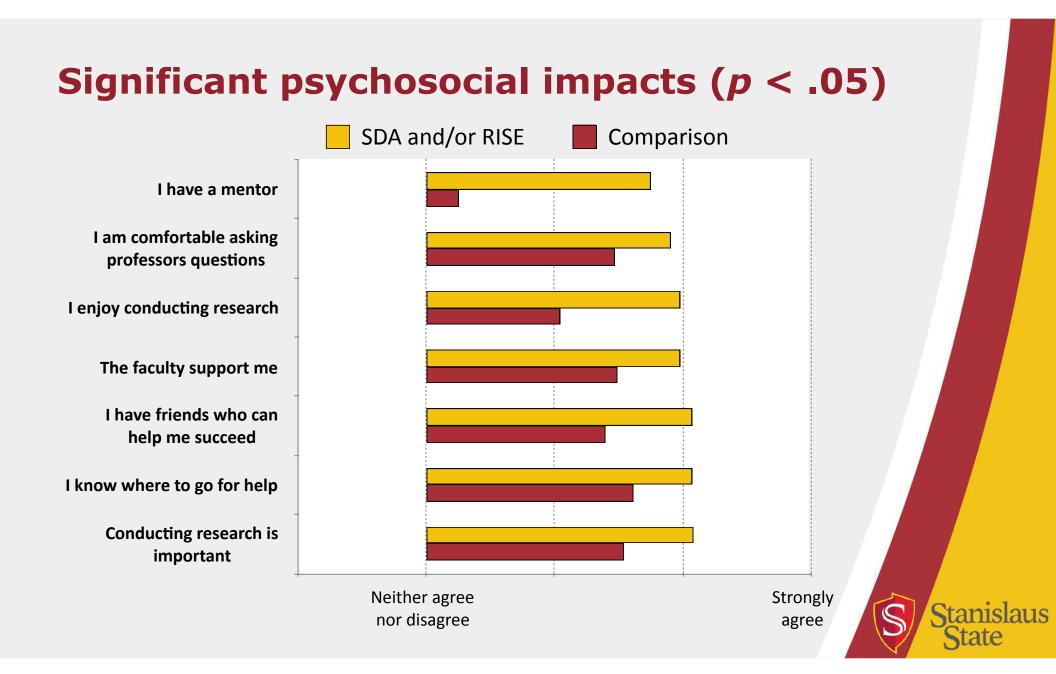
*Excludes WOW 2 STEM and NSCI 1000 (insufficient data)

