

To: Academic Senate, Santa Cruz Division

The Committee on Educational Policy wishes to submit the following report on, "Four Year Graduation, Resources for Undergraduate Education, and the LDRP."

Please see the following for the report.

Respectfully submitted;

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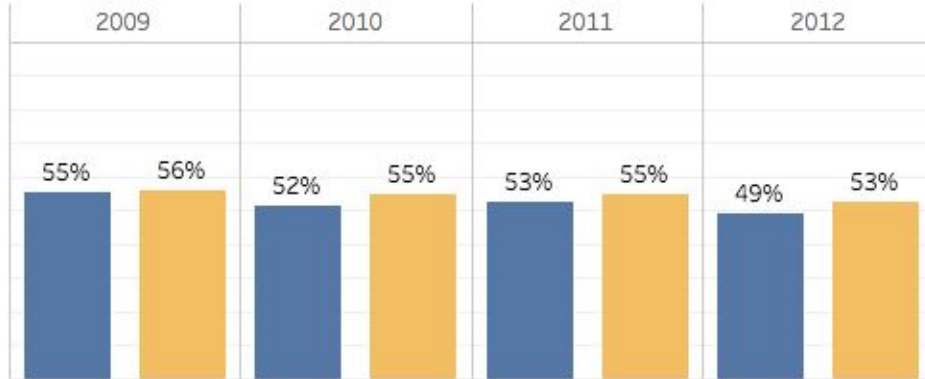
November 8, 2019

Four year graduation, resources for undergraduate education, and the LRDP

Committee on Educational Policy

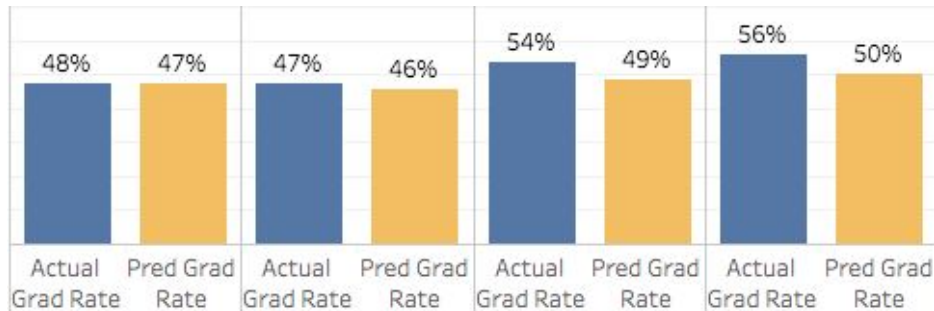
Four-year graduation rate

SANTA CRUZ



Actual and predicted 4-yr graduation rate at UCSC and UCR.

RIVERSIDE



UCR is doing much better than UCSC. Big improvement at UCR in recent years.

Steps taken by CEP

- New [policy](#) about major declaration (for majors with qualification policy)
- All CEP policies streamlined and clarified (on CEP [website](#)).
- Student petitions and resulting advisor workload reduced (senior residency, W grades).
- Catalog structured to provide information more clearly.
- Seek administration's (and departments') support for consistent message across multiple websites.
- Departments with low 4-year graduation or 6th-quarter major declaration rate asked to see if there are curricular barriers that should be removed

