



Welcome to the Summer Convening!

July 28 - 29, 2022
University of Michigan

WiFi: MGuest

eduroam also is available if your institution supports that network

Land Acknowledgement

We acknowledge that the University of Michigan is located on the ancestral land of the Anishinaabeg—the Three Fire Confederacy of the Ojibwe, Odawa, and Potawatomi Nations—as well as the Wyandot Nation. We further acknowledge that this university stands, like almost all property in the United States, on lands taken from indigenous peoples under coercive treaties common in the colonization and expansion of our country.

Understanding the history of where we live and work does not change the past. It is, however, one part of creating a more just future for all individuals.

Moment of Gratitude



KESSLER

SCHOLARS



Collaborative Contacts



Shakima M. Clency
Director, Campus Partnerships
and Student Success



Gail Gibson
Executive Director



Kristen Glasener
Director, Organizational
Learning and Strategy

Moment of Acknowledgement



Opening Remarks



Adele C. Brumfield

**VICE PROVOST FOR ENROLLMENT MANAGEMENT
UNIVERSITY OF MICHIGAN**

Summer Convening Goals

- Build community and connections across the Collaborative network
- Foster an understanding of the Kessler Scholars Program model and core objectives
- Generate meaningful and engaging discussions around our shared commitment to support first-generation student success
- Learn something new and have fun!

Group Introductions



Please share your...

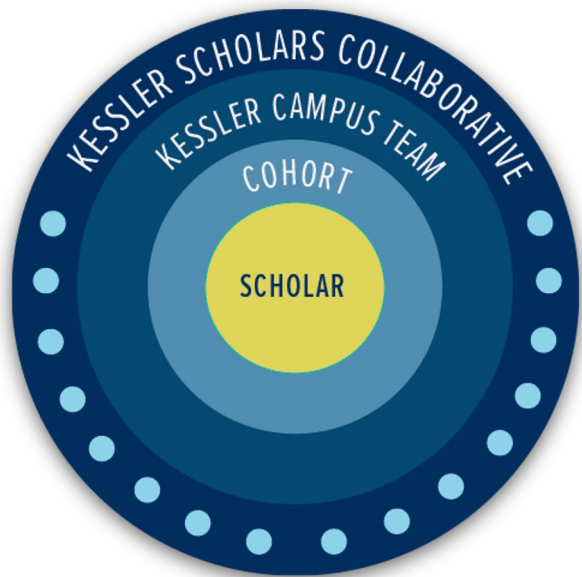
- Name
- Pronouns
- Institution
- Title/Role

Community Meet & Greet

What do you hope to learn from and offer to this group?

Introducing the Kessler Scholars Program Model

Program Model



The Kessler Scholars Program is designed to provide holistic support for first-generation students from lower-income households throughout their college experiences.

At each partner campus, Kessler Scholars are supported by a cohort of fellow first-generation students as well as by dedicated professional staff who provide individualized support and asset-based programming.

Campus-based Kessler Scholars teams are embedded in and supported by a national network, the Kessler Scholars Collaborative.

The Collaborative network allows program leaders to meet regularly to share resources and best practices and provides students with opportunities to connect with other first-generation scholars across the country.

Program Approach



HIGH-TOUCH

Frequent interactions with dedicated Kessler Scholars staff and peer mentoring provide students with the support they need to thrive on campus.



COHORT-BASED

Students enter college with a built-in community of support, with a cohort that attends classes, workshops, and events together to develop a sense of belonging and shared identity.