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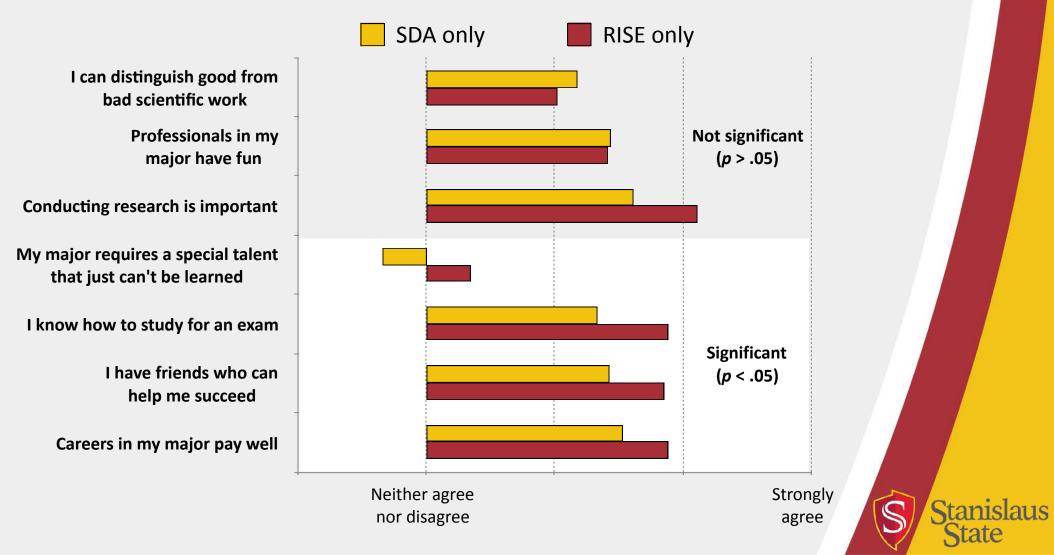
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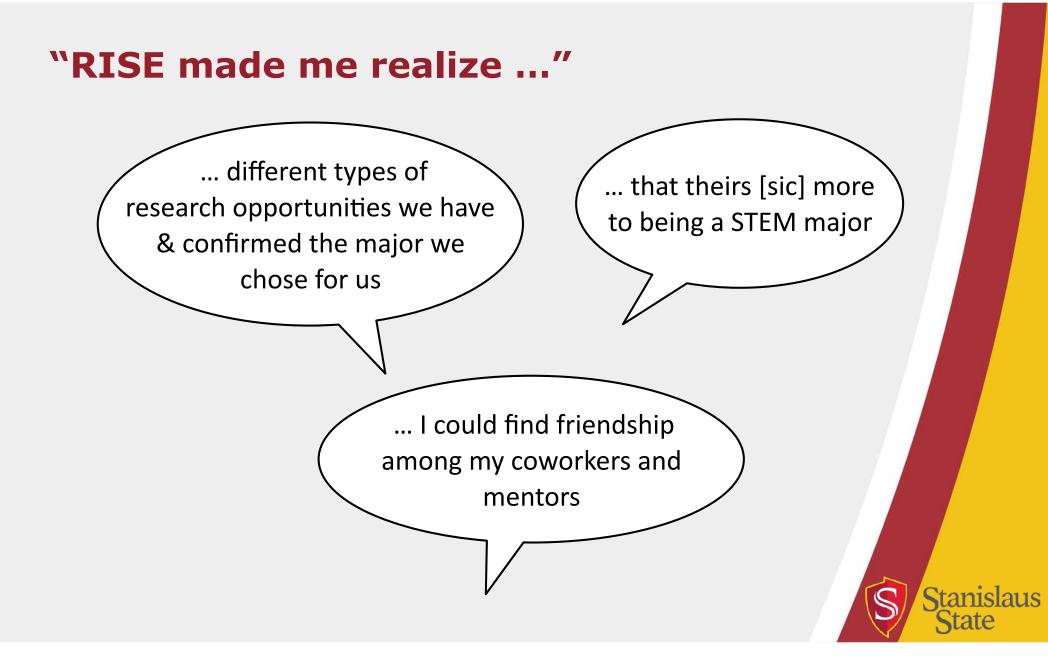




Differential impacts of SDA and RISE







Key Findings and Next Steps

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Key findings

- Since WOW 2 STEM began, transfer students arrive having completed more gateway courses, and have higher 3-year graduation rates
- STEM Success participants are more likely to remain in STEM
 - NSCI 1000 may be less effective than SDA and RISE in retaining students in STEM



Key findings

- Participants in SDA and/or RISE have stronger psychosocial scores than students who do not participate in STEM Success
 - More likely to enjoy and endorse conducting research
 - More likely to be supported by a mentor or friends
 - More comfortable seeking help

Key findings

- SDA and RISE have mostly similar retention and psychosocial benefits
 - SDA students have more growth mindset
 - RISE students more confident in their exam-taking skills; report more support from friends; more likely to believe their future careers will pay well
- There are no added benefits to participating in both SDA and RISE; one activity suffices

Next steps

- Involve community college students in collaborative research before they transfer to Stanislaus State
- NSCI 1000 needs further revision
 - May be used to institutionalize a non-residential, in-semester form of SDA
- May replace RISE with a CURE for entering students
 - Are entering students ready to conduct authentic research, as opposed to running canned labs?

Unexplored options

- Involve the family
 - Especially important for discussions about switching majors
- Students want to see how their classes relate to their future careers
 - Mention career relevance in classes
 - Link students to professionals



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