Steps CEP will not take

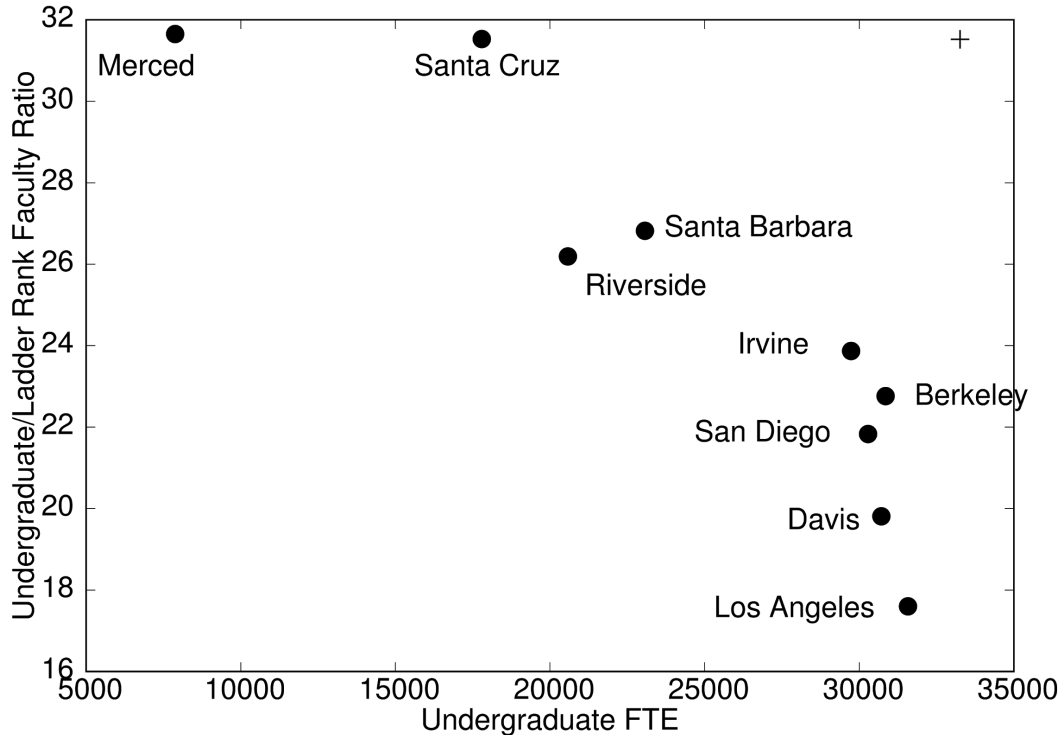
- CEP will continue to reject any proposal to dilute programs or lower quality below UC norms, even if it improves 4-year graduation rate.

(Will ask programs to come up to UC norms where needed.)

What else is needed?

Resources!