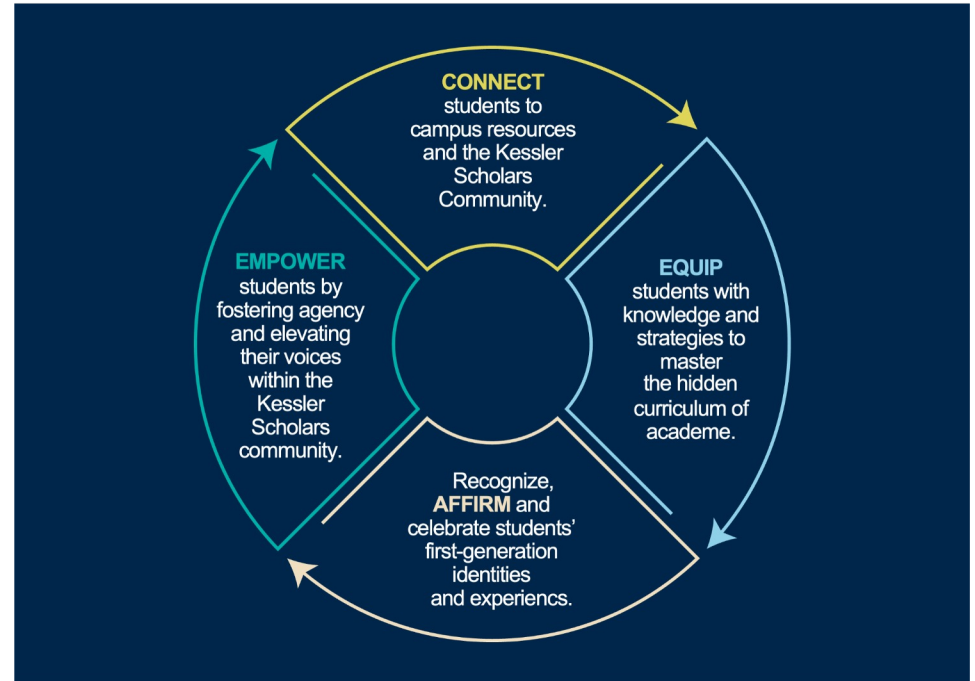


ASSET-FOCUSED

Programs leverage first-generation students' assets and strengths to achieve their academic, professional, and personal goals and elevate their voices and experiences within the broader campus community.

Program Goals

- The Kessler Scholars Program is designed to provide students with a safe and supportive space to navigate the college environment.
- Through individualized support, cohort-based workshops, and other activities, the Program helps students make sense of the hidden curriculum of higher education and empowers them to achieve their educational goals.



Core Program Activities and Enhancements

The Kessler Scholars Program involves cornerstone activities designed to build a sense of community among Kessler Scholars and lead to desired outcomes including year-to-year persistence and degree completion.

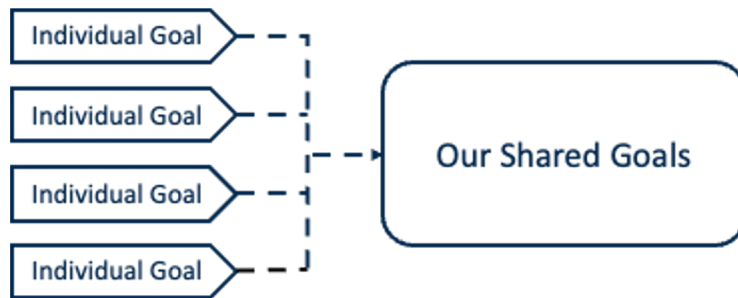
- One-on-one meetings with dedicated staff
- Cohort-based meetings and workshops
- All-Kessler Scholars meetings and events
- Peer mentorship
- Student leadership opportunities
- Community service
- Kessler Scholars celebrations
- Summer transition support
- First-year seminars
- Family engagement
- Faculty and alumni mentorship

Collaborative Mission

To close equity gaps and provide transformative support to first-generation students across the undergraduate journey and beyond.

The Collective Impact Framework: Setting and Working Towards Shared Goals

Tracking our individual progress towards the larger mission



Why Collective Impact?

Isolated Impact



- Institutions **work separately** and **compete** against one another.
- **Evaluation** attempts to **isolate** a particular college's impact.
- Colleges are **disconnected**, each working to solve student success problems **independently**.

Collective Impact



- Institutions work toward the **same goal** and **measure the same things**.
- Colleges are **partners**, aligning their work and collaborating to solve challenges.
- Colleges actively **coordinate** their actions and share lessons learned.