Instructional resources: faculty

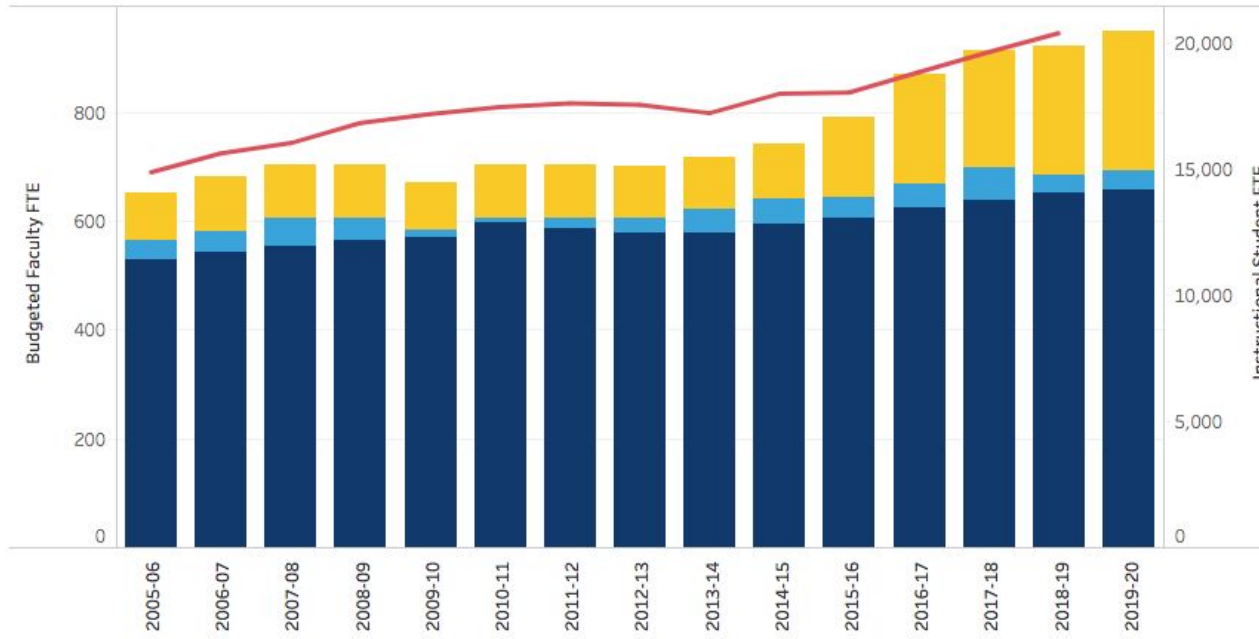


UCR has ~20% more ladder rank faculty per undergraduate student than UCSC

If we add 100 ladder faculty to match UCR, will we have a 4-year graduation rate that matches UCR?

Ladder rank faculty during current LRDP

Distribution of Budgeted Faculty FTE: Campus

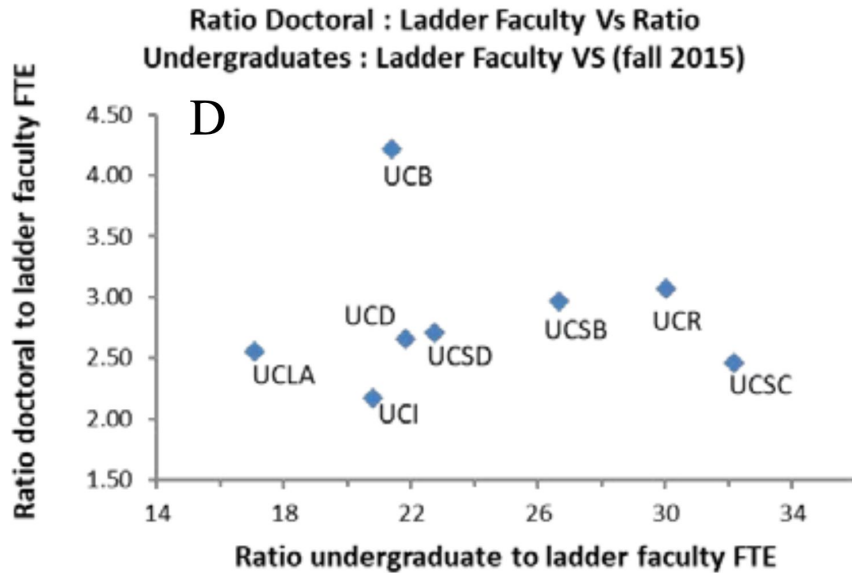


Filled + under recruitment faculty has increased slowly.

Sharp growth in open provisions in the last four years.

More ladder faculty → 12% grad ratio?

Grad Council Report, May 2017:



More faculty (for the same number of undergrads) → better doctoral:undergrad ratio?

Instructional resources: Classroom seats

UCSC classrooms are at saturation

# of seats	201-500	100-199	75-99	50-74	25-49
% utilization	96%	79%	90%	98%	98%

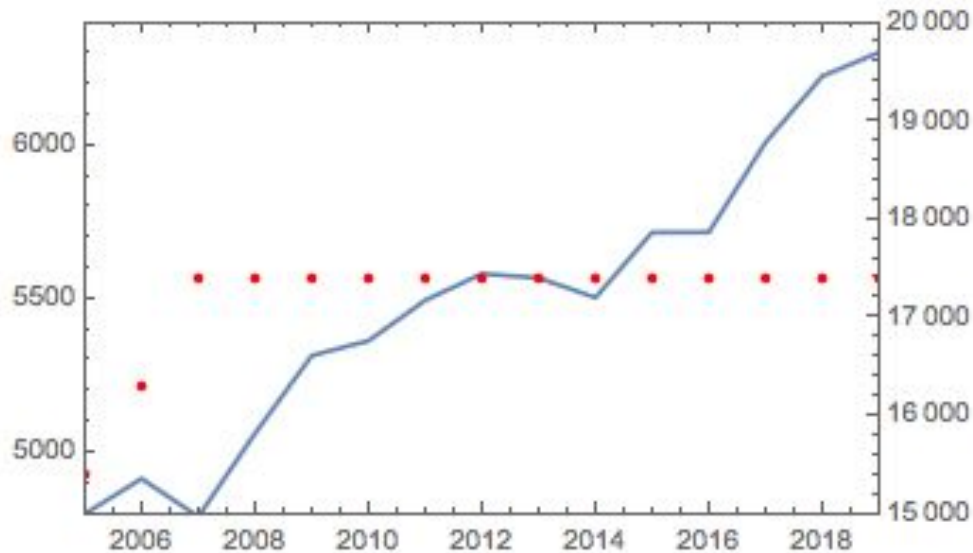
Fewer small classrooms than similar campuses

Campus	UCR	UCSB	UCSC
# of students	19799	21574	16962
26-50 seats	49	62	31

Classroom seats during current LRDP

Student enrollment has grown by 31%

General assignment classroom seats has only grown by 13%; frozen for the past decade.



Which students are not graduating?

Systemwide Graduation Rates by Academic Index Score



UCSC lags behind systemwide and UCR most for students in top academic tier.

~50% of lag due to students staying for 5th year; 50% due to students quitting UCSC.

Why do more of these students want to leave UCSC than want to leave UCR?

Honors Program

UCR Honors Program

- Four year learning community
- Honors courses, special discussion sections in regular courses, contract courses
- Capstone project
- Special university scholarships

UCSC College Scholars Program

- Ends after two years.
- Only courses within honors program.
- No special university scholarships
- Last year, CEP requested permanent funding, designated space, and program expansion; as yet not provided

Why are students staying for 5th year?

Some students can't finish in 4 years

- STEM fields have 4-yr grad rates below UCOP model predictions
- UC Riverside has seen big improvements with “learning communities”
 - Students in groups of ~25 at the time of entry, based on major
 - Placed in major-required classes as a group during each term in the first year
 - Supplementary tutoring for each group in the most difficult course each term
 - Strong improvement in first year GPA, retention, four-year graduation
- Need to investigate how to apply to UCSC; some colleges are taking steps
- UCSC students entering undeclared also have unusually bad 4-yr grad rate

Why are students staying for 5th year?

Survey: confidence finding job related to career path?

	Soc Sci	PBSci	BSOE	Hum.	Arts
Have job	17%	18%	27%	14%	7%
Confident	30%	33%	37%	34%	39%
Unsure	53%	49%	36%	52%	54%

UCSC had less than a third as many on-campus interviews as UCSB

UCSC salaries comparable to UCR, though UCR students graduate faster & academically weaker

Undergrad salaries 10 yrs after graduation

	UCI	UCR	UCSC
Arts & Hum.	56474	52254	54934
Engg.	105631	99135	139743
Life Sci.	80000	76188	68684
Phys. Sci.	74034	74095	74992
Soc. Sci.	73089	60055	61023

CEP recommendations

- More ground level staff at Career Center
- Higher salaries (anomalously low even by UCSC standards)
- Provide dedicated space for campus interviews (perhaps at SVC).
- Improve availability and funding of internships
- More interaction between Career Center and departments; better services for Arts and Humanities students
- Colloquia by alumni about careers; alumni mentors for mini-internships
- Department faculty: look for curricular gaps to bridge campus to careers; engagement with alumni

No progress so far; new Assistant Vice Chancellor for Career Success.

Conclusions

- Undergraduate education under-resourced at UCSC. **Situation has grown worse in last 14 years during the current LRDP.**
- Administration should strategically provide enough resources to improve graduation rates. **(As good as Riverside?)**
- CEP has made numerous policy changes in the past 3 years to improve the clarity of policy for students, and remove barriers for students and departments.
- If the administration commits commensurate resources, CEP is willing to take further policy steps as needed.

Postscript: New LRDP being created



The campus benefitted from only marginal construction during the previous LRDP and does not have capacity to meet continued growth

No guarantee about required development accompanying growth.