Collective Impact Approach

Campus Partners

- ❖ Provide local knowledge and expertise
- ❖ Identify and support dedicated program staff and leadership
- ❖ Articulate program-level goals in alignment with campus and Collaborative strategic priorities
- ❖ Design and implement campus-based programs
- ❖ Participate in data collection and reporting activities
- ❖ Support first-generation student success

Collaborative Team

- ❖ Develop a shared vision and outcomes for the project
- ❖ Facilitate continuous communication and learning across partners, building relationships and trust among participants
- ❖ Support curriculum development and external evaluation activities
- ❖ Collect and analysis data for program improvement
- ❖ Create collaborative-wide engagement opportunities
- ❖ Support first-generation student success

Collaborative Goals and Success Metrics

Close equity gaps and support first-generation student success

94%

First-to-Second Year
Retention Rate

The current first-to-second year retention rate for Kessler Scholars across our inaugural campus partners is 92%. Our goal is to improve this rate for Kessler Scholars Programs over the next five years.

70%

Four-Year Graduation
Rate

The national four-year graduation rate for first-generation students is just 27%. We aim to more than double this rate and reach the ATI graduation goal of 70% for Kessler Scholars.

85%

Six-Year Graduation
Rate

Our goal is to close the graduation gap between Kessler Scholars and their continuing-generation peers, matching the average six-year graduation rate for our campus partners.

Ensure the Kessler Scholar student experience is transformative and meaningful

90%

Report strong sense of belonging

In 2021, 88% of Kessler Scholars agreed/strongly agreed with the statement, "I feel a sense of belonging to the Kessler Scholars Program community." We aim to improve this success metric over the next five years.

92%

Report positive feelings of mattering

Students who report feeling that they are cared for and valued by others are more likely to be engaged in the campus community. We aim for at least 90% of Scholars report high levels of mattering to the Kessler Scholars Program.

94%

Overall program satisfaction rate

Every student who participates in the Kessler Scholars Program should feel like they are having a transformative and meaningful experience. That's why we're striving for an overall program satisfaction rate of 94%.

90%

High-impact practice participation rate

We want all Kessler Scholars to have an enriching collegiate experience, with 90% of students completing at least one high-impact practice before they graduate.

Program Logic Models

What is logic model?

- A detailed visual representation of a program and its theory of change

Why develop a logic model?

- Generates a clear and shared understanding of how a program works
- Supports program planning and improvement
- Serves as foundation for evaluation

How to develop a logic model?

- Two main approaches are used to create a logic model
- Reverse logic (right to left) – asks “but how” questions
- Forward logic (left to right) – uses “if...then” statements

Resources	Activities	Outputs	Outcomes
The resources you have available to implement the Kessler Scholars Program on your campus	The programs, services, and activities provided by your campus to Kessler Scholars	The direct products of your Program's activities. May include types and amounts of services to be delivered by the program	Short-, intermediate-, and long-term outcomes for Kessler Scholars and your campus

Breakout Activity

Activity Instructions

- 15 minutes | Individuals/Institutions complete logic model handout
- 15 minutes | Small group discussion (Inaugural and new campus partners)
- 15 minutes | Large group discussion (All campus partners)

Table Assignments

Table 1: UC-Riverside, Wash. U, UNC-Chapel Hill

Table 2: Brown, Ohio State, Pitt

Table 3: Bates, Centre, Dayton, Saint Mary's

Table 4: Cornell, Johns Hopkins, Queens College

Table 5: St. Francis, Syracuse, U-M

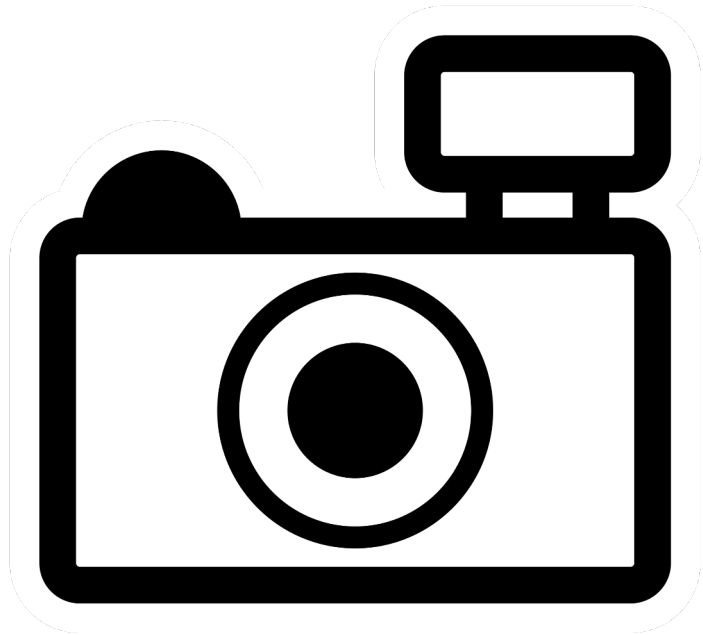
Small Group Discussion Questions:

1. What are your Kessler Scholars Program goals? How are you approaching program goal-setting?
2. Where are there still gaps in your logic model? What further development is needed?
3. Who else on your campus do you need to meet with to further refine your logic model?

Large Group Discussion

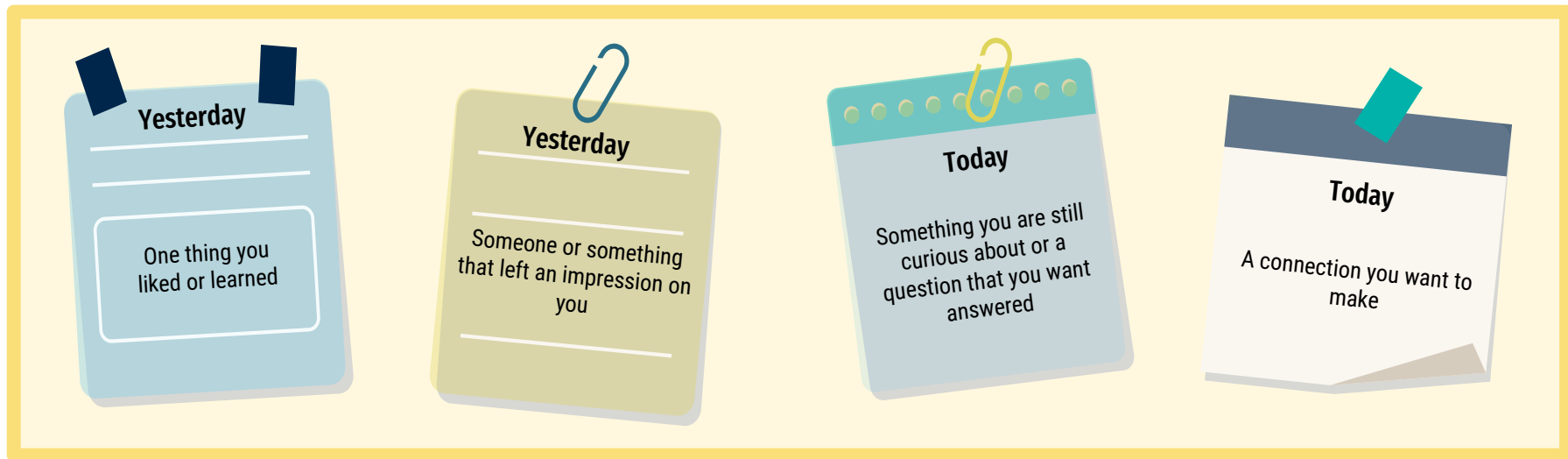
**What is one new idea you have learned today
that you want to implement for the Kessler
Scholars Program on your campus?**

Time for a Group Photo!



Good morning! Opening reflection

Grab a few post-it notes and reflection on these prompts:



Opening Reflection



Nick Watson, College Access & Success
BLOOMBERG PHILANTHROPIES

U-M Kessler Scholars Panel

Students

Lillian Bambacht, Class of 2023

Khyle Cross, Class of 2023

Willy Perez-Cervantes, Class of 2023

Audrey Funwie, Class of 2021



Program Staff:

Adan Hussain, Director, Kessler Scholars Program at Michigan

Anna Maria Flores, Associate Director, Kessler Scholars Program

Kayla Skinner-Roy, Program Specialist, Kessler Scholars Program

Enjoy a quick break



Connecting Research and Practice



Dr. Rosie Perez

**ASSOCIATE PROFESSOR, SCHOOL OF EDUCATION
UNIVERSITY OF MICHIGAN**

Convening Reflections

